

WATtimes

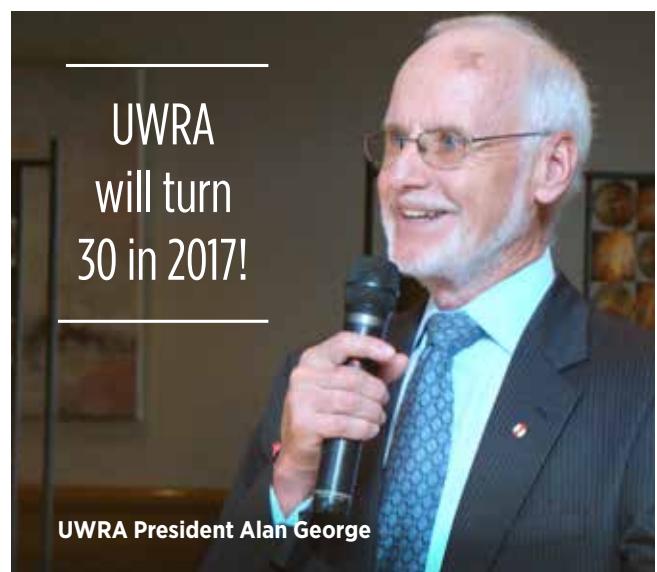
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MESSAGE FROM OUR PRESIDENT

by **Alan George**

Welcome to 2017 and to UWaterloo's 60th birthday. There will be numerous events organized by the UWRA and UWaterloo during the year to mark the occasion, some of which are noted in this issue of WATtimes. Others will be highlighted in the Daily Bulletin and the UWRA website as their organization and venue are finalized. Kelly McManus, in her remarks at the Fall Reception, emphasized that retirees are welcome to all UWaterloo 60th anniversary events. She indicated that planning was still a work in progress, but did suggest that the events will be both reflective and aspirational: how far UWaterloo has come in such a short time, and where it wants to be in the years to come. The Fall Reception was well attended and provided a wonderful opportunity to meet friends and colleagues. It was also an opportunity to thank publically Pat Cunningham, Ted Cross, Bob Norman, Pat Rowe and Jay Thomson for their long and dedicated service as UWRA Board members.

Speaking of anniversaries, the UWRA will turn 30 in 2017! I received a phone call during the summer indicating that the Centre for Extended Learning on Gage Street had a filing cabinet marked "UWRA" and what did we want them to do with it? **CONTINUED »**



HIGHLIGHTS » The "Waterloo Plan" » Upcoming Events 2017 » Be a part of the 60th Celebration

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PRESIDENT’S MESSAGE CONTINUED ...

(The CEL is consolidating its activities in one of the newly acquired buildings on the East Campus and are in clean-up/toss-out mode.) Terry Weldon and I retrieved the contents of the filing cabinet, which contains files going back to the founding of the UWRA. I have not digested all the material, but here are a few items from the “founding year.” The members of the organizing committee for the effort to establish a retirees association were people whom many of you will know or remember: Jack Adams, Frank Burgess, Frank Chambers, Bob Cotey, Bill Deeks, Bill Groom, Bob Meyers, Bill Scott and Cail Vinnecombe. Bob Whitton published a note in UW News in April, 1987 publicizing the intention to form such an association. On July 1, 1987 Bill Groom, the early instigator of the idea, sent a letter to retirees who had signaled a desire to join the association saying that the first annual general meeting would be held on September 2, 1987 (cash bar and free nibbles!). The first official communication from the UWRA was a newsletter dated December, 1987 announcing the members of the Executive Committee, the precursor to the current UWRA Board, with Groom as Chair. The first UWRA-sponsored event appears to have been a Christmas Dinner and Get-together held in the Festival Room on December 15th, 1987. In those early times, Marlene Miles was UWRA’s UWaterloo’s contact person. More later!

All the best during the winter season. Stay warm, and I hope to see you at our Spring luncheon if not before then.



« FROM THE UNIVERSITY PRESIDENT

Happy new year!

On November 17th, the University of Waterloo celebrated some of our most distinguished faculty and staff members. Every year I host a “Years of Service” reception to celebrate those employees marking a milestone year — five, 10, 15, and so on — of service to the University.

All told, our honoured faculty and staff members this year had invested 5,365 years of service to the University of Waterloo.

As I chatted with our guests and thanked them for their dedication to our university community, I was also thinking about you, our retirees. You’re part of something special — we all are, as faculty and staff of the university, both past and present — and I hope you take a full measure of pride in Waterloo’s current and future achievements.

60 Years of Innovation is our theme this year, as we celebrate the 60th anniversary of our founding, and the incredible story our predecessors began writing all those years ago. As Kenneth McLaughlin, Distinguished Professor Emeritus, writes elsewhere in this volume, the University of Waterloo made our start against the odds and against convention. One of our strengths, from the very beginning, has been attracting, developing, and retaining “an inventive and creative” team of staff members who offer an exceptional student experience to our learners.

That remains one of our strengths today. In fact, you may have already heard that the University of Waterloo has been named a Top 100 Employer in Canada, based on the strength of our employee wellness and development programs. Combined with being named Canada’s most innovative university by Maclean’s for 25 consecutive years, our recognition as a great employer

is a powerful statement of our commitment to all of our people: students, faculty, and staff.

Our success continues to stem from the quality of our community members.

