

# WATtimes

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## MESSAGE FROM THE PRESIDENT

We are embarking on a new season after a warm, dry summer. I hope that you enjoyed the heat with friends and family.

I am honored to have been chosen as your President for the next two years. Repeating the outstanding job that Shirley Thomson did in this position will be a challenge. I will try to live up to it. Our past Boards have been very strong and I am excited to announce the election of three highly experienced new members. All have been presidents of organizations in their pre-retirement lives. They are Gail Cuthbert-Brandt, formerly Principal of Renison University College, Sue Fraser, a President of the Staff Association and Bruce Torrie, a President of the Faculty Association. Sketches of their backgrounds follow in this issue.

It is with some regrets that I also have to announce the departure from your Board of Robin Banks, Lorraine Beattie and Jim Kalbfleisch. They have served you enthusiastically and skillfully for a long time. I thank them for their dedication to our association. Lorraine has served since 2006 in many capacities including President. Robin and Jim have served even longer, more than a decade and I am delighted to inform you that the Board voted unanimously in June to recognize their distinguished service by naming them "Honorary Board Members." They will be inducted at our **Fall Reception at the University Club on Thursday, September 27**. Join us in this celebration.

I draw your attention to several other items in this edition:

- » One of the most important responsibilities of your Board of Directors is to ensure that you have a strong representative on the University of Waterloo Board of Governors

**Pension and Benefits** Committee. Jim Brox watches our interests closely.

- » We have two more, always popular **Coach Tours** this fall. The first is on Wed. Oct. 10 to the Shaw Festival (Ragtime). The second is on Tues. Oct. 30 to visit historical sites and towns along the Grand River south of KW. Once again Terry Weldon, ably assisted by Rediña Caracaz, has organized these events. It might still be possible to get a seat. Book early to ensure a seat on future tours.
- » Register now for our **Fall Luncheon** on Thursday, Nov. 15 at Luther Village. Chris Redmond, former editor of the U of Waterloo Gazette and Daily Bulletin, Sherlock Holmes expert and one who knows Simon the Troll will be our guest speaker.

Sadly I have to report to you that Phil Eastman, WATtimes Editor since 2004 was diagnosed in June with oesophageal cancer. Understandably Phil needed time to deal with his medical problem. I know that you all join me in wishing Phil a complete recovery and early resumption of his responsibilities as Editor. In Phil's absence Shirley Thomson has stepped in to produce this issue of WATtimes.

If you are not a member of the UW Retirees' Association I encourage you to join and participate in as many of our social activities as you can. Fill out the **Membership Application & Renewal Form** in this issue and turn it in at the Fall Reception or mail it. It is \$12.00 well spent. Even better, become a Life Member for \$120 and eliminate forgetting to renew annually.

I look forward to seeing you at the Reception, Fall Luncheon and/or on a Coach Tour.

*Bob Norman*

**WATtimes**

OCCASIONAL NEWSLETTER FOR RETIREES

WATERLOO

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# PROFILE OF RAY DUGAN – BY NEAL MOOGK-SOULIS

*Neal Moogk-Soulis is a Waterloo graduate who splits his time between creating the comic PostScript with his brother Graham and railroading on the Waterloo Central Railway.*

Sometimes little projects can grow into massive undertakings. Such is the case with Ray Dugan and his reproduction of the famous Bayeux Tapestry. The tapestry was commissioned sometime in the eleventh century to mark the 1066 Norman invasion of England. It has always been displayed in the Norman town of Bayeux in northwestern France and it was there that Ray first visited it in 1985.

“I was bowled over the first time I laid eyes on it,” he recently told the UW Retirees at their Spring 2012 luncheon. The museum gift shop sold do-it-yourself kits which allowed aspiring embroiderers to make their own small reproduction of a portion of the tapestry. Ray eventually purchased one of each kit but decided that he wanted to do more. He found a suitable bolt of linen in Kitchener-Waterloo and had friends in France send him the correct shades of wool: three green, three blue, one rusty red and one yellow. “I started to work on it and it just got bigger and bigger and bigger.”

Before he first saw the tapestry, Ray had spent several years in France in a variety of capacities. His first trip to France had been as an *assistant* in 1957 where he taught English in Poitiers. He returned for a couple of sabbaticals and for two stints as the resident director of the third-year study abroad program in France. Even after retirement, he still visits France regularly, “France is almost like a second home for me. We have many friends there. It’s like putting on an old pair of slippers every time we visit.”

Ray’s love affair with French came in the late 1940s and early 1950s when his father relocated the family from Toronto to Markdale where he had purchased an insurance business. Ray describes his father as a “troubled man of the Depression” who held many jobs including driving streetcars and selling insurance before he bought the insurance business. Among the Dugan’s neighbours in Markdale was Madame Brown, a retired University of Western Ontario (Brescia College) French professor who took in students. Though Ray was fairly proficient in French he still enjoyed visiting his neighbour to improve his French skills.

He started at the University of Toronto’s Victoria College in 1953 in a program of French and Spanish. At the time, students needed to study two languages to get their degree. When he finished in 1957, he spent a year teaching in Poitiers before returning to Toronto to complete his Master of Arts degree. After he graduated in 1959 he went into teaching, first in St. Catharines for a year and then later at Toronto’s Harbord Collegiate for two more. While he was in St. Catharines he met his future wife, Sylvia. They were engaged in 1961 and married by Christmas.

After they were married, Ray was accepted into the French Studies PhD program at Yale. The young couple moved to New Haven where Sylvia worked in the library while Ray

studied. Their first son, Andrew, was born in 1964. Before he completed his PhD, he returned to Canada. “There was a shortage of faculty in Canada at the time so it was fairly easy to get a job, even with an unfinished PhD.” Ray taught for two years at the University of Western Ontario and then another two at Guelph. While he was at Guelph he finished his PhD.



