

WATtimes

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FROM THE PRESIDENT

— by Terry Weldon

We are often asked by UWaterloo retirees why they should join the UWRA. It's a good question and I would like to take a few moments to present my take on what an appropriate answer might be.



Photo: University President's Office

Let's begin by looking at the aims and objectives of the UWRA as described in my condensed version of what appears in the UWRA Constitution:

1. To promote continuing friendships and relationships among UWaterloo retirees.
2. To represent the interests of retirees via the Pension & Benefits Committee.
3. To assist and communicate with members in understanding any changes or improvements in pensions/benefits.
4. To keep members aware of changes in applicable University policies.

Complete details of our aims and objectives may be viewed in the UWRA Constitution, on our website at: retirees.uwaterloo.ca.

We attempt to create social interaction for our members by offering an assortment of functions, including spring and fall luncheons, several coach

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THE PROFESSIONAL: Jan Weber, back in her usual place, did a superb job as always!

PHOTO CREDITS: Campus pictures: Jay Thomson;
PASTtimes: Simon, the Troll

TIP OF THE HAT: to Gail Cuthbert Brandt for the idea of a campus photo shoot and to Tracy Dietrich, Secretariat & General Counsel, for assistance with We Remember

EDITOR: Jay Thomson, sjthomson_48@sympatico.ca

tours each year to places of interest and our annual fall reception, held in the University Club, among other activities. These functions are very popular and are enjoyed by many of our members. Non-members are invited to join in, as well!

The Pension & Benefits Committee presents an extremely important forum, where the requirements and needs of retirees are represented by our able board member, Dr. Ramesh Kumar. Ramesh keeps us aware of the happenings within the P & B Committee and is always ready to put forth his input in the interests of retirees.

Communications are at the heart of what the UWRA does. Our newsletter, *WATtimes*, is our centrepiece for spreading the word to UWaterloo retirees. Our editor, Jay Thomson, has made great strides in raising the publication to a level where we feel it offers a wealth of information to our readers. Can you sort out and name all the new buildings shown in the construction collage in this issue? Also, we continue to develop our **member-only** email list, so that we may pass on time-sensitive information to you, such as coach tours and social

events. If you wish to be added to the list and are a member, please email us at: UWRA@uwaterloo.ca. And, not to forget, our website, created by Hazel Kennedy, is chock full of useful information for retirees! Check it out at: retirees.uwaterloo.ca.

Finally, we try to keep in mind the welfare of our student body. The Keystone Campaign has appointed a representative to our board of directors and manages a scholarship and bursary program, whereby retirees may contribute towards helping our students.

The organization of all these activities requires a great deal of time and effort by the members of our board of directors. We also require financial input from our membership fees to help keep the organization afloat. If you are interested in maintaining the support that our organization supplies both directly and indirectly to Waterloo retirees, please consider purchasing a membership. The cost is low; only \$12 for an annual membership, or \$120 for a life membership. A membership application form appears elsewhere in this issue. We hope you will join us in making your retiree experience more fulfilling!



CLARIFICATION OF THE POWER OF ATTORNEY AND NEEDS OF GREAT-WEST LIFE

– From Human Resources, University of Waterloo

In the winter *WATtimes*, incorrect information regarding Great-West Life and type of your Power of Attorney required appeared. The proper information follows:

The types of acceptable Power of Attorneys for Great-West Life are Property POAs and General POAs, which allows for the appointed attorney(s) to make decisions on the plan members' behalf, including the administration of the benefits plan and payments of benefits. Personal POAs are not acceptable for these purposes.



THE UWATERLOO STAFF ASSOCIATION IS CELEBRATING ITS 45th ANNIVERSARY

and is extending an invitation to former Staff Association Members who are now retired to drop in to their Open House at the University Club on Monday, June 22, 2015 anytime between 3:00 p.m. to 6:00 p.m.

Nibbles, tea, coffee and water will be served at this event and there will also be a cash bar for other beverages. Hope you can make it to this event to renew old and make new acquaintances.

If you plan on attending this event, please RSVP by email to: staffasc@uwaterloo.ca.

Sue Fraser, *Social Events Co-Chair*

PROFILE OF KATHERINE LA HAY

— by Neal Moogk-Soulis, a writer and historian in Waterloo. When he marries University of Waterloo staff member Melissa Keith this June, the Soulis name will be added to the University of Waterloo payroll for a third generation.

“I baked cookies. Do you drink coffee?”

So begins my visit with Katherine La Hay, the recently retired Senior Instructor for the Earth Sciences department. I mention that I prefer tea, and soon we are sitting at her kitchen table, but not without first stopping by the fridge to admire a fantastic action shot from the hockey rink. The fridge, like any grandmother’s fridge, is covered with colourful art from grandchildren and pictures of the artists. The hockey rink action shot is of her grandson cheering his heart out.