This year, I hope you’ll take time to remain connected to Waterloo. We need the benefit of your insight and experience. Make time to visit uwaterloo.ca/innovation60. It’s an online celebration of the University’s incredible journey over the years, and a platform for sharing your own memories and predictions for the decades to come. Also, mark your calendars for April 20 — we’re hosting a special campus tour specifically for retirees, so you can stay up to date with all the new facilities and spaces on campus. I’ll be there, and I hope you’ll join me. Details to come.

And as always, keep connected through WATtimes, by checking uwaterloo.ca regularly for attractive events, and by reading the *Daily Bulletin* to stay up-to-date with University of Waterloo news and stories.

Let me thank you once again for all you’ve done, and for all you continue to do for and with the University of Waterloo. Your work with the University of Waterloo over the years has set a very high bar for our faculty and staff members of today and tomorrow. Having just celebrated so many of our current faculty and staff members’ years of service to the University, and chatted with them about what the University of Waterloo means to them, I am proud to report that we are, indeed, following your excellent example.

With thanks and friendship,

Feridun Hamdullahpur, President and Vice-Chancellor

The “Waterloo Plan”

by **Kenneth McLaughlin**

As we gathered at the University Club on a bright fall day to celebrate at the UW Retirees Association reception, I was struck by the memory that it was sixty years ago in August, 1956 that Ira Needles first announced what he called the “Waterloo Plan.” What would Needles have thought had he been able to join the retirees’ social event? Could he have imagined the amazing train of events that had followed his “talk” to the Kitchener-Waterloo Rotary Club? Mainly we have only vague details about the origins of our University or of what Hagey and the other members of the group may have planned. Printed below with Needles’ words in italics is a summary of their ideas in 1956.

Within our lifetime,” Needles explained to his fellow Rotarians, *“tremendous strides have been taken in the fields of applied science — jet propulsion, electronics and atomic energy, to mention only a few. The whole pattern of our lives is being changed by these developments, and today’s progress is tomorrow’s history. The development in technology is paralleled, and paced by the development of the human mind. The greatest product which we will realize from our electronic era is the better educated race. This applies in all fields — not just the field of science. The days of apprenticeship training are being forced to give way before the merits and advantages of our specialized programs of education. However, we do have an urgent and an immediate need to maintain the advances of this technological society by improving our educational standards.”* Needles’ insights into the origin and development of the university idea in Waterloo merit careful attention. Not all of his ideas were destined to succeed, but his proposals were a guiding force for the future university that was still only a vague idea.



Ira Needles

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“Wanted 150,000 engineers. That heading has all the earmarks of being written for box-office purposes” said Ira Needles as he began his speech to the members of the Kitchener-Waterloo Rotary Club citing the quote from Toronto Globe and Mail on July 3, 1956. He then announced what he called *“The Waterloo Plan,”* outlining something that he called, *“Co-operative Education.”* His “talk” that day in 1956 captured my attention, as it did theirs. Needles believed that the older Canadian universities had faltered and were not fulfilling the ideals which Canadians had embraced after World War II. The Waterloo Plan to be offered by the newly incorporated Waterloo College Associate Faculties offered one possible, tentative answer.

WANTED: 160,00 ENGINEERS AND TECHNICIANS THE WATERLOO PLAN

A talk by Ira G. Needles,
President B. F. Goodrich Canada Limited, and
Chairman of the Board of Governors of Waterloo
College Associate Faculties, before the
Kitchener-Waterloo Rotary Club.

August 27, 1956.

This pamphlet of Ira Needles
“talk” to his Rotary Club
was distributed to industrial
leaders across Canada.

The Waterloo College Associate Faculties, which three years later became the University of Waterloo, had been incorporated under the Companies Act on April 4, 1956 to make possible an expansion of the arts, science and business courses then being offered by Waterloo College. At one of the first meetings of its nascent board of governors and barely after the articles of incorporation were approved, President Gerald Hagey introduced a guest speaker by the name of Les Emery, Principal of the Provincial Institute of Trades. Emery explained that at the Institute of Trades in order to gain their certificate apprenticing students alternated their apprenticeship with high school equivalent courses. Emery hoped to establish a more advanced trade's school and he wondered whether, in addition to its proposed expansion of science courses, the Waterloo College Associate Faculties might also offer courses in the training of technicians, and perhaps they might consider “the possibilities for developing a combined Technical and Applied Science Course.” Few of those at the meeting that evening had university experience, and none was concerned as to whether Emery's ideas for these introductory courses were appropriate for a university level program. In fact, they planned for a program with high school equivalency credits that could lead to admission to more advanced university courses. Almost lost in Emery's proposal was the possibility of offering the Waterloo Plan in cooperation with industry, but this also appealed to the local industrial leaders

and company owners whose companies were often unable to hire skilled technicians and was in the forefront of Needles August talk.

