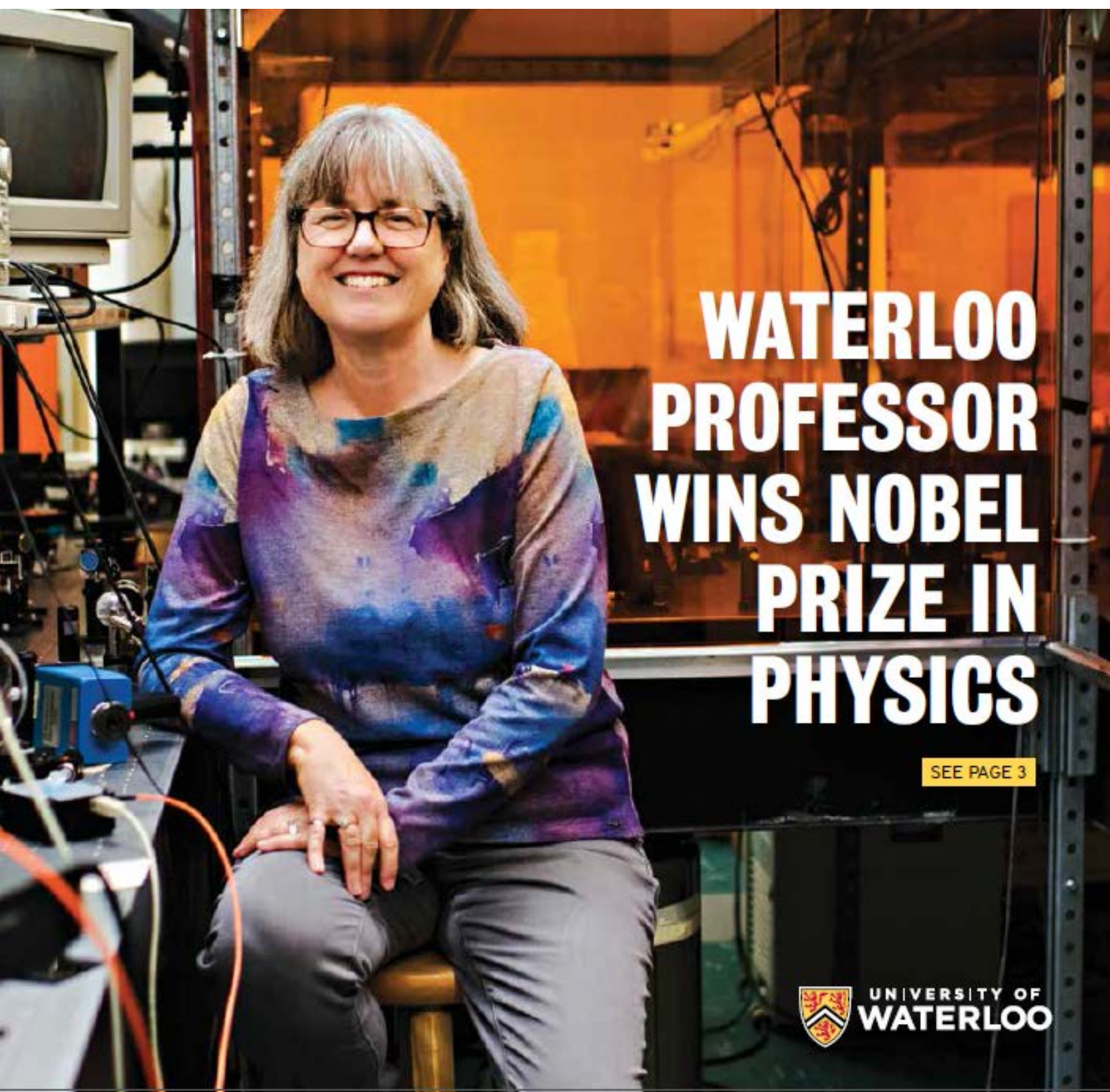


WATtimes

FALL 2018

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PUBLISHED BY THE RETIREES ASSOCIATION AND THE UNIVERSITY OF WATERLOO