Unfortunately, there are not action shots of Katherine in net. “The day that the photographer was there, there were not many pucks shot at me, most of the action was at the other end of the rink.”

Katherine was born in Winnipeg but grew up in Sudbury where her father as an assayer for Inco. An assayer tests the mineral ore from the mine during the refining process to determine the composition of the various minerals. Her father had also been a surveyor for Inco so he was familiar with the outdoors. “We camped, fished, skied and explored. My dad even built a little playhouse for us on the edge of our property.”

“I remember my father would come home some nights and ask my mother if she wanted partridge for dinner. If she said yes, we’d head out into the countryside and my Dad would get the partridge when they were in season.”

While the La Hays lived in Sudbury, they made frequent road trips to Winnipeg where the rest of the family lived. This was in the era when the Trans-Canada Highway was in its infancy and it hadn’t yet stretched all the way across Canada. “There were two routes that we could take, either through Michigan or through Timmins. Both routes were gravel. We camped and we fished along the way.”

“It was beautiful too. All of the rock cuts were fresh along the north shore of Lake Superior. They were brilliant with amethyst.”



Photo: Katherine La Hay

Another feature was roadside rock shops where the discerning traveler could purchase rock samples that had been brought in from the nearby wilderness. One in particular, Witzel’s, sold rocks and oil paintings. The La Hays became friends with the Witzels. Over the years, a visit to the Witzels became a social event. It was another shop that entered into her family. “One of those rock shops was run by a man named Hank. One day, my parents were visiting the shop and Hank said that he was thinking of retiring. My father said that he was thinking of buying. Well, a couple

of weeks later, we were at home and truck pulled up. There was Hank with everything that became Cambrian Gemcraft.”

Katherine’s parents continued to run Cambrian Gemcraft, first in the summers out of an ex-Hudson’s Bay Company trading post in Naughton, southwest of Sudbury, and later as a mail order business. “My father collected many of the rocks himself with another fellow, but he would also buy rocks.” Later, Katherine took over the business. “When we took things over, most of the records were vague. In time, we discovered that we were dealing with the same companies that my parents were purchasing from.”

In high school, Katherine was an active Track and Field athlete until a back injury sidelined her competitive career. “I became a student coach. In those days, the Legion ran coaching clinics in Guelph and I went there for two summers. While I was there, I met John Powell who was an amazing man.”

John Powell established the Department of Physical Education at the University of Guelph. Since Katherine was the first woman accepted into the program, she was featured in the promotional literature next to Jeff Kerr, the first man to be accepted in to the program. Kinesiology was not for her so after failing a term, she switched majors to a Science degree. She married and then started her Science degree. She was determined to catch up to the rest of her class, but ended up burning herself out instead. “After I failed the second time, they

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made me wait a full year before coming back. It's not a story that I tell often, but I always used it if a student came to me in despair because they were going to fail a course. I could tell them that failure was not the end."

At the end of her student career, Katherine received first a Bachelor's degree and later a Master's degree. Her two children, Paul and Karen, had been born. "I'd considered teacher's college, but by that point I had had enough of sitting in a classroom. I also didn't want to be away at school while my family was so young."

After graduation, Katherine did contract work for Agriculture Canada. About this time she also met Owen White, who was an engineering professor at the University of Waterloo. Katherine inquired about any openings and was told that nothing was available. "Shortly after that, I got a phone call that asked me if I would like to teach geology labs to engineers. I talked it over with my husband Peter and we decided that I should take the job."

Katherine started at UWaterloo in 1977. Since she hadn't taken the course, she also sat in on the lectures. "By then Owen had started to work for the Ontario Geological Survey, but he would come back to teach his lectures. Owen had an inspiring rapport with his students. Since I sat in on the course, I knew what the students should know in the lab because I could say, 'you learned that in last week's lecture.' That comment kept them on their toes."

Field trips were another feature of Katherine's work. A favourite trip was to take second year students to Bancroft in late September or early October. "There were wonderful displays of colour that just took your breath away. Some years, we had a crop of foreign students who were not familiar with the countryside. Those fall colours impressed them."

There were some misadventures, night time card parties and lots of joking too. "I remember there was one dinner where we were all together in the hotel dining room. At the end of the meal, the waiter came over with the bill. Peter Fransom went through the bill and began asking, 'Who had the trout?', and none of us had, 'Who had the lobster?' I looked over and the wait staff was watching us because the grad students had put them up to it. All of them were pleased with the prank."

One of Katherine's career highlights came near the end of her career when she taught two weeks of labs to students at the University's Dubai campus. "The first year, I had to buy, ship and assemble the whole lab. I would arrive, recover from my jet lag, set up the lab, teach, and then fly back. When I got back, people would ask me, 'how was your vacation?'"