The Dugans moved to Waterloo in 1968. Their house was on the edge of town. At that time Albert Street was an unpaved gravel road north of Columbia Street. Ray joined the Department of Classics and Romance Languages, which included French, Italian, Latin, Greek and Spanish. By the early 1970s, following unrest in Quebec and an emergent French identity on the national stage, French language instruction in Canada had become a political subject. It was decided that French would become an autonomous department within the Faculty of Arts. Ray had become chair of the department of Classics and Romance Languages in 1975. After 1979, he became chair of the new department of French (now French Studies), a post he held until 1981.

The department was located on the second floor of the Modern Languages building. His administrative duties on campus included a three-year term on the University Senate and many departmental meetings.

His fondest memories are of his work with the third-year study abroad program in Nantes that was run jointly with Trent University. As the resident director, he taught two of the four or five courses that the students took. But his involvement with the students didn’t end there. “We weren’t just the teachers while we were there but we were also the parent-figures.” When he lived in France, either on sabbatical or as the resident director, he was joined by his wife Sylvia who was a high school French teacher at Waterloo Collegiate Institute. “We would invite the students to join us for dinner in groups of four and we got to know them quite well. We went on outings, marked birthdays and spent Christmas together.”

Tours included the chateaux of the Loire Valley, Bayeux and Normandy. A particularly moving experience occurred at the Canadian Military Cemetery at Bény-sur-Mer, near Caen, a Norman city about 15 kilometres inland from the beaches where the troops landed in June 1944. “One of the students on the trip had an uncle who had died in the Normandy invasion. At the cemetery, we found his uncle’s name in the directory and then found the grave itself. It was a sobering experience to stand at those graves with students who were the same age as the soldiers who were buried there. The bus ride home was very quiet.”

In addition to the university exchange program, the Dugans also established an exchange program between a high school in Nantes and W.C.I. The university program celebrated its 30th anniversary in 2011 but due to budget cuts, the resident director position no longer exists.

It was while in France that Ray was inspired to recreate the Bayeux Tapestry. He worked on it slowly and was about half finished in 1993. In that year both of their sons Andrew and Mark died in an accident 35 kilometres outside of Ottawa. Ray's hobby became a means to cope with his grief and he finished the project a few years later. The tapestry has been exhibited across Canada and the United States. It is one of only a few reproductions of the tapestry that exist. The Town of Reading, England, has a full size reproduction and another group in Denmark began their own copy in 2000. Though the original is 230 feet long, Ray's version is 200 feet long. "It was

a matter of convenience. I was able to buy a 100 foot bolt of fabric, cut it in half and then stitch it together end to end to get the final length."

Ray and Sylvia both retired in 1996. Their summers now include visits to their cottage in Haliburton which they have owned since 1976. They are often joined by their family. In some ways the trip to Haliburton is a return to Ray's roots as his great grandfather originally tried to farm there. "At the time, he wanted a piece of property that didn't have a lake in it so he'd have more land to farm. Of course, nowadays, those properties on the waterfront are the most valuable!"

In addition to taking his tapestry on tour - it takes a full day to mount it and another to take it down again - he paints, mostly in watercolour and he and Sylvia have traveled extensively. The only continent that they have not visited thus far is Antarctica. This fall they plan to visit Tanzania.

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## THE EDITOR'S CORNER

You see that there is an Editor *pro tem* for this issue, while our Editor Phil Eastman is sidelined by health issues. Despite his illness, Phil made a significant contribution by setting Gerry Toogood's crostic in electronic format. This issue is truly a team effort. I am most grateful to Gerry for creating yet another challenging crostic, to Phil for translating it into a Word document (who knew?), and to Phil's wife Wynne for delivering it to Creative Services. I am also indebted to Neal Moogk-Soulis for his interesting profile of Ray Dugan, and to the Board team who pulled together to submit articles, notices and photos on deadline. Photographers for this issue were Rediña Caracaz and Terry Weldon. Bob Norman, our new President, was a constant support and partner in crime as we assembled the material.

Special thanks to Jan Weber in Creative Services. I now understand Phil's effusive accolades for the woman who takes the text and photos as submitted and works her magic to transform them into the issue you are reading. This time she was also a wonderful resource as she skillfully and patiently guided me through the process to bring this issue to print. Heartfelt thanks, Jan.

Alas, one of the many qualifications that I lack for this job is generating Phil-style jokes or anecdotes; for that we will have to wait for Phil's return. We send our best wishes and prayers for his recovery.

*Shirley Thomson*

## UWATERLOO UNITED WAY CAMPAIGN 2012 - THANK YOU!

Because of your generosity we raised over \$225,000 in support of the United Way - exceeding last year's goal of \$210,000. Over 120 Retirees contributed over \$50,000 to the total dollars raised!

This year, we are no less ambitious in our goal. The community needs our help more than ever so we are aiming to raise \$230,000 and increase our overall participation from 12% to 15%.

To our on-going donors we ask you to re-affirm your support to the campaign again this year, and to someone

who has never given we ask you to consider joining us in helping the United Way support much needed local programs. If we all pull together we can make a difference.

We appreciate your support and we know that we couldn't do it without you.

Watch for your pledge package in the Fall!

With our sincerest thanks,  
*Richard Wells and  
Alexandra Lippert*  
2012 United Way Co-Chairs



**United Way**  
Kitchener Waterloo & Area

# THE 2012 FALL LUNCHEON *- Pat Cunningham*

Plan now to attend our Fall Luncheon on Thursday, November 15th at the Sunshine Centre/ Luther Village. We hope you will join us and other UW friends to hear Chris Redmond, who retired this year from the office of communications and public affairs, speak on "Writing at Waterloo: Memorable Moments from My Career as a Communicator".