Needles explained to his fellow Rotarians that, *“It is anticipated that the affiliation of this new institution with the established college of Waterloo will bring about the development of a degree granting university [and] we felt it desirable to explore other fields of opportunity in addition to the proposed expansion of the courses now being offered. As a new institution we felt a responsibility to seek out new possibilities in the field of higher education. This required research and an evaluation of today's conditions as they relate to education. The research highlighted the conditions that I have outlined to you. This exposure led us to develop and propose a new type of higher education to be offered by this college. We have named this new type of education a ‘Co-operative Plan of Education for Engineers and Technicians’ and it will be offered, “on a co-operative basis, [which] means that industry co-operates with the college in training the student who spends one quarter of a year in college and the next quarter period of training in industry. Success in both the academic term and the work term placements were prerequisites for continuation in the program, while the alternating academic and work terms would also make it possible to admit twice as many students. As one group of students was in the work place, an alternate group would be admitted to a second term in the classroom.”*

CONTINUED »

By this means," he suggested, "university teachers and classrooms would be in use on a year-round basis." When this plan was first outlined to the Board of Governors of the Waterloo College Associate Faculties, on June 19, 1956 Ira Needles added, " we sensed a tremendous buildup of excitement in the minds of the Board Members. After the plan was outlined, there was a suspense-filled pause before one member summed up everyone's feelings by exclaiming — 'Well, what are we waiting for? This is exactly what industry needs — Let's get rolling!'"

Ira Needles' rushed presentation merits a second look both at what it revealed and what it did not. Much of the lead up to this announcement has been described in *The Unconventional Founding of an Unconventional University* published by UWaterloo in 1997 for the 40th anniversary. Some of it may bear repeating in a condensed form here.

Within a little more than two months after their incorporation as the Waterloo College Associate Faculties, Needles, Hagey and the small group of business leaders who supported them, most of whom were present that day at the Kitchener-Waterloo Rotary Club, were intentionally charting a new course in post-secondary education. The announcement of the Waterloo Plan of co-operative education with Canadian industry, however, had taken many by surprise and aroused considerable opposition, but Needles' announcement that August day was not the result of detailed planning and curriculum development. Rather it was made necessary by events well beyond Waterloo and was propelled by a conference to take place two weeks later at St. Andrews-by-the-Sea, New Brunswick, where Canada's industrial leaders were meeting to discuss Canada's future and the requirement for a new form of university education. St. Andrew's magnificent harbour, verdant green lawns, and

white clapboard New England style buildings were an unlikely counterpoise to the rolling agricultural countryside of Waterloo County, but there were also many similarities as the leaders of Canadian industry gathered in New Brunswick. The alarming accounts of the massive industrial development of the Soviet Union and the fear that Canada was faltering and falling behind was the impetus for these businessmen, scientists, and educators to convene a National Conference on Engineering, Scientific and Technical Manpower. They were concerned about the extent of Canada's manpower shortage in these critical fields and intended *"to consider and recommend remedial action"* and *"... in what way business and industry, in co-operation with educational institutions, governments and professional*

associations might make a contribution to the solution" of an expansion of technical education. In a way, this was the Waterloo Plan writ large. In order for the "Waterloo Plan" to be registered publically and before it had really been carefully vetted Needles had been advised that he should announce it in advance of the New Brunswick conference. Hardly a way to launch so controversial a university plan.

“What would Needles have thought had he known that the University’s School of Pharmacy would be on the location where he and Gerry Hagey had presided over the destinies of B.F. Goodrich?”

The mood at St. Andrews expressed the sense of anxiety and unrest shared by many in Canada in that summer of 1956. The conference resolutions proclaimed that, *"it is their duty to warn the people of Canada that the problem of universities has become an emergency of grave national concern to the certain disadvantage of our progress as a nation, and can only be solved by energetic and immediate assistance and cooperation of all governments in Canada, of business and industry and of private benefactors."* For his part, J.D. Barrington, president and managing director of Polymer Corporation, summed up the proceedings by stating that industry in Canada had a major responsibility *"relative to education,"* and *"if industry*



Industry and University leaders meet in 1958 to create an Industrial Advisory Council l-r: **Bert Barber, Gordon Henderson, Joseph McCulley, Ralph Stanton, Ted Batke.**

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is to lead, then industries' leaders must be in constant touch with the universities and not just about money, but about all the problems that assail the ... universities Take us into your councils, my friends in the universities and we will help you to the best of our ability, for our own good and for the good of the nation." Coming so soon after the announcement of the Waterloo Plan's proposed educational plan in co-operation with industry, Ira Needles could hardly have hoped for more. In January, 1957 President Hagey set the future engineering program on a path that ensured its distinctiveness and success when he decreed that the Associate Faculties would be "operated co-operatively with Industry as opposed to conventional engineering courses" and that "no conventional courses [would] be offered as alternatives to the co-operative course in applied science or technology." Two months later Hagey cancelled the proposed option of the training of technicians and engineers in a joint program as incompatible with the goals of an

engineering program. Shortly after, Les Emery who had brought the idea of some form of work-study experience began to sever his ties with the Associate Faculties and remained committed to the idea of a technicians program.

Needles own sense of the currents of change flowing through Canada are surprisingly relevant for our own time sixty years later and they may also explain what some have called the Waterloo ethos. What would he have thought had he had known that the University's School of Pharmacy would be on the location where he and Gerry Hagey had presided over the destinies of B.F Goodrich or that the location of the School of Pharmacy had led to a massive redevelopment of something called an Innovation District often expanded in the press to an Innovation Corridor reaching from the University of Waterloo to Toronto and praised by the Prime Minister in meetings in Davos, Switzerland. Who would have thought that Needles speech to the Rotary Club sixty years ago might lead to this? Not me.

Waterloo: The University and the Community 60 years of cooperation

by **Kenneth McLaughlin**



l-r: Premier **Leslie Frost**, **President Hagey** and Board Chair **Ira Needles** watched over by curious students in December, 1958 at the opening of the first new campus building even before there was a University of Waterloo.