For a geologist, the Dubai campus was a beautiful place and sometimes served as an outdoor classroom. "We could walk around the campus and identify rocks in the paving stones, on the walls and even some of the staircases. Where could you do that on the Waterloo campus?"

Ice sports, and particularly hockey, have been a more or less constant part of Katherine's life. She grew up playing shinny on the creek in front of her house in Sudbury and later played with the women's hockey team at the University of Guelph. This team dominated the Ontario Women's University circuit in the late 1960s and early 1970s. After university, she played in provincial women's leagues. She became a goalie when her team's goalie left the team. Too much winter driving inspired her to switch to become a ringette goalie when she turned 40.

The pull of the puck couldn't be ignored for long, and Katherine returned to hockey about 12 years ago. By this time she had divorced, moved to Waterloo, and



Photo: courtesy of Katherine La Hay

remarried. The Kitchener-Waterloo Women's Recreational Hockey League has 14 teams this year with the team's roster changing every year. "We have games on Saturday and Monday nights. Sundays, we play pick-up games. It's a fun time. No one is out to hurt anyone or to get hurt." The current league has players aged 19 to 67, four of whom are over the age of 60.

It was by way of hockey that Katherine got to fulfill a geologist's dream: to stand on rocks that were younger than she was. In October 2014, she was part of two Canadian teams that took part in an Icelandic tournament. The competition was intense and she was elected her team's MVP. She left behind four goalie sticks and traded her jersey for an Icelandic one. "I intend to play hockey as long as I can carry my

equipment. It's a great stress reliever. If I begin a game stressed out, by the end the stress is all gone."

When she isn't playing hockey, Katherine enjoys camping and biking trips. She met her wife, Faye, at the Valens Conservation Area, east of Cambridge. "I was biking back from Niagara Falls and racing a thunderstorm. I knew that I wasn't going to make it home in time, so I arrived at Valens and said that I needed a campsite quickly. It turned out that it was Faye's favourite spot so she had to settle for her second favourite spot when she arrived later that day." Katherine and Faye were married at Valens two years later and have now been married seven and a half years. They each have two children from their previous marriages as well as eight grandchildren.

NEW RETIREES – reported by Human Resources, University of Waterloo

Name	Department	Position	Hire	Retire
James Pankratz	Conrad Grebel University	Dean, Associate Professor	Jan. 06	1-Jan.-15
Marlene Skinner	Mechanical and Mechatronics Engineering	Department Secretary	Nov. 88	1-Jan.-15
Susan Phillips	Geography and Environmental Management	Undergraduate Advisor and Program Administrator	Aug. 70	1-Jan.-15
Lynn Judge	Graduate Studies Office	Director, Graduate Academic Services	Oct. 79	1-Jan.-15
Wendy Grant	Finance	Student Accounts Systems Specialist	Nov. 87	1-Jan.-15
Ray Butterworth	Math Faculty Computing Facility	Software Specialist	June 81	1-Jan.-15
Metin Renksizbulut	Mechanical and Mechatronics Engineering	Professor	July 83	1-Jan.-15
G. Keith Warriner	Sociology and Legal Studies	Professor	July 85	1-Jan.-15
Joe Bevan	Mapping, Analysis & Design	Multimedia Specialist	Sept. 88	1-Jan.-15
Vasanti Ramdial	Retail Services	Accounts Payable Clerk	Feb. 00	1-Jan.-15
Patricia Conaway	Retail Services	Accounts Receivable Clerk	Feb. 92	1-Jan.-15
Thomas Brenner	Renison University College	Associate Professor and Academic Dean	Sept. 85	1-Jan.-15
James Illig	Library	Library Assistant, Facilities	April 94	1-Feb.-15
Diane Mousso	Housing and Residences	Residence Facilities Clerical Support	Aug. 97	1-Feb.-15
Patricia Moore	Faculty Association	Executive Manager	Sept. 94	1-Feb.-15
Janet Moser	Centre for Extended Learning	Administrative Assistant	May 91	1-Feb.-15
Jane Britton	Library	Head, Special Collections and Archives	Sept. 74	1-Feb.-15
David Corke	Plant Operations	Electrical Repairperson	March 89	1-Feb.-15
Devika Gopaul	Registrar's Office	Admissions/Records Assistant	Aug. 78	1-Feb.-15
Albert Todd	Plant Operations	Building Operator II	Nov. 04	1-Feb.-15
Angie Rohrbacher	School of Planning	School Records Co-ordinator	Sept. 01	1-Feb.-15
Robin Atchison	Drama and Speech Communication	Administrative Assistant and Publicity Coordinator	Dec. 04	1-March-15
John Jongerius	Federation of Students	Manager, Used Bookstore	May 74	1-March-15
Gord Hitchman	Mechanical Engineering	Research Associate	Sept. 89	1-March-15
Ann Saddington	Human Resources	Payroll Benefits Administrator	July 07	1-March-15
Rosella Leis	Conrad Grebel University	Staff	July 01	1-March-15

KEYSTONE CAMPAIGN STUDENT PROFILE: JESSIE ASHBOURNE

— by Keystone communications volunteer, Maris Weiss

A desire to make a difference came at an early age for Jessie Ashbourne. When Jessie, a 2nd year masters student in AHS, was young, her grandmother was diagnosed with Alzheimer's disease. This ignited her desire to be part of the change needed in caring for our increasing aging population, especially those with dementia.