WATERLOO PROFESSOR WINS NOBEL PRIZE IN PHYSICS

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UNIVERSITY OF
WATERLOO

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FROM THE UWRA PRESIDENT

President's Message

BY SUE FRASER

Greetings to everyone as the UWaterloo Fall 2018 term is well underway. The UWRA Fall 2018 reception was held on Wednesday, September 19, at the University Club. Our guest speaker Professor Steven Mock from the Department of Recreation and Leisure Studies presented a compelling case for "Young at Heart: The age you feel affects well-being in later life".

The next event was the Fall Luncheon on Wednesday, October 10, 2018, which was held at Fed Hall. The theme continued with the tradition of presenting an historical overview of UWaterloo departments. Dr. Daniel Younger highlighted the Department of Combinatorics and Optimization followed by Dr. Paul Eagles from the Department of Recreation and Leisure Studies, which celebrates its 50th anniversary this year. Parking was arranged with Parking Services.

I would like to thank Kelly McManus, Senior Director of Community Relations & Events, who regularly attends our monthly board meetings and updates us on what is happening at UWaterloo.

We are grateful to the Education Credit Union who host seminars of interest to our group. A request from a member would like us to repeat the seminar on "Executors and Wills: The Good, the Bad and the Ugly". We will set the wheels in motion on this and send out an email once everything is in place. We will also continue to hold other seminars that are of interest to our members.

Alan George and I attended the UWaterloo United Way Campaign Kickoff lunch held at Fed Hall on Tuesday, September 18, 2018. The official campaign launch took place on Tuesday, October 2, 2018.

In this edition, there is an article about Human Resource's Wanda Speek's recent retirement celebration. We wish Wanda all the best and would like to welcome her replacement Michelle St-Amour.

We continue to host collaborative events with the UW Staff Association and I will briefly elaborate on these. A big thank you to the UWSA for including our group in their events.

UWSA/UWRA Golf Tournament – Thursday, July 19, 2018. Our retirees really enjoyed participating in this tournament. Thank you to retiree Louise Porter for donating a prize to this event.

DRAYTON THEATRE – An email has been sent to our members informing them that we have been invited to a private performance of the hilarious whodunit "Shear Madness" for the evening of Wednesday, November 28, 2018. Tickets are available at \$40.00 each, A cocktail