Chris will look back on his years at Waterloo, as editor of the Gazette from 1973 and the Daily Bulletin from 1993, and mention some of the most interesting things he's written about. Highlights might include the blizzard of 1978, the second coming of Doug Wright, the only murder in the university's history, demonstrators in the president's office, the Rae Days of 1996, and the birth of Simon the Troll. A few anecdotes about people out of Waterloo's past and present might find their way into the talk as well.

Bring a guest or two, and enjoy visiting with friends from UW! (Neither you nor your guest need be a member of UWRA; one of you simply needs to be a UW retiree.)

Tickets are \$ 27 per person. Reserve your tickets early!

## **UWRA FALL LUNCHEON Thursday, November 15, 2012 Sunshine Center/Luther Village 141 Father David Bauer Dr., Waterloo**

**Special presentation by Chris Redmond  
*Writing at Waterloo: Memorable Moments from My Career as a Communicator***

Cash bar: 11:30 am   Lunch: 12 noon   Tickets: \$27 each   Door Prizes

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

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

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### **UWRA FALL LUNCHEON, Thursday, November 15, 2012**

**Name(s)**

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**Address**

---

**Postal Code**

**Phone**

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**Email**

**No. of Tickets**

**Amount enclosed**

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*Please make cheques payable to UWRA. Deadline for ticket sales is **Friday, November 9, 2012.***

PARKING note: There is limited free parking in designated areas at the front, side and back of Luther Village. We may **NOT** park at the Waterloo Recreation Centre.

# A "ROUGHING IT" CROSTIC - GERRY TOOGOOD

Start by answering as many clues as possible. (Semi-colons in some clues are used to separate alternative clues for the same answer.) Next, transfer these letters to the correspondingly numbered squares in the grid. This begins the spelling out of the quotation, reading from left to right, with black squares separating the words. (Words may spill over to the next row; punctuation marks are not included.) Two letters are given.

As you proceed, words and phrases begin forming in the quotation and, working back and forth between the grid and the clue words, you can complete the puzzle. To aid you further, note that the first letters of the clue answers spell out the source of the quotation.

## Clues (numbers in parentheses indicate number of words)

- A** If you were Ans E, this would be one of your biggest worries (4) **N** 256 183 277 193 307  
64 286 14 25 226  
7 1 75 244 63 275 69
- B** Slang for "the mild region" (4) 29 38 35 2 127  
182 174 89 303 47 181  
178 32 198 17
- C** Where the tents or other shelters are to be found (2) 302 108 106 234  
43 248 136 224 8 33 255 48
- D** Remote from main thoroughfares (3) 249 34 53 70 12 5 41 236 207
- E** If Ans N, you would not want to be this "not knowing where you were" (4) 50 217 27 87 77 101  
95 16 26 20 211 241 188 51
- F** Exempt from; protected against a disease 98 128 132 59 107 9
- G** Drink causing sorrow to be forgotten 113 22 281 305 139 81 18 176
- H** Useful spray if Ans N to drive off dangerous animals (2) 253 37 282 201  
229 49 287 67 23 62 291 131 11
- I** Kind of woodpecker (2 or 1 hyphenated) **R** 65 284 21 112 218 265 93 250
- J** Wound; insult 100 10 140 86 104 133
- K** What you would like from your Agra hotel window in Ans L (3) 109 194 266 145 271 36 222 97  
214 138 118 91
- L** Bollywood country 141 225 170 184 168
- M** If you are Ans E, you might wish you had watched this TV show (1 or 2 words) 28 110 165 227 144 272 208 180 157 164 219

- N** This is allowed only in certain places and at certain times of year to obtain game (3) 45 121 169 115 147 177 142 150 212 148  
54 153 58 78 187 216 301
- O** A convenient aid to avoid getting Ans E 68 205 221 61 135 94 162
- P** Away; not at home 130 116 143 156 72 175 202 119 163
- Q** "\_\_\_\_\_ a fire", if you are Ans E, might help 122 191 83 124 155 209 161 102
- R** Not the right way up (2, or 1 hyphenated) 190 60 167 213 123 129 57 159 233 154
- S** Major help in Ans Q; exactly agrees 252 114 185 311 196 166 210
- T** Chore you should do if you are Ans E for any length of time (3) 134 203 220 151 90 125  
186 270 146 192 199 172 117
- U** Poison \_\_\_\_ 260 126 215
- V** To supply food if you are Ans E, these could be life saving (for you!!) (2) 88 237 264 295 310 152  
239 300 96 111 173 293
- W** German word implying "building up from" (in Chemistry) 79 251 231 189 312 280
- X** Edible (but stinging) plant; annoy 283 197 204 238 223 228
- Y** Skill useful in Ans N using a bow possibly made from Ans GG (esp. in earlier times) 74 66 44 298 200 92 179
- Z** Catch 313 232 261
- AA** Movie based on a Tolkien story in which Bilbo Baggins is the unlikely hero (3) 274 276 246 285 120 171 245 308 269  
73 299 243 262
- BB** Footware made from fibres (in a pinch) (2) 290 263 304 24 306 85 105 292
- CC** Thorough (as "He was a thorough rogue") (3) 55 267 247 46 309 80 82 242 297
- DD** Admonition not heeded by Little Red Riding Hood? (4) 278 52 71 137 56 257 289  
103 294 40 160 84 235 99 273 268
- EE** You don't feel too well when you have one (2) 39 149 206 76 3 230
- FF** Conceded, eg in wrestling (3) 15 42 4 288  
31 279 195 254 258 19
- GG** Material from evergreen trees, much used by ancient archers (2) 158 296 259 240 6 13 30