After finishing her degree in the interdisciplinary Arts & Science program at McMaster University, Jessie met with UWaterloo faculty member Dr. Paul Stolee, Associate Professor, School of Public Health and Health Systems (SPHHS), and his supportive team at the Geriatric Health Systems Research Group. She was so impressed with this program that she decided to attend the University of Waterloo.

Under Dr. Stolee's mentorship, Jessie is focusing her research on transitional care for persons with dementia and their caregivers. As part of this research, she interviews older adults with dementia and their family members who have experienced transitions in the health care system including those between community, acute or long-term care settings. The exciting part about this project, she explains, is that the results will become part of an initiative to develop dementia strategies for the Waterloo Wellington and South West Local Health Integration Network (LHIN) regions. It is her hope that this work will help make dementia a local priority and provide impetus for further dementia strategy development at a provincial level.

In recognition of her academic excellence and in support of her research endeavors, Jessie was awarded the Waterloo Retirees Scholarship, which is awarded annually and supported by the generosity of Waterloo's own retirees, part of the Keystone family. This extra funding has allowed Jessie to devote more time to her school work and extracurricular activities on campus. Playing intramural sports, singing in the University choir,



Photo courtesy of Jessie Ashbourne

participating in the *Stand Up to Stigma* team, and holding the role of Vice-President Internal/External for the SPHHS Graduate Students' Association are some of the ways Jessie is involved in the campus community outside of her studies.

Jessie's future looks bright. She is looking forward to graduating in August and has applied to medical school with the hope that she may continue to apply her passion for the

health and wellbeing of older adults in the capacity of Geriatrician or Family Physician.

When Jessie is not on campus she loves spending time with her friends and the challenge of rock climbing.

Enjoy your climb to the top Jessie!

The Keystone Campaign inspires and engages the campus community in philanthropy. Every year, our family of faculty, staff and retirees volunteer countless hours on campus and donate more than \$1 million dollars to support the University of Waterloo.