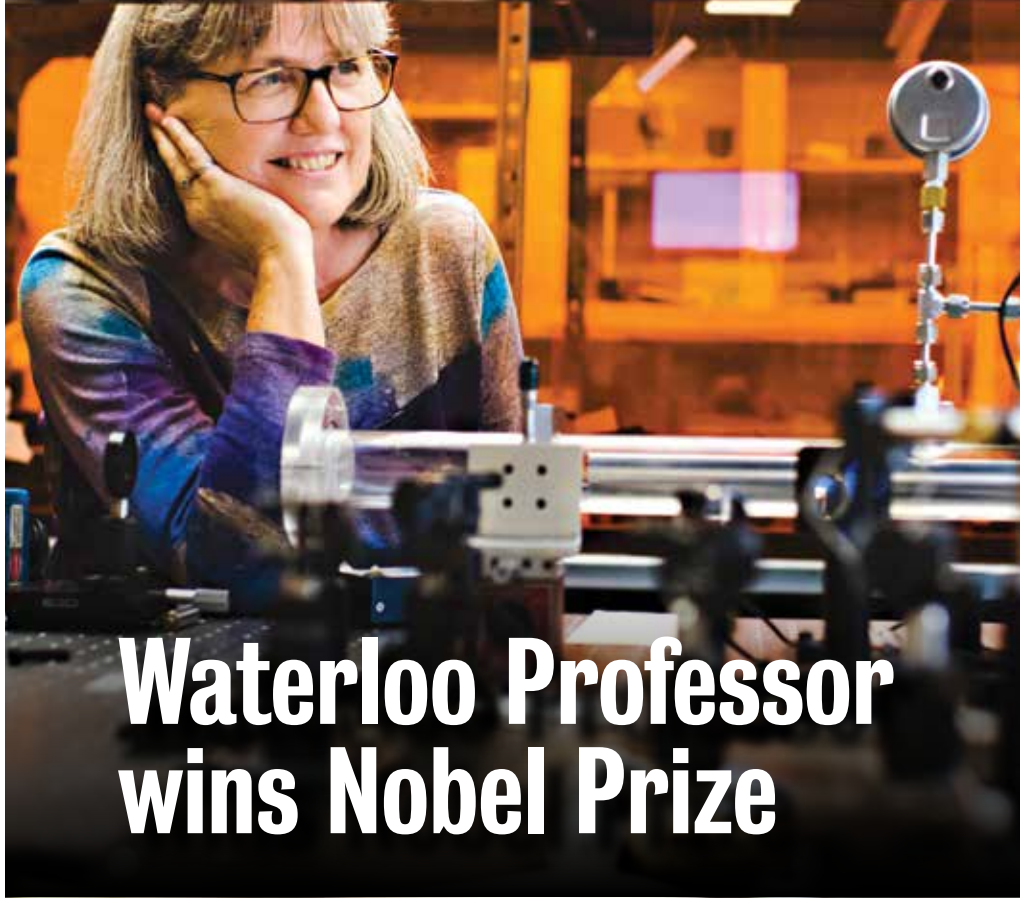
UWRA member Bob Norman with UWRA President Sue Fraser.

reception has been arranged for 6:30 p.m. when the incoming President of the Staff Association, Rose Vogt and I will say a few words to the group.

Once again, I will be organizing the 25th Annual UWSA Craft Sale to be held on Thursday, November 29 and Friday, November 30, 2018 in the Davis Centre Fishbowl. Retirees and staff will be selling handcrafted items and donating 10% of their sales which will be split between UW Senate Scholarship Fund and the UWSA. To date, we have raised over \$60,000.

Your 2018 UWRA Board is doing an excellent job in representing all of our interests in their specific fields. Thank you.

My final comment is to thank Parking Services for assisting us to continue holding our events on campus. We are extremely grateful.



Waterloo Professor wins Nobel Prize

Donna Strickland helped revolutionize laser physics, becoming the third woman in history to win the prestigious physics prize

The University community was delighted and proud to learn that Donna Strickland, Associate Professor in Physics and Astronomy, has won the Nobel Prize in Physics for her research in the field of laser physics.

Professor Strickland is the first full-time member of the University of Waterloo community to be honoured with a Nobel Prize, and the first woman in 55 years to receive the Nobel Prize in Physics. At a news conference the day the prize was announced, President Hamdullahpur said, "Professor Strickland exemplifies everything our University stands for, and it is because of faculty members like her that Waterloo continues to garner international respect and admiration." Her work has paved the way toward the shortest and most intense laser pulses ever created. Since this original research laser technology has become so much a part of our every day lives that we almost take it for granted.

CONTINUED →

PHOTO: ONE FOR THE WALL PHOTOGRAPHY

But when Strickland, a professor in the Department of Physics and Astronomy who leads the ultrafast laser research team at the University of Waterloo, was working on her PhD at the University of Rochester in 1985, that wasn't the case.

Although the laser was invented in 1960, the problem was how to boost the intensity of the beams in order to do more with lasers without damaging whatever the beams hit.

In her first published experimental work, Strickland and her thesis advisor Gérard Mourou, developed an ingenious solution.

They realized that by stretching, amplifying and then compressing the beams, they could boost the intensity of the light dramatically. It allowed more light to be packed into a shorter time, increasing the intensity of the pulse, while allowing laser beams to cut into matter with extreme precision.