|        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |       |        |        |        |       |       |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--------|--------|--------|-------|-------|
| 1 A    | 2 B    | 3 EE   | 4 FF   | 5 D    | 6 GG   | 7 A    | 8 C    | 9 F    | 10 J   | 11 H   | 12 D   | 13 GG  | 14 A   | 15 FF  | 16 E  | 17 B   | 18 G   | 19 FF  | 20 E  |       |
| 21 I   | 22 G   | 23 H   | 24 BB  | 25 A   | 26 E   | 27 E   | 28 M   | 29 B   | 30 GG  | 31 FF  | 32 B   | 33 C   | 34 D   | 35 B   | 36 K  | 37 H   | 38 B   | 39 EE  | 40 DD |       |
| 41 D   | 42 FF  | 43 C   | 44 Y   | 45 N   | 46 CC  | 47 B   | 48 C   | 49 H   | 50 E   | 51 E   | 52 DD  | 53 D   | 54 N   | 55 CC  | 56 DD | 57 R   | 58 N   | 59 F   | 60 R  | 61 O  |
| 62 H   | 63 A   | 64 A   | 65 I   | 66 Y   | 67 H   | 68 O   | 69 A   | 70 D   | 71 DD  | 72 P   | 73 AA  | 74 Y   | 75 A   | 76 EE  | 77 E  | 78 N   | 79 W   | 80 CC  |       |       |
| 81 G   | 82 CC  | 83 Q   | 84 DD  | 85 BB  | 86 J   | 87 E   | 88 V   | 89 B   | 90 T   | 91 K   | 92 Y   | 93 I   | 94 O   | 95 E   | 96 V  | 97 K   | 98 F   |        |       |       |
| 99 DD  | 100 J  | 101 E  | 102 Q  | 103 DD | 104 J  | 105 BB | 106 C  | 107 F  | 108 C  | 109 K  | 110 M  | 111 V  | 112 I  | 113 G  | 114 S | 115 N  | 116 P  | 117 T  | 118 K | 119 P |
| 120 AA | 121 N  | 122 Q  | 123 R  | 124 Q  | 125 T  | 126 U  | 127 B  | 128 F  | 129 R  | 130 P  | 131 H  | 132 F  | 133 J  | 134 T  | 135 O | 136 C  | 137 DD | 138 K  |       |       |
| 139 G  | 140 J  | 141 L  | 142 N  | 143 P  | 144 M  | 145 K  | 146 T  | 147 N  | 148 N  | 149 EE | 150 N  | 151 T  | 152 V  | 153 N  | 154 R | 155 Q  | 156 P  | 157 M  |       |       |
| 158 GG | 159 R  | 160 DD | 161 Q  | 162 O  | 163 P  | 164 M  | 165 M  | 166 S  | 167 R  | 168 L  | 169 N  | 170 L  | 171 AA | 172 T  | 173 V | 174 B  | 175 P  | 176 G  | 177 N |       |
| 178 B  | 179 Y  | 180 M  | 181 B  | 182 B  | 183 A  | 184 L  | 185 S  | 186 T  | 187 N  | 188 E  | 189 W  | 190 R  | 191 Q  | 192 T  | 193 A | 194 K  | 195 FF | 196 S  |       |       |
| 197 X  | 198 B  | 199 T  | 200 Y  | 201 H  | 202 P  | 203 T  | 204 X  | 205 O  | 206 EE | 207 D  | 208 M  | 209 Q  | 210 S  | 211 E  | 212 N | 213 R  | 214 K  | 215 U  | 216 N |       |
| 217 E  | 218 I  | 219 M  | 220 T  | 221 O  | 222 K  | 223 X  | 224 C  | 225 L  | 226 A  | 227 M  | 228 X  | 229 H  | 230 EE | 231 W  | 232 Z | 233 R  | 234 C  | 235 DD | 236 D |       |
| 237 V  | 238 X  | 239 V  | 240 GG | 241 E  | 242 CC | 243 AA | 244 A  | 245 AA | 246 AA | 247 CC | 248 C  | 249 D  | 250 I  | 251 W  | 252 S | 253 H  | 254 FF | 255 C  |       |       |
| 256 A  | 257 DD | 258 FF | 259 GG | 260 U  | 261 Z  | 262 AA | 263 BB | 264 V  | 265 I  | 266 K  | 267 CC | 268 DD | 269 AA | 270 T  | 271 K | 272 M  | 273 DD | 274 AA | 275 A |       |
| 276 AA | 277 A  | 278 DD | 279 FF | 280 W  | 281 G  | 282 H  | 283 X  | 284 I  | 285 AA | 286 A  | 287 H  | 288 FF | 289 DD | 290 BB | 291 H | 292 BB | 293 V  | 294 DD |       |       |
| 295 V  | 296 GG | 297 CC | 298 Y  | 299 AA | 300 V  | 301 N  | 302 C  | 303 B  | 304 BB | 305 G  | 306 BB | 307 A  | 308 AA | 309 CC | 310 V | 311 S  | 312 W  | 313 Z  |       |       |

Answers on page 11

## HONORARY MEMBERS OF THE BOARD OF DIRECTORS

We are pleased to announce that two long-time members of the Board of Directors who stepped down from the Board at the recent AGM have been named Honorary Members.



**Robin Banks** has been a member of the Board since May 2000. He helped us make sense of the Scholarship portfolio for ten years of that term, served as the Keystone Co-Chair 2004-07, was Interim Vice President for a year, and since the beginning of 2008 has ably coordinated many of our social events, notably the Wine and Cheese/Fall Reception and the AGM each year.



**Jim Kalbfleisch** served on the Board just a year less, joining in May 2001. Beginning as the Keystone Co-Chair in 2001, he went on to serve two years as Vice President, two years as President, as Past-President, and the past five years as Treasurer. He also served as the CURAC rep for two years until UWRA withdrew from that organization in 2006.