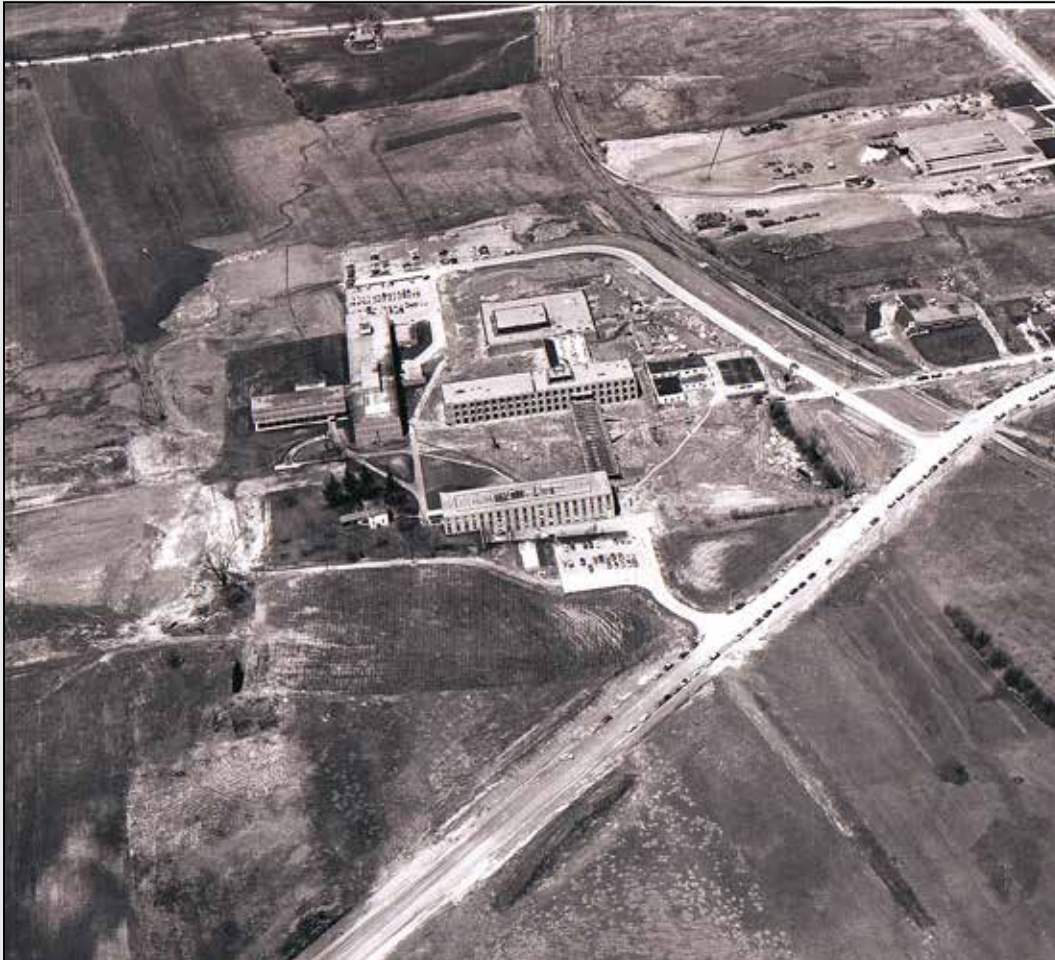


Photo: Terry Weldon

Retirees Scholarship recipient Jessie Ashbourne (l) visited the UWRA Board, seen here with former Keystone retiree co-chair Bob Norman, and Whitney Albright, Advancement (r).

ANOTHER PASTtimes

Recall that PASTtimes is an historical photo feature that runs every now and then. Hopefully the picture will stir some deep-seated memories which you will share with the rest of us. Please send email (or written) stories, comments, identifications, descriptions to the editor: Jay Thomson, sjthomson_48@sympatico.ca, #406 – 200 Shakespeare Dr., Waterloo, N2L 6C1. Responses will be published in the next issue of *WATtimes*. Here is this issue's photo. Which buildings, roads, and features can you identify? The approximate date? Any story jump to mind?



This will surely test your long term memory! Actually it fits right into a theme of this *WATtimes*: UWaterloo – past, present and future. Check out the photo essay of today's campus and the State of the University Report: Defining Tomorrow elsewhere in the issue.

NEW BUILDINGS AND CONSTRUCTION ON CAMPUS: Still Muddy After All These Years

To view the single photos in these collages plus additional ones, visit retirees.uwaterloo.ca. Click on the Facebook link at the bottom of the home page to go to the photo albums. Photos may be downloaded.

CAMPUS SKYLINE LOOKING NORTH EAST: Cranes, Cranes, Cranes



BUILDINGS: and the requisite geese



CONSTRUCTION



AN INVITATION FOR ALL UWATERLOO RETIREES TO JOIN US FOR THE UNIVERSITY OF WATERLOO RETIREES ASSOCIATION'S **ANNUAL FALL RECEPTION**

Wednesday, September 23, 2015

3:00-5:00 p.m. at the University Club

We hope you are able to join us for this event. Dr. Ian Orchard, Vice-President Academic & Provost will be our guest speaker at this event.

Other invited guests will include some senior administrators of the University, plus representatives from Human Resources, the Faculty Association and the Staff Association. This is a time to socialize and renew old and new acquaintances and a chance to chat with your 2015 UWRA Executive.

Complimentary cheese, cold canapés and hot hors d'oeuvres will be served. All paid up members of the UWRA will receive two free tickets for "on-the-house" beverages (wine, beer, soft drinks). Additional drink tickets can be purchased at \$5.00 each.

New and renewal annual memberships can be purchased at this event and you will then receive your complimentary bar tickets. Annual membership is \$12.00 or you can purchase a Lifetime Membership for \$120.00.

So please mark your calendar for this event because you never know who you might meet there!

Sue Fraser, *Social Events Co-Chair (Fall Reception and AGM)*

OUR 2015 SPRING LUNCHEON IS ALMOST HERE! – by Pat Cunningham



Photo: Getty Images

A warm invitation to you to attend the UWRA Spring Luncheon on Tuesday, April 14, 2015 at the Sunshine Centre/ Luther Village. We look forward to seeing you and other UWaterloo friends and to hear **Dr. Kelly Grindrod, School of Pharmacy**, speak “Know your meds: simple ways to learn more about your drugs.”

Looking for easy to understand information on medications? Look no further than the internet. Pharmacist and health researcher Kelly Grindrod will share her tips and tricks for finding high quality, simple and accurate information on the web.

Tickets are \$28 each for UWRA members and guests; \$30 each non-members. Reserve your tickets now!

UWRA SPRING LUNCHEON

Tuesday, April 14, 2015 | 141 Father David Bauer Dr., Waterloo

Speaker – Dr. Kelly Grindrod

Know your meds: simple ways to learn more about your drugs

Cash bar: 11:30 a.m. Lunch: 12 noon Door Prizes

Tickets: \$28 each for UWRA members and guests; \$30 each non-members

For tickets, please fill in form below and mail to:

Pat Cunningham, 88 McCarron Crescent, Waterloo, ON N2L 5N2 Telephone: 519-888-0334

UWRA SPRING LUNCHEON, Tuesday, April 14, 2015

Name(s)

Telephone

Email

No. of Tickets

Amount enclosed

*Please make cheques payable to UWRA. Deadline for ticket sales is **Wednesday April 8, 2015.***

Parking is available in designated areas at the front, side and back of Luther Village.