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For retirees who have invested so much of their lives in UWaterloo and who have a great interest in its 60 year history and pride in the University as it moves forward, this anniversary offers an opportunity to reflect on the Waterloo tradition. UW retirees are a unique constituency who have contributed greatly to the successes of UWaterloo and its larger community and have shaped this university in often forgotten ways. From the City's perspective, the faculty, staff and students from the University have been an engine of change that has made this city stand apart from other Ontario communities. The mark of the University can be seen throughout the region, in its neighbourhoods and in its cultural initiatives, in its sports teams and cultural events. Perhaps even more symbolically, the geographical orientation of the City of Waterloo

shifted toward the University of Waterloo as its centrepiece. The 60th anniversary website provides an opportunity for UW retirees to draw on their memories, to share their ideas about the Waterloo experience and to speculate on future directions for their university and their community.

In response to a local initiative sixty years ago, Waterloo College Associate Faculties, soon to become the University of Waterloo, introduced a system of education in which students combined a rigorous academic research program alternating with work experience in industry and government. This program would not have occurred at any other Canadian university, nor would it have been developed in any other Canadian community. In Kitchener-Waterloo it was embraced by business

and community leaders who described the Waterloo Plan in 1956 as exactly “what the country needs.”

The University of Waterloo began in the face of tremendous skepticism and opposition from other universities, including Western, Queen’s and Toronto, which favoured traditional understandings of university education. Waterloo, however, offered advanced learning based on ability and hard work. Watching the first Sputnik cross the sky on October 4, 1957, the students who had arrived in Waterloo in July came to an institution which could not promise a university degree, but with an inventive and creative staff could offer an opportunity to students who were willing to take the risk. The hurriedly built temporary and more permanent buildings were not without challenge, but they represented the feeling shared by many in post war Canada that the old ways and the old universities had let us down.

Faculty members, staff appointments and students understood that Waterloo was to be a university on its own terms, not bound by the restrictive traditions of older universities and this applied to its regular programs in Arts, Science, Mathematics, the Environment and Applied Health Science as much as to its Co-operative programs. Those who chose Waterloo became loyal and committed to the university that gave them the opportunity to succeed. In the face of attractions elsewhere their determination to identify with and locate in this community speaks volumes about this university and its community.

Neither cut stone nor gothic monumental buildings mark the entrance to this university’s campus and this is a reflection of the university’s spirit and of the community in which the university made its home. The absence

University of Waterloo School of Pharmacy has been described as “an urban icon” and an anchor for Kitchener’s “Innovation District.”

of architectural or cultural restrictions in Waterloo and Kitchener and the existence of “brick and beam” factory buildings that had not been demolished in schemes of urban renewal complemented the UWaterloo style and provided an environment that has facilitated the development of attractive and economically appealing work spaces. For their part, the Cities of Waterloo, Kitchener and Cambridge, working alongside the University of Waterloo, allocated municipal funds and support for the university to develop in several areas including its Research and Technology Park and its Health Sciences Campus. For its part, the University added the Accelerator Centre, major research areas and its one time spin off companies relocated to the University’s grounds. All of this took place as the University agreed to move its renowned School of Architecture and a new School of Pharmacy

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The **University's School of Architecture** in Cambridge is a catalyst for urban renewal.

off campus. The Velocity Residence, which first began on campus in the Minota Hagey graduate residence, was followed by other Velocity centres and then in cooperation with Communitech in 2016 UWaterloo created the Velocity Garage, the largest free startup incubator in the world. These initiatives continued to set UWaterloo apart from most other Canadian universities. A series of agreements that combined university and municipal support was extended to Huntsville and Stratford and continued the University's innovative and entrepreneurial traditions.

Timing, attitude, culture and a willingness to adapt explain part of the Waterloo experience. Spin off companies from professors' research at the University of Waterloo and the University's precedent-setting support for applied research as well as the University's licensing agreements and policies granting professors ownership of intellectual property that they create, which did not exist at

most other universities, continued to lead the way into the 21st century. As new challenges emerge new solutions are found. In the end, the historical characteristics of the community's record of development, its early acceptance of diversity and its traditions of innovation and entrepreneurship are at the roots of its identity. In many ways, the University of Waterloo powered the transformation of the Region of Waterloo and these initiatives sustain a tradition begun by the original settlers in the Waterloo Region that continues to distinguish this community from others in Canada. The creative and welcoming support of the local community ensures that ideas flowing from the University are supported through mentorship that enables our students to compete both nationally and internationally. Personal memories shared on the UWaterloo 60th anniversary website offer an opportunity for UW retirees to add their reflections of 60 years of the Waterloo tradition.



Enjoying the UWRA Autumn Luncheon. PHOTO: T. WELDON

PAST EVENT »

Autumn 2016 Luncheon

submitted by **Paul F. J. Eagles**

On October 18, 2016 the UWRA hosted the autumn luncheon at Luther Village in Waterloo. Chandrika Anjaria and Meenu Bakhu spoke to us about visiting India to explore its many varied cultures. Meenu is a teacher with the Waterloo Region District School Board. India is a culturally diverse country, with a wide range of interesting foods, festivals and buildings. Chandrika is a retired UW employee in the IST Department.

Meenu used an interesting question and answer format to explore the idea of visiting India.