Beyond the offices and portfolios these two have held, Board discussions and deliberations have benefitted from the wisdom and experience they gained over long years as senior administrators at uWaterloo, and we are most fortunate that they have shared that expertise with the UWRA over the past several years.

Please join us at the Fall Reception on September 27th, when they will be inducted as Honorary Members of the Board.

# WELCOME TO NEW BOARD MEMBERS

Three new members were elected to the Board of Directors at the Annual General Meeting in May:

**Gail Cuthbert Brandt** is a former principal of Renison University College, the former Associate Vice-President, International at the University of Waterloo, and is currently chair of the Advisory Board of the Confucius Institute, housed at Renison University College. She received her BA from the University of Toronto (1967), her MA from Carleton University (1968) and her PhD from York University (1977). She is a specialist in Canadian social and women's history, and has published several articles in books and periodicals. Currently completing a monograph on the history of women in the Quebec cotton industry, 1891-1951, Gail is also working on a history of Renison University College and a new edition of *Canadian Women: A History*. She is also researching the history of Anglican liberal arts colleges and universities in Canada. Her awards and honours include YWCA Women of Distinction Award; Citoyenne d'honneur, St-Christophe-des-Bardes, France; Doctor of Sacred Letters, Thorneloe University, Sudbury, Ont.; and Order of Huron. Gail is currently serving on the Board as a Member at Large.

**Sue Fraser** retired in January 2012 after 38 years at UW. Most of her employment at UW was within the Faculty of Applied Health Sciences (AHS). She was also involved with the Staff Association (UWSA) in many capacities, including a stint as President. While part of the UWSA Executive, Sue served on the Staff Relations Committee, the President's Advisory Committee on Staff Compensation and numerous sub-committees when there was a need to change various UW policies affecting staff. Other committees as a staff representative were the Employee's Assistance Program, the

Staff Grievance Committee, Dean's Search Committee for AHS, and Faculty representative for AHS on the UW Identity Committee, to name just a few. Sue also organized and arranged UW Staff Association's weekend trip to Erie, PA for the past five years, and was a long-time organizer of the UWSA Craft Sale which has raised over \$60,000 for student scholarship funds. Sue will be putting her organizational skills to work immediately as our Social Co-Chair for the Fall Reception and the AGM.

**Bruce Torrie** is a graduate of both the University of Toronto (BASC) and McMaster (Physics PhD). Before coming to Waterloo, he spent three years doing research at the Atomic Energy Research Establishment in England. Physics research is a good way to see the world and later projects took Bruce to Chalk River (Canada), Los Alamos (USA), and Edinburgh (Scotland). Most of this research was related to the properties of materials, with later interests focused on gas hydrates. Bruce served as President of the Faculty Association from 1976 to 1977 and Director of the Guelph Waterloo Program for Graduate Work in Physics from 1993-96 and 2001-2002. Bruce has told us that he now spends as much time as he can at his farm tending his flowers and vegetable garden while his neighbours, who rent most of the land do the real work. He also finds time to play in the KW Community Orchestra. Bruce has taken over the UWRA books, stepping into the role of Treasurer.

We are delighted to welcome these new members to the Board, and are grateful that they have agreed to share their considerable talents and experience with the UWRA.

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## PHOTOS FROM AGM





# UWRA COACH TOUR PROGRAM FALL 2012 - TERRY WELDON

We are pleased to present our fall tour schedule for your consideration. Please note that because these outings were publicized in the previous edition of WATtimes, space may be limited.

## WEDNESDAY, OCTOBER 10, 2012 SHAW FESTIVAL – RAGTIME

The feature attraction at this year's Shaw Festival is the compelling musical – "Ragtime". In this powerful, musical portrait, an era of innovation and unrest is set to the rhythms of ragtime. A sweeping saga of turn-of-the-century America, seen through the eyes of three families – the suburbanites of New Rochelle, the African-American community in Harlem and the Eastern-European immigrants of the Lower East Side. The story is based on E.L. Doctorow's kaleidoscopic, ground-breaking novel set to a Tony Award-winning score.

Our morning departure, via motor coach, will take us to Niagara-on-the-Lake, arriving in time for lunch at the Old Winery Restaurant, where we will be served a delicious meal with an Italian flare. Our coach will have full access to the restaurant, allowing drop-off and pick-up at the door. In early afternoon, we will be taken to the Festival Theatre for the afternoon performance.

**COST:** \$120.00 dollars for members, including spouses and guests; \$125.00 dollars for non-members. Price includes motor coach, lunch, theatre admission, all taxes and gratuities.

**COACH DEPARTURE TIME AND LOCATION:** 9:30 am, UW parking lot X (behind Optometry). Free parking for UWRA cars has been arranged with UW Parking Services. Please arrive at least ten minutes prior to departure time to obtain your free parking permit. Returning to UW at approximately 7:00 pm.

## TUESDAY, OCTOBER 30, 2012 GRAND VILLAGES SOUTH

The Grand River watershed is rich with history and its towns and villages contain many stories just waiting to be told. Come with us, as Warren Stauch of Shunpiking Tours, guides us down the Grand to its mouth at Lake Erie.

We begin our excursion in Blair and follow the east bank of the Grand through Glen Morris, Paris, Onondaga and York. At noon, we will enjoy a hot, roast beef dinner, capably served up by the ladies of the Cayuga Royal Canadian Legion. Then, we continue on to Dunnville and Port Maitland, where the Grand flows into Lake Erie. Warren will provide us with a running commentary as we travel.

Our return journey runs along the west bank of the Grand, through Mount Healey and the Six Nations Reserve, to Brantford.