At this UWRA event, a photographer may be taking photos. Event photographs may be used in our print or digital communications. If you would not like your photo taken or used in this way, please advise the photographer. Thank you!

IMPORTANT COACH TOUR INFORMATION:

A modification and a new Spring destination plus a sneak peek

Wednesday, April 22, 2015

The AGA KHAN Museum and Grounds Tour

REVISED TIMES

Depart Parking lot "X" behind Optometry at 9 a.m. to arrive at the museum at 11:45 — we are confirmed for a combined 1.5 hour gallery and architectural tour with a lunch between 2-3 p.m. in their Diwan museum restaurant for what looks like a special menu for our group. Return to UWaterloo around 6 p.m.



THE SECOND SPRING TOUR

Thursday, May 21, 2015

The DONKEY SANCTUARY OF CANADA and the HALTON COUNTY RADIAL RAILWAY MUSEUM

MORNING: The Donkey Sanctuary of Canada is all set for our visit in the morning. Proprietor Terri Morris will be our guide into the amazing world of donkeys. She will dispel myths (they are not stupid or stubborn!), speak to why they are here in Canada and why there is a need for a sanctuary.

LUNCH: The Aberfoyle Mill featuring delicious salmon, veggie, or chicken

AFTERNOON: Tour the Halton County Radial Railway with a ride on their 2 km track

DEPARTURE: 9 a.m., from Parking Lot X behind Optometry to arrive at the Donkey Sanctuary for the 10 a.m. tour. Parking is free. Return to Waterloo by 6 p.m.

PRICE: \$90.00 per person for members, spouses and their guests. Add \$5.00 for non-members.



SNEAK PEEK FOR FALL:

Wednesday, October 7, 2015

SHAW FESTIVAL, SWEET CHARITY

Place this event on your calendar. More info in the Fall *WATtimes*.

UWRA EVENT NOTICES

Please register for tours using the new form. It may be found on the website, retirees.uwaterloo.ca, on the Social and Tours page or in the Winter issue of *WATtimes*, 20 (1), p. 10, 2015.

At UWRA events, a photographer may be taking photos. Event photographs may be used in our print or digital communications. If you would not like your photo taken or used in this way, please advise the photographer. Thank you!

UPCOMING 2015 UWATERLOO RETIREES' ASSOCIATION COLLABORATIVE INITIATIVES WITH THE UWATERLOO STAFF ASSOCIATION

A benefit of being a member of the UWaterloo Retirees' Association is that you are able to take advantage of the following hosted by the UWaterloo Staff Association

Golf North Corporate Player's Card

NOTE: At present we are unsure what the 2015 discount rate will be, but as soon as this information is available it will be posted on the UWRA website and information will be emailed to members who are on our mailing list.

UWSA Golf Tournament — Thursday, July 16, 2015 — Foxwood Country Club, Baden

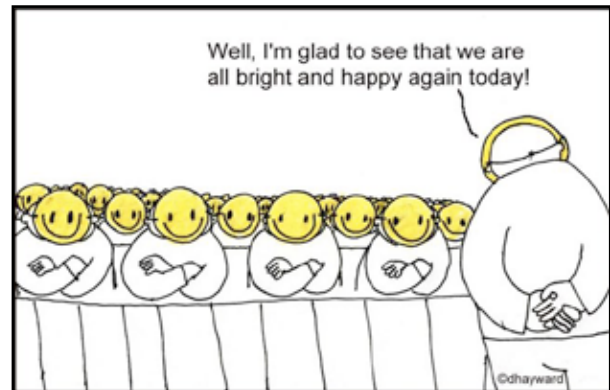
Further details will be forthcoming as final information becomes available. Once again this will be posted on the UWRA website and an email will be sent out to our members.

Sue Fraser, *UWRA Co-Chair, Social Events*

To take advantage of either of the above once the information is available, please show your UWRA membership status (life/annual) to Melissa Zapletal (Ext. 33566) in the UW Staff Association office (DC 3603). Your membership status appears above your mailing address on the back of your Spring 2015 *WATtimes* newsletter. If you are not in possession of this newsletter, UWRA can check your membership status.

UWRA ANNUAL GENERAL MEETING AND RECEPTION

Wednesday, May 27, 2015 — 3:30-5:30 p.m.
Waterfall Gallery
Sunshine Centre, Luther Village
139 Father David Bauer Drive, Waterloo



Please come, share in the business of your Association, meet friends and enjoy the informal Reception following the meeting. The meeting consists of short reports on UWRA activities and the election of new board members.