Tourism is an important economic activity in India, supporting over 37,000,000 jobs, or about 9% of the country's employment. Domestic tourism is a major activity; reinforced by about 8 million international visitors entered the country for leisure purposes in 2015. Canadians wishing to visit India must obtain a VISA, which has become easier with electronic approaches now possible.

India is investing in tourism education, with 42 Hotel Schools now operating and 3 more planned. The Ministry of Tourism is working strongly in developing niche tourism products in 10 areas:

- | | |
|--------------|--|
| 1. Cruise | 7. Meetings, Conferences and Exhibitions |
| 2. Adventure | 8. Eco-tourism |
| 3. Medical | 9. Film Tourism and |
| 4. Wellness | 10. Sustainable Tourism |
| 5. Golf | |
| 6. Polo | |

There are a wide range of tours available for Canadians who wish to explore India.



l-r: **Meenu Bakhu** and **Chandrika Anjaria**



l-r: **Pat Cunningham** and **Jay Thomson**



Admiring the textiles of India on display at the Autumn luncheon in Luther Village.

UWRA Fall 2016 Reception

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

Photos: T. Weldon

UWRA FALL RECEPTION was held on **Wednesday, September 21, 2016** at the University Club.

The annual Fall Reception was held with approximately 85 retirees in attendance at this event. Our guest speaker was Kelly McManus, Senior Director, Community Relations & Events. Kelly's topic consisted of upcoming events that will be held in 2017 to celebrate the University of Waterloo's upcoming 60th Anniversary. Details are included in other articles in this edition of WATtimes and further details will be updated on the UWRA website as information becomes available.

Other invited guests at this event included senior administrators, representatives from Human Resources, and the Faculty and Staff Associations. Complimentary cheese, cold canapés and hot hors d'oeuvres were served. All paid up members of the UWRA received a complimentary ticket for "on-the-house" beverage (wine, beer, soft drinks). Annual membership is available at \$15 and Lifetime membership for \$130.



I-r: **Kelly McManus, Alan George and Erin Sargeant Greenwood**



I-r: **Ashok Kapur, Peter Woolstencroft, Bruce Torrie**



Food is always important at UWRA events as seen here at the Autumn Luncheon.



I-r: **Elizabeth McLaughlin, Sylvia Dugan and Ray Dugan**



I-r: **Jim and Mary Whitney**

Memories of UWaterloo: An Illustrated Lecture



TUESDAY, APRIL 25, 2017

Doors open at 11:30 a.m.

Lunch at 12 noon

Lecture begins at 12:45 p.m.

A winter scene on Hagey Pond and a glimpse of a campus still in its early stages of development.

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The year 2017 will be the 60th year since the creation of the University of Waterloo in 1957. Accordingly, starting with the spring luncheon, this history will be celebrated through a series of lectures.

The topic for the UWRA Spring Luncheon for 2017 will be Memories of UWaterloo: An Illustrated Lecture and will draw upon some of the several thousand images held in the University's Special Collections and Archives, many of which are now online. It will also include memories from the extensive collection of Oral History Interviews, some of which were conducted by UWaterloo's first president, Dr. Gerry Hagey, and many others by UW retirees who took the initiative to create a major collection of Oral History interviews as part of the 40th Anniversary celebrations. UWaterloo is fortunate to have a rich store of material and the lecture will also encourage members of the UWRA to bring their own ideas forward as part of the 60th

anniversary celebration. With assistance from UW Special Collections and Archives, the Spring Lecture will be presented by UWRA member Kenneth McLaughlin, Distinguished Professor Emeritus of History.

The UWRA Spring Luncheon will be held in the Columbia Room at Fed Hall at the University of Waterloo on Tuesday April 25, 2017. The doors open at 11:30 a.m. The lunch will occur at 12 noon. The illustrated lecture will take place at 12:45 p.m. The cost for the event will remain at \$35 per person.

Parking will be in lots J or S for this event. Definitive parking information will be found on the UWRA website closer to the event. For catering purposes, it is necessary to have definite numbers, therefore please book and pay for your attendance through the UWRA website.

If you request more information contact Paul Eagles at eagles@uwaterloo.ca or **519-740-1590**.

2017 Coach Tour Program

by **Terry Weldon**

We are busy preparing a full slate of coach tours for 2017!

There is much work yet to be done before all details are finalized, but I want to give you the general plan as it stands at the moment, which is late November. Hopefully, this will assist you in planning your activities for the coming year and to include us in your schedule!

As each trip is finalized, we will email the details to those of you on our email list. Also, details will appear on our website and in the Spring WATtimes. The trip outlines will contain information on how to register for each trip and we will begin to accept registrations at that time.



PHOTO: THINKSTOCK



Our tentative tour schedule is as follows:

SPRING

1. **Food & Drink Market**, International Centre, Mississauga, **Friday, March 31**
2. **UW Campus Tour** — new buildings, including lunch — **Thursday, April 20**
3. **Brantford**
Visit to **First Nations Woodland Cultural Centre** — museum and art show
Voices of Showtime — Sanderson Centre — music of 40's, 50's & 60's.
Wednesday, May 17

FALL

1. **Zoomer Show**, including British Isles Show, Exhibition Place, Toronto, late October.

If you are interested in helping to organize our popular coach tours, please contact me, Terry Weldon, preferably by email at: terryweldon@rogers.com or by telephone at 519-744-3246.

We have one or two vacancies on our Board of Directors and are eager to recruit new and younger people to help move our organization forward! Also, call me if you have any questions regarding our slate of trips.