**COST:** \$62.00 dollars for members, including spouses and guests; \$67.00 for non-members. Price includes motor coach, lunch, services of Warren Stauch, all taxes and gratuities.

**COACH DEPARTURE TIME AND LOCATION:** 8:30 am, UW parking lot X (behind Optometry). Free parking for UWRA cars has been arranged with UW Parking Services. Please arrive at least ten minutes prior to departure time to obtain your free parking permit. Returning to UW at approximately 5:00 pm.

### CANCELLATION POLICY

Because we must pay our suppliers for numbers reserved in advance, we regret that we cannot offer refunds for cancellations made within seven days of the trip departure date, unless otherwise stated in the trip description. We do maintain a waiting list when applicable and if a replacement can be found within a reasonable time, a refund may then be made. If you find on the morning of departure that you must cancel, please call Terry Weldon at (519) 744-3246, at least one hour before departure time to avoid delaying the group. Thank you.

### RESERVATIONS

For reservations and information, contact Rediña Caracaz, B-435 Bairstow Cr., Waterloo, ON, N2K 2H7. Email preferred: rcaracaz@sympatico.ca. Phone: (519) 885-6719. Please make cheques payable to: UW Retirees' Association and mail to Rediña's address shown above. For further information, or if Rediña is on vacation, please contact Terry Weldon at: email: terryweldon@rogers.com. Phone: (519) 744-3246.

### WEBSITE

Please note that all trip details can be found on our Association's web site at: <http://retirees.uwaterloo.ca>. Click on "Social Events & Tours" and then on "for more information....".

# THE PASSING PARADE

Carol Wooten passed away March 13, 2012. Carol's career at UW began in July 1972 as a Payroll Clerk in Financial Services and continued until her retirement on January 1, 2011. Her position prior to retiring was Payroll Co-ordinator/Specialist in Human Resources. Carol's thirty-eight and a half years of dedicated service here at UW made her name somewhat of an icon, synonymous with Payroll. She will be greatly missed by her family, friends and colleagues. Carol is survived by her husband, Richard (Bud).

Richard Hutchinson passed away March 25, 2012. Richard (Dick) began working at UW in September 1990. He worked in Optometry as the SEEPAC Shipping and Receiving Co-ordinator in the Centre for Sight Enhancement. Dick retired as of April 1, 2004.

Heinz Wagner died March 30, 2012. Heinz worked in Plant Operations as a Building Foreperson. He started working at UW in September 1966 and retired on July 1, 1994 under the Early Retirement Renewal Program. Heinz was predeceased by his wife, Helga, in 1996.

Professor Ruth Levitsky passed away at the age of 99 on April 9, 2012. Professor Levitsky retired on July 1, 1978. She was an Associate Professor at St. Jerome's University where she started in July 1971. Professor Levitsky was predeceased by her husband, Professor Ihor Levitsky, in September 1984. He was also a retired faculty member from the department of Germanic and Slavic Languages and Literature.

Isabel Staal passed away April 15, 2012. She was the surviving spouse of retiree Ralph Staal.

Mildred Volz passed away April 12, 2012. Mildred had worked in Food Services – Arts Coffee Shop as the Head Supervisor just prior to her retirement on July 1, 1985. She began working at UW in September 1965. Mildred is survived by her husband, Ivan.

Marga Brindley died on April 30, 2012. She started working in Finance in September 1977 and retired on December 1, 2001 from her position as Accounts Payable, Special Project Co-ordinator.

Gunther Witzke passed away on April 28, 2012. Gunther began his employment in November 1985 as a Custodian in Plant Operations. He retired on December 1, 2006. He is survived by his wife, Edith.

Aina Zvilna, spouse of deceased retiree Jekabs Zvilna, died September 14, 2011.

Ronald Hurdal died May 10, 2012. Ron began his employment in July 1966 in what was then known as Computing Services. He was Manager, VM/AIX Group. Ron retired early on July 1, 1996, under the Special Early Retirement Program. He is survived by his wife, Karen.

Professor Betty Thalman passed away May 7, 2012. Professor Thalman began her career at UW in July 1969. She was an Assistant Professor of Romance Languages in the Spanish Department. Professor Thalman was predeceased by her former husband, Hans Thalman.

Sharon Collins passed away May 24, 2012. Sharon retired September 1, 2011 from her position of Copy Centre/Digital Production Operator in Retail Services. She began her employment in November 1989.

Professor Virgil Burnett passed away June 8, 2012. Professor Burnett began his career at UW in January 1972 as a visiting Associate Professor in the Fine Arts department. He became a full-time professor as of July 1, 1972 and became tenured as of July 1, 1973. He also held the appointments of Associate Chair and Chair during various years in the 70s.

Professor Jillian Officer passed away June 11, 2012. She began at Waterloo in September 1970 as a part-time lecturer in Kinesiology, School of Physical Education and Recreation. From July 1971, she was an Assistant Professor in the Dance department until she retired on March 1, 1992. She was predeceased by her husband, Ernest Roy Officer in 2010 (also a UW retiree) and son Grant Officer in 2011.

Horst Weckworth passed away June 14, 2012. Horst began working at UW in 1981. He worked on the Grounds crew for Plant Operations until he retired Nov 1, 1999. Horst is survived by his spouse, Shirley.

Dieter Birkmann passed away June 18, 2012. Dieter started at UW in June 1986. He worked in the Engineering Machine Shop as a Technician until he retired on October 1, 2001. He is survived by his spouse, Bonnie.

Donna O'Brecht died June 25, 2012. Donna began her employment at UW in September 1967 as Secretary in the Economics Department. Donna left this position in October

1972. She returned in June 1977 as Departmental Secretary in Electrical Engineering. Donna retired July 1, 2001 from her position of Administrative Assistant in Electrical & Computer Engineering. She is survived by her husband Ronald.