The breakthrough was called chirped pulse amplification, and the technique greatly expanded the uses for lasers. Laser tools based on chirped pulse amplification are now employed in scientific, industrial, medical, energy, military and security applications.

On Tuesday, October 2, the Royal Swedish Academy of Sciences announced that Strickland, 59, a Guelph native who joined the University of Waterloo in 1997, and Mourou, 74, who is now at the École Polytechnique in his native France, shared one half of the 2018 Nobel Prize in Physics for their work in creating "tools made of light."

Strickland is only the third woman in history to win a Nobel prize in physics. The first was Marie Curie who won the Nobel Prize in physics in 1903

(and then a Nobel Prize in Chemistry in 1911). The second was Maria Goeppert-Mayer in 1963.

In a telephone interview with the Royal Swedish Academy for the official Nobel Prize website, Strickland said she appreciates Curie and Goeppert-Mayer as trailblazers who worked as physicists in an era when women scientists couldn't even get paid positions.

But Strickland said she didn't spend a lot of time thinking about her rarity as a woman in this scientific field. "I'm not a woman who has been looking at all of these prizes and thinking why isn't there a woman. I haven't thought like that."

She says she pursued the work for the sheer joy of it.

"It was a fun thing to do and so I enjoyed putting many hours into it," she said. "It was a fun time in the field of short pulse lasers and it was a fun group to be in, so I put in long hours."

She describes working with white light generation in her lab as almost magical.

"I just think white light generation is just one of these remarkable things to see. One color of light goes into water or any clear anything, and out comes all the colors of the rainbow, she said in the interview for the official website of the Nobel Prize.

Strickland will receive the prize at the ceremony in Stockholm in December.

The information in this account has been edited for this publication and was first published by the University's information services and we are indebted to them for permission to publish this and the accompanying photos in WATimes. KMM



FROM THE UNIVERSITY PRESIDENT

Waterloo entering a new phase of International Recognition

I am delighted to have the opportunity to write to you about some wonderful developments that have recently taken place at the University of Waterloo. Our institution continues to further our dedication to internationalization through the work of our faculty, co-op opportunities and most clearly by the presence of our community of international students.

On October 2, 2018 there was a significant leap forward for the University of Waterloo when it was announced that Professor Donna Strickland had been awarded a Nobel Prize in Physics for her revolutionary work in laser physics.

The entire University of Waterloo community was overjoyed at Professor Strickland's extraordinary achievement. With national and international press continuing to converge on the University and Professor Strickland's establishment as a global, scientific leader, there has never been a more exciting time to be a member of the Waterloo community.

Professor Strickland's research, its impact on our world and now deserving recognition, is what we at Waterloo have always strived to achieve. It was her curiosity and love of science and physics that drove her to discovery. Her work became a catalyst for many practical applications of laser technology and it all began with a deep curiosity about what is possible. This is where change and innovation happen.

Innovation sits at the centre of discovery. Innovation isn't a new piece of technology or business venture. Innovation is pushing the boundaries of the status quo and creating something new. That is what Professor Strickland has done and that is what we will endeavor to inspire in our students, faculty, staff and alumni.

Professor Strickland's Nobel Prize has risen the University's international profile like never before and with the installation of our 11th chancellor and Global Managing Partner Emeritus

of McKinsey & Co., Dominic Barton, that profile will only increase.

Mr. Barton has built a career as a global business leader meeting with and advising the world's leaders in government and business. His experience, knowledge and ability to build partnerships throughout the international business community will be invaluable in Waterloo's goal of being recognized as one of the world's most innovative universities. These tremendous developments are raising the profile of our University to new heights and open up our community to new opportunities like never before.

We want to work with the best and the best want to work with Waterloo. Building the relationships and opportunities open to our institution will make a difference in our progress as a place of research and learning.

Make no mistake, the University of Waterloo has entered a new phase in its history. Our legacy of excellence has built a world-class institution capable of attracting talented researchers like Professor Strickland and global business leaders like Dominic Barton.