The meeting is generally less than an hour, and the Reception follows.

Parking is free in all "Visitor" spaces at Luther Village as are the refreshments (wine, beer, soft drinks and snacks) available at the Reception.

Hope to see you there!

Sue Fraser, *Social Events Co-Chair*

PENSION AND BENEFIT UPDATE

A **Cost of Living Adjustment (COLA)** is applied to University of Waterloo pensions each year. **Effective May 1, 2015, the COLA is 1.91%**. If you retired on or after June 1, 2014, your COLA will be prorated based on the number of months you received pension since May 1, 2014. If you retired in 2015 and your pension was restricted by the 2015 Income Tax Act limit, your first COLA will be applied to your pension effective May 1, 2016. Please contact pensions@uwaterloo.ca if you have any questions.

A **benefit bulletin** for retirees was sent out to all eligible plan members last month from Human Resources. If you did not receive a copy, please contact Human Resources at 519-888-4567 ext. 35935 or Hrhelp@uwaterloo.ca to update your address and request a copy. A copy can also be found online at uwaterloo.ca/human-resources.

Travel to Cuba: If you are travelling to Cuba please notify Human Resources at 519-888-4567-35935 to obtain written proof of coverage prior to leaving Canada. Cuba is currently the only country with this requirement.

THE 2014-2015 **STATE OF THE UNIVERSITY** REPORT: DEFINING TOMORROW

— from the University President’s message of February 10, 2015, with the help of Kelly McManus



DEFINING TOMORROW STATE OF THE UNIVERSITY REPORT

»» #UWATERLOOINNOVATION

On February 10, 2015, Feridun Hamdullahpur, president and vice-chancellor of the University of Waterloo, presented the University of Waterloo’s 2014-15 State of the University Report, *Defining Tomorrow*. In his message he states:

“This report is the first of its kind from the University of Waterloo. In today’s hypercompetitive and increasingly internationalized post-secondary education environment, it is critical that the University of Waterloo tell its story well.

Providing deep insight into our definitive research strengths and recent major achievements, this report also gives the reader a sense of who and what we are as a university community: bold, innovative, and energized to take on the world’s foremost challenges.

Going forward, we will use this document to tell our story both here in the community, as well as with our alumni, our Canadian and international partners, with policymakers and funding agencies, with prospective students, faculty, and staff, and online with our vibrant digital communities. Look for #UWaterlooInnovation on Twitter and share the story of Waterloo’s excellence and impact with your own networks.

As members of our University community, you are ambassadors for this institution. Let’s show the world that from research to academic programming to our role supporting Canada’s economy, Waterloo really is Defining Tomorrow.”

See the online version of the report, <https://uwaterloo.ca/state-of-the-university>: it is quite impressive. Those who are somewhat technically savvy are sure to enjoy it and get a strong sense of the current University of Waterloo and its future direction.

WE REMEMBER ... – reported by Human Resources, University of Waterloo

Grietje Maaïke (Margret) Kruger passed away November 26, 2014. Margret began working at UWaterloo in June 1963. She held the position of Chemical Preparations Technician in the Chemistry Department prior to retiring April 1, 1989. Margret was predeceased by her husband, Henk Kruger in 2007.

June Gildner passed away November 30, 2014. June was the surviving spouse of Roy Gildner who died in March 1993.

Lois Pickoski passed away January 1, 2015. Lois worked as an Information Systems Analyst in IST, commencing her employment in April 1967. She retired March 1, 2008. Lois is survived by her spouse John.

Marian Hoffer died December 26, 2014. Marian began working at UWaterloo in January 1979. She was the Administrative Assistant, Special Projects, for the Dean of Science. Marian retired September 1, 1994. She is survived by her husband, Ralph who also retired from UWaterloo.

Elizabeth (Betty) Beaver died December 28, 2014. Betty began her employment in September 1990 as Receptionist/Secretary for the Computer Systems Group. She transferred to the Engineering Society as Society Secretary in 1993 and then on August 1, 2008, she retired.

Ronald Cash died January 28, 2015. Ronald worked in Plant Operations as a Custodian from November 1987 until he retired on April 1, 1998. He was predeceased by his wife, Lucille.

Eugene Hanusch passed away January 18, 2015. Eugene began his employment in October 1978. He was a Custodian in Village One of the UWaterloo Residences. Eugene retired on July 1, 1994. He is survived by his spouse, Alma.

Dr. Jiri Vlach died February 11, 2015. Dr. Vlach began his career at UWaterloo on September 1, 1969. He was

a Professor in Electrical Engineering. Dr. Vlach retired September 1, 1988. He was predeceased by his wife, Dagmar.

Anne Farthing passed away February 19, 2015. Anne began her employment on April 18, 1983. She was the Medical Secretary in Health Services. Anne retired July 1, 1996 under the Special Early Retirement Program. She was predeceased by her spouse, Paul.