Elaine Reaman passed away on June 22, 2012. Elaine started working at UW in June 1961. She retired on May 1, 1983 from her position as Head in Arts Circulation of the Arts Library.

Dorothy Whitehead passed away June 20, 2012. She was the surviving spouse of retiree Vincent Whitehead who died in August 1994.

## UNIVERSITY OF WATERLOO RECREATION COMMITTEE (UWRC) – DISCOUNTS

The University of Waterloo Recreation Committee organizes events and discounts for University of Waterloo employees and retirees. This Fall, UWRC has discounts for the following two theatre shows: Annie and Shrek.

### Annie

**St. Jacobs Country Playhouse, Benjamin Road, Waterloo**  
(December 2012)

Saturday, December 1, 2012, 2:00 pm. Discounted ticket prices for shows at the St. Jacobs Country Playhouse: 20 years and older: \$36.50 (regular \$40 plus tax), Youth under 20: \$22.60.

Reserve your discounted tickets now by emailing Shirley Chatten at [schatten@uwaterloo.ca](mailto:schatten@uwaterloo.ca) with the number of adult/youth in your group.

### Shrek The Musical

**Centre in the Square, Kitchener** (January 2013)

Wednesday, January 2, 2013 and Thursday, January 3, 2013, 7:30 pm. \$132.25, \$71.10, \$62.10, \$53.10, plus all applicable charges

Thursday, January 3, 2013, 2:00 pm. \$112.25, \$53.10, \$55.10, \$35.10, plus all applicable charges

(There is no discount for the A+ pricing and under group sales there is no separate price for children.)

Email Shirley Chatten at [schatten@uwaterloo.ca](mailto:schatten@uwaterloo.ca) to get the online discount code.

See you at the show!

*Verna Keller*

University of Waterloo Recreation Committee  
<http://UWRC.uwaterloo.ca>

### Answers to the “Roughing it” crostic on page 6

The quote by Nicol in “**British Columbia, an Anthology**” is as follows:

*“I have often thought how helpless I’d be if the normal channels of food supply were cut off and I had to go out and wrest a living from nature. Nature would have me on my back in jig time. I’d fall into my own snares and be eaten by rabbits. I’d build a shelter out of poison ivy. No animal and very few plants would be too dumb to outwit me. I’d just have to hole up and hope that something came by in a can.”*

The clue answers appear below.

- |          |                       |           |                     |
|----------|-----------------------|-----------|---------------------|
| <b>A</b> | Nobody would find you | <b>R</b>  | Upside-down         |
| <b>B</b> | In the banana belt    | <b>S</b>  | Matches             |
| <b>C</b> | Camp location         | <b>T</b>  | Build a shelter     |
| <b>D</b> | Off the map           | <b>U</b>  | Ivy                 |
| <b>E</b> | Lost in the woods     | <b>V</b>  | Animal snares       |
| <b>F</b> | Immune                | <b>W</b>  | Aufbau              |
| <b>G</b> | Nepenthe              | <b>X</b>  | Nettle              |
| <b>H</b> | Bear repellent        | <b>Y</b>  | Archery             |
| <b>I</b> | Red headed            | <b>Z</b>  | Net                 |
| <b>J</b> | Injury                | <b>AA</b> | The Hobbit Film     |
| <b>K</b> | Taj Mahal view        | <b>BB</b> | Hemp boot           |
| <b>L</b> | India                 | <b>CC</b> | Out and out         |
| <b>M</b> | Survivorman           | <b>DD</b> | Look out for wolves |
| <b>N</b> | Hunting and Fishing   | <b>EE</b> | Off day             |
| <b>O</b> | Compass               | <b>FF</b> | Gave best to        |
| <b>P</b> | Out of town           | <b>GG</b> | Yew wood            |
| <b>Q</b> | Lighting              |           |                     |

# 2012 PENSION AND BENEFITS REPORT

## INTRODUCTION

The Pension and Benefits Committee is a subcommittee of the Board of Governors of the University of Waterloo that oversees the pension and benefits fund for the 3,617 active faculty and staff and the 1,486 people receiving pensions from the fund (numbers of active employees and pensioners and survivors as of January 1, 2012). As well, the committee recommends policies, initiatives and changes to the plan to the Board of Governors. The committee is composed of 16 members, chaired by Ms. Janet Passmore, Associate Provost, Human Resources, with representation from the Board of Governors, Administration, Faculty, Staff, Unions and the Retirees' Association. The committee is advised by Mr. Allan Shapira of AON Hewitt Associates, our pensions and benefits consultants. The committee meets monthly throughout the year except during the summer.

The Committee has agreed that its approach to pension and benefit plans will be based on the following principles:

- » There will be one pension and benefits plan for all members of the UW community regardless of the type of work performed or the employee group to which one belongs.
- » Benefits are provided for both the employee and his or her family where relevant.
- » Employees should be covered for catastrophic events.
- » The current level of benefits should be maintained.
- » Cost implications to both the university and its employees should be considered.

## PENSION PLAN

Mr. Shapira presented the Final Actuarial Valuation Results for Jan 1, 2012 at the February Pension and Benefits Committee meeting. After careful review the committee agreed to change some of the key actuarial assumptions. The first was to reduce the assumed annual increase in the

consumer price index from 2.50% to 2.25%. The second key change was to adopt a mortality table based on generational mortality. The change to the inflation assumption impacts other assumptions, including those regarding salary increases and rates of return on investments. The changed actuarial assumptions combined with the poor performance of world equity markets and extremely low interest rates result in an increase of the unfunded going-concern liability to \$170 million, which under current conditions would require more than 25 years to eliminate.