My thanks goes to Sue Fraser, Ken McLaughlin and Kelly McManus for their assistance in bring this year's trips into reality!

On campus Tour and Spring Luncheon

In celebration of the University of Waterloo's 60th anniversary, join us for a day of touring your former favourite parts of campus, and a look at some of the recent additions to the University.

Take part in a bus and walking tour of campus sites, which will include:

- » The Mike & Ophelia Lazaridis Quantum-Nano Centre
- » New additions to Burt Matthews Hall and Hagey Hall Arts Hub
- » East Campus (five former BlackBerry buildings)
- » Engineering 5 Sedra Design Centre
- » Needles Hall expansion/Board and Senate rooms
- » Health Services major renewal and expansion
- » University Colleges major expansions

Guided tours will take place for two hours in the morning, followed by a luncheon at Federation Hall.

The luncheon will feature remarks from **President Feridun Hamdullahpur**. The afternoon will include up to two hours of additional tours. Refreshments will be provided. Buses will assist in making the tours accessible.

An additional 60th anniversary tour of satellite campuses (Stratford, Cambridge, and Kitchener campuses, as well as the Schlegel Centre/Research Institute for Aging and Centre for International Governance Innovation) is planned for Fall 2017. Stay tuned for details.

\$15 per member. Register online at retirees.uwaterloo.ca, or contact Hazel Kennedy at hazel_austin@hotmail.com



save the date!
THURSDAY, APRIL 20, 2017
10 a.m. to 3 p.m.

"The Atrium" in the Mike and Ophelia Lazaridis Quantum-Nano Centre.

Come see what's new on campus — new buildings and expansions!

We remember ...

reported by **Human Resources**, University of Waterloo

Gwenllian Burgess passed away August 1, 2016. Gwen began her employment at Waterloo on November 23, 1964. She held the position of Supervisor of Operations in Computing Services. Gwen retired under the Special Early Retirement Program on July 1, 1996. She is survived by her husband, Christopher.

Nancy Smale passed away August 28, 2016. Nancy started at Waterloo on September 1, 1977. She held the position of Counsellor in the Office of the Dean (Environmental Studies). Nancy retired July 1, 1993. She is survived by her husband, Richard.

Claude Lemaire died August 22, 2016. Claude was a research associate in the Department of Physics and Astronomy before retiring on November 1, 2013. He had joined Waterloo on November 1, 2001.

Professor Rotraud Lister passed away September 3, 2016. Professor Lister began her career at Waterloo on September 1, 1966. She was an Associate Professor in the Department of English at the time of her retirement which was September 1, 1996.

Helena Hahn passed away September 3, 2016. Helena began her employment at Waterloo on August 4, 1981. She was the Executive Officer in the Dean of Science Office until her retirement on January 1, 2000. She is survived by her husband, Professor Kishmul (Kish) Hahn, who is also a Waterloo Retiree.

Betty Simpson passed away August 15, 2016. Betty began her ongoing employment at Waterloo on November 1, 1965. She held the position of Administrative Assistant in Counselling Services prior to retiring on February 1, 1989. Betty is survived by her spouse, Donald (Callum) Simpson.

Edeltraud Pacocha passed away October 10, 2016. She was the surviving spouse of retiree Stanley Pacocha who died in 1993.

Edward Zilney passed away October 24, 2016. Ed began employment at Waterloo in November 1983. He held the position of Serviceperson in Plant Operations. Ed retired April 1, 1997 and was predeceased by his wife, Mary.

Victor Iacobellis passed away November 9, 2016. Victor started work at Waterloo in March 1989. He worked in Food Services as a Cook prior to retiring on July 1, 2014. He is survived by his spouse, Mary Lynn.

Gladys Boswell, surviving spouse of Frank Boswell, passed away October 18, 2016.

Robert Garbig passed away May 31, 2016. He started working at Waterloo in August 1977 and retired June 1, 2007 from his position as Bindery Assistant in what was then called Graphic Services.

Wayne Kursikowski the spouse of Joanne Kuriskowski passed away September 7, 2016.

Professor Campbell Robinson died on October 18, 2016. He began his career at Waterloo in March 1971 as Assistant Professor. Professor Robinson achieved Associate Professor in July 1974, full Professor in July 1981 and Tenure in July 1976. He retired from Chemical Engineering on September 1, 1996 under the Special Early Retirement Program.

Professor Michael Bennett passed away November 17, 2016. Professor Bennett began his career at Waterloo on September 1, 1968 as Assistant Professor. He achieved Associate Professor in July 1971 and Tenure in July 1973. Professor Bennett retired under the Special Early Retirement Program on July 1, 1996. He is survived by his spouse, June Whalen Piitz.



Remembering Chris Hughes

with permission from the **UWaterloo Daily Bulletin**

Chris Hughes, for many years the University of Waterloo's official photographer, died October 14.

Hughes joined the University in August 1983 in the Dean's Office in the Faculty of Environmental Studies as an EMIC Assistant, and moved over to Graphic Services, Central Photos as Assistant Photographer and Darkroom Technician in 1988.

"Chris Hughes' contribution to the history of the University is inestimable," writes Martin van Nierop, who served as Director of Communications and Public Affairs at the University of Waterloo for 25 years. "He not only chronicled practically every official news event that happened at Waterloo for more than two decades, he also took fantastic portraits and award-winning feature photos that enlivened hundreds of journal and magazine stories telling the world about Waterloo." "What I recall most was that Chris was a valued colleague and friend," Van Nierop continues. "He was a kind, soft-spoken and conscientious guy who, no matter how busy he was, would always accommodate us and come to record the events that showcased Waterloo to the world. It was a pleasure working with him and I will miss him."