We are a community that does not sit still. We break down barriers, build bridges and make an impact. Thank you for making this future possible through your hard work, commitment and passion for the University of Waterloo. It has made us who we are today and for that, I am grateful for everything you have and continue to do for our institution.

FERIDUN HAMDULLAHPUR, President and Vice-Chancellor

Psychology: A Waterloo Success Story

PAT ROWE, PROFESSOR EMERITA

Even before there was an Arts Faculty and even before there were any Arts-discipline faculty members, Psychology was represented at the University of Waterloo. The very first psychologist, Harold Bexton, a professor at the then Waterloo College, had been appointed at Waterloo in 1958 where he designed an aptitude test for applicants to the nascent engineering program. Bexton's name is still well known in the discipline of Psychology, but many may not have been aware of his "fame". He was the first author on the legendary studies done at McGill on sensory isolation studies instigated, and I believe supported, by the CIA, to examine "brain washing" of American soldiers during the Korean war. Bexton's interest in this work was primarily on the social isolation they experienced rather than sensory isolation, and throughout the rest of his career he continued to work in this field. He was at Waterloo until 1963 during which time he had hired Muriel Vogel Sprott and Robin Banks, both from the University of Toronto, and both would have outstanding careers at Waterloo.

In 1960, in the face of tortuous relations with what was by then Waterloo Lutheran University, the University of Waterloo decided to build a strong Arts Faculty. Led by Ted Batke, Ralph Stanton, and Norman High the decision was made to invest in Psychology, and a brilliant though somewhat erratic professor from the University of Toronto, Richard Walters, was hired. He was given a budget to build a Psychology department and develop both undergraduate and graduate programs. Walters hired eight young faculty members to join Muriel, Robin, and himself. The six full-time faculty members were Phil Bryden, Graham Goddard, Ernie MacKinnon, Irwin Silverman, and Dick Thysell. Two of us (Dick Steffy and me) were part time, but very soon full-time faculty members. Three of us were from McGill, and the other five were from American universities. In addition, Walters attracted about 25 graduate students mainly from the University of Toronto and managed to have it all functioning by September that year. All of the faculty were under 30 except for Walters, but many of the graduate students were over 30! For those interested in citizenship, two of us were Canadian, one was born in

Britain but educated in Canada, and five were American. And we continued to hire American PhDs, some of them Canadian, to this day. In that same year, Bexton angrily resigned from Waterloo, probably because he had been left out of the decision to hire Dick Walters and the eight new faculty members. Thus in 1963 there were 11 of us in the department. That was the beginning of the department, and somehow it all worked out.

Growth of the department was rapid: by 1965 there were 18 faculty members, by 1967 there were 30, and by 1970 there were 32. A few years later in 1977 there were 38 faculty members, but there has been relatively little growth since then; in fact, in the following four decades the department has had an average of 40 plus or minus 2 full-time faculty. Most of these numbers are from the university calendars, which are usually a year late in listing new faculty members, and thus should be regarded as approximations. Also, the early calendars listed everybody – sessionals, part time, even people from other universities as well as those from the community who were included to add credibility to departments. (I tried to exclude those people that I knew were not regular faculty, but I may have made a few mistakes.)

The early years were frantic: as well as interviewing and hiring new faculty, curriculum was designed for both undergraduate and graduate programs, courses which most of us had never taught were developed, research projects were started and applications for grants were prepared; on the home front houses were bought and babies arrived. Initially Psychology was housed in the then Arts building, now the Modern Languages building, with some labs in a house on Albert Street, but it was clear that we needed different and much larger facilities. In 1964 we moved into an industrial-style building with concrete floors and cement block walls at the corner of Columbia and Phillip. Eventually we occupied all of it. There we stayed for nine years, and some of the stories of what went on during those years are best left in that building! The PAS building was completed in 1973 and we came back on campus and perhaps became somewhat more of a traditional university department.