The committee believes that the projected time to eliminate the current deficit is too long. Accordingly, the committee believes that some changes are required. After carefully considering changes that have been made to other public-sector pension plans, the committee has proposed that member contributions be increased by 0.5% of salary and the University's contributions be increased by 0.7% of salary. The committee has also proposed lengthening the averaging period for final earning to 5 years from the current 3 years, reducing the level of guaranteed indexing to 75% of the consumer price increase to a limit of 5%, and increasing the cap on the pension to \$3,400 per year of pensionable service by January 1, 2015. The proposed changes would reduce the unfunded liabilities to \$146 million and would allow the unfunded liability to be eliminated in 14 years. These changes do not affect current retirees.

The committee held public consultation meetings on the proposed changes on June 12 and June 26, 2012. The Board of Governors approved the increased University contributions at its June meeting. The committee will consider feedback from the public consultations at its September meeting and make recommendations to the fall meeting of the Board of Governors.

*James A. Brox*  
(jbrox@uwaterloo.ca)

# ORANGEVILLE COACH TOUR PHOTOS



# SPRING LUNCHEON

PHOTOS COURTESY OF REDIÑA CARACAZ & TERRY WELDON



# RECENT RETIREES

| Name               | Position  | Department                                 | Hire     | Retire    |
|--------------------|---|--|----------|-----------|
| Neil Poworoznyk    | Custodian I   | Plant Operations                           | July 96  | 01-Apr-12 |
| Rudolph Seviora    | Associate Professor   | Electrical & Computer Engineering          | Jan. 82  | 01-May-12 |
| Rhonda Flewwelling | Advancement Assistant   | St. Jerome's University                    | Aug. 82  | 01-May-12 |
| Elsie Freiheit     | Library Clerk   | Library (Circulation Services)             | Nov. 86  | 22-Apr-12 |
| Joanna Taylor      | Associate Director, Stewardship                                     | Office of Development & Alumni Affairs     | Feb. 06  | 01-May-12 |
| Donna Wright       | Student Advisor   | St. Jerome's University                    | Nov. 98  | 01-May-12 |
| Linda McLachlan    | Food Services Assistant   | Food Services                              | Sept. 91 | 01-May-12 |
| Judite Ferreira    | Custodian II  | Plant Operations                           | Dec. 98  | 01-Jun-12 |
| Elizabeth Varriano | Salesperson, Pastry Plus  | Food Services                              | Feb. 97  | 01-Jun-12 |
| Lesley Hartley     | Administrative Assistant  | Fine Arts                                  | April 80 | 01-Jun-12 |
| Sharon Bissonnette | Library Clerk II  | Library                                    | Jan. 85  | 01-Jun-12 |
| John Potzold       | Student Shop Technician   | Engineering Machine Shop                   | April 05 | 01-Jun-12 |
| Debbie Tytko       | Head, Acquisitions  | Library                                    | Sept. 76 | 01-Jun-12 |
| Dave Thomas        | Business Systems Specialist   | Co-operative Education and Career Services | Sept. 83 | 01-Jul-12 |
| Sandra Hurlburt    | Assistant Director,<br>Information Support Systems                  | Human Resources                            | Sept. 82 | 01-Jul-12 |
| Barry Scott        | Director, Research Contracts/<br>Industrial Grants Research Finance | Office of Research                         | July 71  | 01-Jul-12 |

## A warm welcome to all UW Retirees to join us for the UW Retirees' Association's Annual Fall Reception Thursday, September 27, 2012 3:00-5:00 pm at the University Club

Come out and meet Sallie Ann Keller the new Vice President Academic & Provost who has agreed to join us. This is a time to socialize, renew old and make new acquaintances and a chance to chat with your 2012 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.

Free parking is available at the University Club and arrangements have also been made for additional free parking in the adjacent Lot M.

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

# MEMBERSHIP IN UWRA

The bylaws of UWRA define membership as follows:

## Categories of membership:

1. Annual Subscribing Members (ASM) – those retirees who pay the annual fee (currently \$12).
2. Lifetime Subscribing Members (LSM) – those retirees who pay the lifetime fee (currently \$120).
3. Associate Members (AM) – those retirees who elect not to pay either the annual or lifetime fee.

## What is your membership status?

The line above your name, in the mailing address printed below, shows the status of your membership: for example, DEC2012 indicates that you are an ASM with your fee paid

up to that date. LIFE2009 shows that you became an LSM in 2009, while an empty space reveals that you are an AM of UWRA.

To become a Life or Annual subscribing member, or to renew an annual membership, please complete the form below. This application form is printed in each issue of WATtimes as a reminder to members, and is not intended to suggest that paid up members are in arrears. On those occasions when paid up members send in an extra payment, it is our custom to extend the expiry date by one year.

**Please note:** Changes of address should be sent directly to Wanda Speek in Human Resources, GSC, Room 130.

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## UWRA MEMBERSHIP APPLICATION & RENEWAL FORM *(from Vol. 18/1)*

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

Name \_\_\_\_\_

Address \_\_\_\_\_

Postal Code \_\_\_\_\_

Email \_\_\_\_\_ Telephone \_\_\_\_\_

Now send this form to the Membership and Records Coordinator  
Judy Van Evra, 97 Claremont Avenue, Kitchener, ON N2M 2P7, along with a cheque payable to UWRA.

THANKS!

**RETURN UNDELIVERABLE CANADIAN ADDRESSES TO**  
**UW Retirees' Association**  
**University of Waterloo**  
**200 University Avenue West**  
**Waterloo, Ontario N2L 3G1**

Publications Mail  
Registration No. 40065122

C907305

**WATtimes**

OCCASIONAL NEWSLETTER FOR RETIREES

UNIVERSITY OF  
**WATERLOO**