PAUL D. MITCHELL died suddenly on Friday, January 16, 2015. Paul received an honorary Doctor of Laws degree from the University of Waterloo in 2001 for his professional and community achievements. He served on the Board of Governors from 1988-1994 and from 1995-2001. He served as chair from 1993-1994 and from 1997-2001. Quoting from his LLD citation:

“Mr. Mitchell’s engagement with Waterloo began in 1988, when he was appointed to the Board of Governors. It became immediately clear that he was not only committed to UW, but prepared to work assiduously for the institution and, during his 12 years as Governor, he developed a remarkable record of effective, supportive and conscientious service: on board committees; as Vice-Chair of the 1992 Presidential Nominating Committee, Vice-Chair of the Board, and then Chair.

Throughout his career, Paul Mitchell has shown leadership in both local and broader communities, roles which currently include directorships of Air Canada, Equitable Life, and the Council On Drug Abuse, which he chairs; and board membership of the KW Community Foundation, the Koffler Institute of Pharmacy Management, and several pharmaceutical organizations.

The University of Waterloo has been a principal beneficiary of his leadership talents, which he has shared generously, graciously and with good humour. It is fitting that he should be the recipient of the highest expression of our gratitude.”

ENSURING **WATtimes** DELIVERY TO YOUR NEW ADDRESS

The *WATtimes* mailing list for all retirees, whether you are a UWRA Member or not, is maintained by Pat Rowe, the UWRA Membership Coordinator. All those receiving UWaterloo pensions, including both UWaterloo retirees and survivors of UWaterloo retirees, should send any change of address or name to Wanda Speek (wspeek@uwaterloo.ca) or mail her at Human Resources, GSC Room 130, University of Waterloo, N2L 3G1. If you have taken your pension out of the University and wish to ensure that you continue to receive *WATtimes*, please send any change of address or name to Pat Rowe, UWRA Membership Coordinator, prowe@uwaterloo.ca, 452 Beechwood Place, Unit 6, 452 Beechwood Place, Waterloo, ON N2T 1Y8.

UWRA members should send email addresses or any changes to email addresses to Pat Rowe.

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Harold Ellenton	Shirley Thomson
Marlene Miles	* with us in spirit

MEMBERSHIP IN UWRA

As a retiree, each year you will receive three issues of *WATtimes*, the newsletter of the University of Waterloo Retirees Association (UWRA). We also encourage you to become a member of UWRA (\$120 for a life membership or \$12 annually). Membership offers benefits and opportunities such as keeping in touch with the university and with former colleagues, making new friends, and enjoying a variety of social activities throughout the year at a special members' rate. Information is also available on the UWRA website, retirees.uwaterloo.ca.

In addition, the Board of UWRA is now working to develop an email list of the members who would like to receive additional members-only information from time to time between issues of *WATtimes*. Such information might include updates on pension and benefits discussions and changes, openings on bus tours, volunteer or part-time paid UWaterloo activities, and other timely and relevant information as it becomes available. *Joining this email list is entirely optional and does not change your membership in any way or add to the cost of membership. It is simply intended to improve communication with members who*

would like more current information sent directly to them as it becomes available. This email list will not be passed on to any other group or agency or used for any other purpose. The list is used occasionally as required.

To join UWRA, just fill out the form below and mail it, with a cheque payable to UWRA, to Pat Rowe, Membership Coordinator, 452 Beechwood Place, Unit 6, Waterloo, ON N2T 1Y8. Including your email address on your application will ensure that you receive additional information as described above. If you have any questions, please email Pat Rowe, the Membership & Records Coordinator, prowe@uwaterloo.ca.

MEMBERSHIP STATUS

To determine your membership status, check the line above your name in the mailing address of *WATtimes* which shows your status. For example, DEC2015 means that you are an Annual Member and are paid up through December 2015. LIFE2012 means that you took a Life Membership in 2012, and **no further fees are required**. An empty space indicates that you are not a member of UWRA.

MEMBERSHIP APPLICATION and RENEWAL FORM

Date _____ Amount: Lifetime \$120 Annual (calendar year) \$12

Name _____

Address _____

Postal Code _____

Email _____ Telephone _____

PLEASE NOTE: All those receiving UWaterloo pensions, including both UWaterloo retirees and survivors of UWaterloo retirees, should inform Wanda Speek, Human Resources, GSC Room 130, University of Waterloo, N2L 3G1 (wspeek@uwaterloo.ca) of any change of address or name. If you have taken your pension out of the University and wish to ensure that you continue to receive *WATtimes*, please send any change of address or name to Pat Rowe, UWRA Membership Coordinator, prowe@uwaterloo.ca, 452 Beechwood Place, Unit 6,, Waterloo, ON N2T 1Y8.

UWRA members should send email addresses or any changes to email addresses to Pat Rowe.

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO
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