Today, as well as the 40 faculty members, there are a number of postdoctoral fellows and research assistants, over 120 graduate students, more than 600 honours students, both Regular and Co-op, and 125 General students. Psychology also administers the Human Resource Management minor with an enrolment of just under 300 students. In 2016-2017 Psychology had 11,844 course enrollments. Much of this large undergraduate enrolment in Psychology courses is service teaching, with hundreds of students from each of the six faculties and the federated and affiliated university colleges taking courses. Psychology offers many large courses and extensive service teaching, both of which often receive lower ratings, course evaluations for the Department are above the Arts averages.

At the graduate level the department currently has 28 master's students and 94 PhD students, and that total of around 120 – 130 has been steady for many years. About 35 new students are admitted each year, a few students mostly doctoral ones withdraw each year, and the rest complete their degrees and are very successful in gaining appropriate jobs. Worth noting is that a number of our programs are aimed at preparing students for non-academic jobs.

The success of the department, however, is largely based on its research productivity. The department attracts research funding that averages about \$2 million a year, not counting the \$3 million a year brought in by the

International Tobacco Control project headed by Geoff Fong. Research productivity is demonstrated by the average number of publications per year over the past seven years: 137 articles, 16 chapters in books, 71 keynote addresses, and 211 conference presentations. Another measure of the significance of the research done at Waterloo is the number of Fellows of the Royal Society of Canada. Psychology as a discipline has relatively few Fellows, but four at Waterloo have received this honour: Phil Bryden, Mark Zanna, Colin McLeod, and Geoff Fong.

External reviews of the department have confirmed the excellence of the department. The Quality Assurance reviewers in 2003 praised the department highly and described it as “one of the gems in the crown of the University of Waterloo”. The next set of reviewers in 2011 concluded that “UW Psychology is most clearly a top-tier elite department, not just within Canada but also internationally where it competes successfully against many better resourced departments”. As a former auditor of the quality assurance process, I can say that such praise is rare. In the most recent assessment of Canadian research activity in psychology published in *Canadian Psychology* in 2010, Waterloo's Psychology department was ranked as #1 in Canada in terms of research productivity and impact. More recently, the 2017 World University Rankings by subject placed the department in the 51-100 range of psychology departments in the world.

CONTINUED →

Psychology: A Waterloo Success Story CONTINUED

What is behind the success of psychology at Waterloo? There are a number of factors that I believe contributed to this success. In reviewing all the calendars from the 1963-64 one to the 2017-18 calendar I noted some interesting facts. First of all, there were 120 people hired during the past 55 or so years, thus there was much coming and going through those years. Notable is the youth of the hires – most were new, or relatively new PhDs, hired at the assistant professor level. Of that group of 120, 45 have quit, so if Waterloo was not a good fit for them they were young enough to move on to other institutions. A few left to form the new Human Relations and Counselling Studies program at Waterloo, others left for the more remunerative business schools, and some returned to universities in their native countries; most of those who left took positions and had distinguished careers in other Psychology departments. This is not meant to suggest that we were happy to see so many of them leave nor did all of them leave of their own volition, but they were able, and many were glad, to do so. Of the remainder, 31 have retired and a number of those have passed away, 4 died while still employed, and 40 are still working.

Another very important factor was the lack of nepotism rules, and in fact, the encouragement to hire couples. Over the years 11 couples (or 22 faculty members) have been hired in the department, another seven members were hired whose partners were hired in one of the affiliated university colleges or another department of the University, and at least one whose partner was hired at Laurier. In other words, there were 30 faculty members in Psychology (or ¼ of the total) that were at UW because their partners had appropriate faculty jobs. The partners of several others were accepted as graduate students. Speaking personally, I cannot emphasize too much how important the practice of hiring both partners is in attracting faculty to the University. Unfortunately, we haven't always been able to keep them as other institutions did away with nepotism rules, nor have all of the marriages lasted.