"Many of his photos are still used today," says a statement from Creative Services, the successor department to UW Graphics. "Chris touched many lives at the University, from faculty to graduates, from behind the lens of his camera."

Remembering Elliott Avedon, Waterloo's game master

with permission from the **UWaterloo Daily Bulletin** and the **Faculty of Applied Health Science**

Elliott Avedon, professor of recreation and leisure studies and founder of the University of Waterloo's Museum and Archive of Games, died on Monday, November 21.

Avedon came to the University of Waterloo in 1971 from Columbia University Teacher's College in New York. He was instrumental in the founding of the Department of Recreation and Leisure Studies and was the cornerstone and architect of the therapeutic recreation program. Through his many travels, he became interested in games and among many other works he also wrote the now seminal work, "The Study of Games."

2016
UWRA
PAST EVENTS
caught on
camera



l-r: **Redina Caracaz**
and **Shirley Thomson**



l-r: **Tony Cullen**
and **David Taylor**



l-r: **Mary Thompson, Nancy** and **David Matthews, Shirley Thomson**



Sue Fraser



l-r: **Pat Rowe** and **Vera Golini**



l-r: **Peter Sprung** and **Reinholdt Schuster**



Be part of the celebration!

1961 — Aerial photo of campus

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You are an important part of the University of Waterloo story.



Over the last 60 years, with your help and dedication, Waterloo has made great strides in creating a world-class reputation in regular and experiential education, facilitating breakthrough research, delivering competitive programs and encouraging entrepreneurship and unique scholarship in a diversity of disciplines.

Celebrate with us by sharing your photos, stories, and memories of what you think makes the University of Waterloo not just a great institution, but a place to be proud of. Tell us what you think the future of the University of Waterloo looks like by sending an email to: innovation.sixty@uwaterloo.ca

Visit the website uwaterloo.ca/innovation60 to learn more about events and other ways that you can be part of our celebrations!

In 2007, the Alumni Council established the University of Waterloo 50th Anniversary Alumni Awards to honor 50 outstanding alumni. In 2017, the Alumni Council will continue the awards program by honoring **10 outstanding alumni with the University of Waterloo 60th Anniversary Alumni Awards**. These prestigious awards, honoring alumni for their commitment to the University, will be presented in December 2017, to commemorate Waterloo's 60th anniversary. Nominate an exceptional alumnus who has had a meaningful impact on the University of Waterloo.

For more information visit: uwaterloo.ca/alumni/60thawards

Nominations are due by March 31, 2017

Alumni Awards

NEW FOR 2017
60th Anniversary Awards

DID YOU KNOW?

Bringing comfort to students on-campus one quilt at a time

Submitted by **Sue Fraser**, UWRA Social Events Co-Chair, UWRA Receptions and Inquiries



PHOTO: THINKSTOCK

Caring Quilts are traditional, handmade Mennonite quilts that are distributed through Counselling Services to struggling students to remind them that they are not alone. The quilt has special significance as a symbol of warmth and protection. A “UW Cares” label sewn into each quilt offers a comforting message to its recipient, who can keep the quilt as a memento from the Waterloo family.

Waterloo professors Greta Kroeker and Sally Gunz are leading fundraising efforts to expand the Caring Quilts campaign. To ensure that these beautiful quilts can be offered to even more students, charitable gifts in support of the project are very much appreciated. The link to the website is:

ecommunity.uwaterloo.ca/caringquilts

If you have spare fabric suitable for quilting, please contact Greta gkroeker@uwaterloo.ca or Sally sgunz@uwaterloo.ca. This is a segment of an article which appeared on the Daily Bulletin on Wednesday, October 26, 2016. A warm thank you goes to Whitney Albright, Office of Advancement for giving us permission to publicize in WATtimes.

UPCOMING EVENTS »

MARK YOUR CALENDARS

Below is the links for information on these two events.

This information will also appear on the UWRA website retirees.uwaterloo.ca

Hagey Bonspiel — SATURDAY, FEBRUARY 25, 2017

uwaterloo.ca/hagey-bonspiel

Registration — Monday, January 3, 2017

Matthews Golf Classic — MONDAY, JUNE 19, 2017

uwaterloo.ca/matthews-golf-classic

Registration — Monday, April 24, 2017

Pension and Benefits

The Pension and Benefits committee approved indexing to be applied to benefit plans effective **January 1, 2017**. The following benefit maxima are affected by this change and have increased.

If you have any questions please contact Great-West Life at **1-800-957-9777**.

If you will be travelling to Cuba, or any other countries that require proof of medical coverage, please contact Human Resources by calling **519-888-4567, ext. 35935** to have a proof of out-of-country coverage letter prepared for you prior to your trip. Please allow at least five (5) business days for processing.