A third reason for success is that there was a critical mass of faculty from an early point, and as a result we were able to teach courses in our areas of specialization, have collaborators for our research, and attract graduate students

to programs with several instructors relevant to their interests. Moreover, the size of the department meant that we were provided with adequate facilities and resources that supported research and graduate students, and justified granting agencies providing funds that might not have been possible with a slower growth in numbers.

And finally, I think another important factor contributing to our success was the degree of independence granted to faculty members. Rather like the university itself, the department grants a high degree of responsibility for teaching, research, and graduate studies to divisions or fields. There are currently six divisions corresponding to specialty areas in psychology: clinical, cognitive, developmental, social, industrial/organizational, and cognitive neuroscience. Over the years the divisions have changed as the discipline and interests have changed, as for example, Perception and Learning became Cognitive, and I/O and cognitive neuroscience were added. These six divisions are in charge of graduate admissions, required courses, monitoring of student progress, graduate teaching and to some extent undergraduate teaching in their particular areas. Thus, the success of each field is largely determined by the faculty members in that area rather than the department as a whole. This decentralized organization is similar to what Ken McLaughlin has written, that “the strength of the University in the beginning depended on its deans” and similarly that “the strength of the Arts Faculty depended on the strength of its individual department chairs”. In the case of Psychology the strength of the department depends on the strength of the areas.

Looking back over the 55 years that I have been associated with Waterloo there have been many changes, but the enthusiasm, ambition, and commitment of the department members remains strong. I believe that much of the success has been due to the faculty, but we have been blessed by hard-working, dedicated staff, and strong support from senior administration of the University. Most of us think we made the right choice in coming to Waterloo, are proud of what we accomplished, and I believe that the University is proud of our success.

Brubacher House and UWaterloo: A Photo Essay

On September 15 Doors Open in Waterloo Region featured several UWaterloo buildings opened to the public. An interesting juxtaposition in the David Johnston Research and Technology Park was the almost side-by-side location of the historic 1850 Brubacher House, one of the buildings saved when the University in 1963 acquired an additional 733 acres to add to the existing 240-acre south campus, and the ultra-modern Accelerator Centre. (The total purchase in 1963 was 840 acres with 107 acres transferred to the Grand River Conservation Authority for the creation of the Laurel Creek park. The story of this land purchase by which UWaterloo had the largest integrated university campus is part of university lore.) Many of the nearly 400 visitors to the Brubacher House shared their memories of this part of the campus when it was either open fields or a discreetly hidden if somewhat scraggly golf course freely enjoyed by Waterloo residents. Others recalled the disastrous accidental fire set by the grounds crew which nearly destroyed the Brubacher House and the reconstruction of this historic property as one of the first projects funded by the Waterloo Regional



Foundation to preserve and enhance our local heritage. As part of its mandate the Special Collections Department of the University Library has provided us with a series of photographs of the Brubacher House, then and now, which we hope will jog the memories of many UWaterloo retirees and we welcome responses to the historical images. The presence of the Accelerator Centre and the Brubacher House both bringing very different products to a changing market place is striking.



Distinguished Professor Emeritus receives honorary degree



RALPH HAAS addressing the University of Alberta's convocation audience.

“Distinguished Professor Emeritus Ralph Haas addresses the University of Alberta’s convocation audience.”

Distinguished Professor Emeritus Ralph Haas of Civil & Environmental Engineering at Waterloo received a Doctor of Science, honoris causa, from the University of Alberta on June 13. Haas is the inaugural Director and Founder of the Centre for Pavement and Transportation Technology at Waterloo and a former chair of the Department of Civil Engineering. His professional service includes roles as past chair of the Pavement Management Committees of the Transportation Research Board and the Transportation Association of Canada, past director of the Applied Science and Engineering Division of Academy III of the Royal Society of Canada, and co-founder of the Transportation Association of Canada Foundation.