BENEFIT	For those that retired June 6, 2000 to present	For those that retired between January 1, 1996 to June 5, 2000	For those that retired prior to January 1, 1996
Out-of-Pocket Cap: Single	\$124	\$124	\$54
Out-of-Pocket Cap: Family	\$250	\$250	\$108
Hearing Aids	\$671	\$671	\$587
Massage	\$671	\$671	\$490
Chiropractor	\$671	\$671	\$490
Naturopath	\$671	\$671	\$490
Osteopath	\$671	\$671	\$490
Physiotherapist	\$671	\$671	\$587
Podiatrist	\$671	\$671	\$490
Private Duty Nurse	\$20,331	\$20,331	\$9,783
Psychologist/Social Workers	\$671	\$671	\$490
Speech Therapist	\$671	\$671	\$587

These coverage amounts are per service, per calendar year, as per the benefit contract with Great-West Life, effective January 1, 2017.

PLEASE NOTE: On December 9, 2016, the Pension and Benefits Committee reinstated the historical practice of applying indexation to the post-retirement life insurance benefit. For eligible employees who retire on or after January 1, 2017, the retiree life insurance benefit will be \$5,300. For eligible employees who retired in 2015 and 2016, a letter confirming changes to the life insurance benefit amount will be sent in early 2017.



UP TO 40% in savings.*
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Mention group code U9 when you call

Johnson Insurance is thrilled to provide University of Waterloo Retirees Association members access to up to 40%* in savings on auto insurance. Because making you happy makes them happy!

Plus, as a member of University of Waterloo Retirees Association, you'll have access to all the perks including:

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New retirees

reported by **Human Resources**, University of Waterloo

Name	Department	Position	Hire	Retire
Henry Lok	Cook	Food Services	Aug-88	1-Sep-16
Ian Riley	Custodian I	Plant Operations	Mar-03	1-Sep-16
Catherine Plunkett	Housekeeper	Renison University College	May-03	1-Sep-16
Donna McCracken	Manager, Administrative Services	Plant Operations	Nov-85	1-Sep-16
David Dobson	Custodian I	Plant Operations	Jan-05	1-Sep-16
Graham Brown	Principal	St. Paul's University College	Sep-99	1-Sep-16
Thomas Freddo	Professor	School of Optometry and Vision Science	Sep-06	1-Sep-16
Suzanne Safayeni	Lecturer	Cheriton School of Computer Science	Sep-91	1-Sep-16
Hartwig Peemoeller	Associate Professor	Physics and Astronomy	Sep-86	1-Sep-16
Helen Campbell	Research Associate Professor	School of Public Health and Health Systems/Propel	Jun-98	1-Oct-16
Paul Thagard	Professor	Philosophy	Jul-92	1-Oct-16
Anna Belan	Housekeeper	Housing and Residence	Aug-01	1-Oct-16
Diane Wojnowski	Housekeeper	Village 1	Sep-92	1-Oct-16
George Keta	Building Serviceperson	Plant Operations	Jan-86	1-Oct-16
Mary Ellen Acorn	Research Finance Manager	Office of Research	Feb-77	1-Oct-16
Jane Holbrook	Sr. Instructional Developer, Blended Learning	Centre for Teaching Excellence	Sep-03	1-Nov-16
Letitia Burce	Custodian II	Plant Operations	Feb-08	1-Nov-16
Mloc Phuong Hoa	Cook	Food Services	Jan-90	1-Nov-16
Peter Forsyth	Professor	Cheriton School of Computer Science	Jun-87	1-Nov-16
James Frank	Professor	Department of Kinesiology	Jul-11	1-Nov-16
Janne Janke	Writing and Multimodal Communication Specialist	Writing Centre	May-05	1-Nov-16
Denise Paquette	Library Clerk, Resource Sharing (Borrowing)	Library	Oct-77	1-Dec-16

NEW ON CAMPUS »



Grad House mystery: The case of the disappearing hill

Ever wonder what happened to the hill behind Graduate House? Thanks to the South Commons landscaping redevelopment project, it's become a room with a view. Covering the area from the raised stone wall near the east side of the Dana Porter Library across to Grad House, the project will allow for unobstructed views of Biology 1, Chemistry and Physics. A large seating area features bright umbrellas and tables with charging ports for laptops and mobile phones.

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MEMBERSHIP IN THE UNIVERSITY OF WATERLOO RETIREES ASSOCIATION

MEMBERSHIP APPLICATION AND RENEWAL FORM

Date _____

Amount Lifetime \$130.00
 Annual (calendar year) \$15.00

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, EC1 1128C, 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 **Jim Marshall**, UWRA Membership Co-ordinator, any change of address or name to jim.marshall@uwaterloo.ca or mail him at 709-125 Lincoln Rd., Waterloo, ON, N2J 2N9.

UWRA members should send email addresses or any changes to email addresses to Jim Marshall.

As a retiree, each year you will receive three issues of WATtimes, the newsletter of the University of Waterloo Retirees Association (UWRA).

All retirees, their spouse, ex-spouse, or surviving spouse plus those having had a significant association with the University are eligible for membership in UWRA. We encourage you to become a member (\$130 for a life membership or \$15 annually). Membership offers benefits and opportunities such as facilitating Pension and Benefits committee representation and publishing WATtimes, 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 has a comprehensive email list of all 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 on this page and mail it, with a cheque payable to UWRA, to **Jim Marshall**, Membership & Records Co-ordinator, 709-125 Lincoln Rd., Waterloo, ON, N2J 2N9. Including your email address on your application will ensure that you receive additional information as described above. If you have any questions, please email Jim Marshall, jim.marshall@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, DEC2016 means that you are an Annual Member and are paid up through December, 2016. 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.

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO
 University of Waterloo Retirees Association
 University of Waterloo
 200 University Avenue West
 Waterloo, ON N2L 3G1

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