Haas’ award citation explained that: “Ralph Haas is known in the engineering world as “the father of pavement asset management.” His pioneering concepts and technologies have resulted in better-performing, safer and less costly road networks. The author of 12 books and numerous technical articles on pavement and infrastructure asset management, he is also an educator whose students have become leaders in transportation agencies, consultancies and universities. Haas is a member of the Order of Canada, fellow of the Royal Society of Canada, fellow of the Canadian Academy of Engineering, recipient of the Queen’s Golden Jubilee and Diamond Jubilee medals.

The University of Waterloo officially named “The Ralph Haas Infrastructure and Sensing Analysis Laboratory” in his honour in 2014. That same year he received the U.S. National Academies Transportation Research Board’s highest honour, the Roy W. Crum Award for Outstanding Achievement in Transportation Research.

Civil & Environmental Engineering has the full story on their website.

This report was edited from the version in the Bulletin. KMM

Healthy and Active Ageing: Philanthropy and the University of Waterloo's United Way campaign

LONDON JENNINGS, UNITED WAY CAMPAIGN CO-ORDINATOR

The University of Waterloo's United Way campaign runs throughout the month of October and retirees provide crucial support to this campaign. But, the benefits don't just go one way. By giving to the campaign, we can also positively impact our own wellbeing.

In this piece by Landon Jennings we asked that she bring us up-to-date on the applicability of the United Way campaign and our interests as UWaterloo retirees and the work that continues to occur on our campus. This statement has been lightly edited for those retirees who are no longer in this community, but who wish to offer support to the United Way in other parts of the province. KMM

Healthy and active ageing

On average, older adults in Canada tend to live more active and have better quality lives when compared globally; this is largely a result of our public health care system and government programs that support health and wellness. Despite this, the number one issue facing policy makers on ageing is how to keep individuals socially connected and active. Today, Ontario is working towards promoting the World Health Organization's (WHO) Healthy and Active Ageing Framework in efforts to build a fair society and increase diversity of opportunities for all.

According to WHO, healthy and active ageing is about creating opportunities that allow individuals (according to their needs) to have positive physical, social, and mental wellbeing as one ages. Being 'active' is an important aspect of having positive wellbeing, but this definition of 'active' goes far beyond just physical exercise or labour force participation to encompass social support, civic engagement, and spiritual connections. Active ageing includes maintaining independence, gaining knowledge or skills, connecting with others, and giving back to society.

How does our United Way campaign support healthy and active ageing?

Our retired community has diverse needs, opportunities, and abilities. This diversity poses a challenge to our

province's Healthy and Active Ageing agenda, but with the help of the multiple agencies that United Way is connected to, this community is supported in many ways.

By giving to United Way Waterloo Region and Communities you're contributing to positive social change, funding parts of our province's Healthy and Active Ageing agenda indirectly. One of the community partners United Way invests in is the 2-1-1 information network, visit their website at 211ontario.ca/211-ontario-services-blog/211-ontario-help-seniors-find-community-supports-and-financial-assistance. This offers the best way to learn about programs offered for older adults, such as: financial assistance, support programs, and volunteer opportunities.

We all benefit from the work United Way does, whether this is directly or indirectly. Being part of our community, you've already experienced rapid social and economic changes, and have paved the way for new generations to thrive. Generosity goes a long way; with your support we continue to take care of our own. Donations also support other key areas of impact in our region such as: poverty, mental health and wellness, accessibility, and neighbourhoods. For a full list of programs and services that receive United Way funding, visit their website at uwaywrc.ca.

Our campaign

For many years the University has been supporting United Way Waterloo Region Communities with our annual campaign. In 2017 over \$24,000 of our annual gifts came from retirees. This year we're aiming to raise \$270,000.

For those who have been supporting our campaign as an ongoing donor, we hope you continue to support us this year. If you have not given to our campaign before, we encourage you to help us make a difference.

If you would like to donate, please contact the United Way campaign co-ordinator, Landon Jennings, at united.way@uwaterloo.ca or 519-888-4567, ext. 33840.

CAUGHT ON CAMERA

Fall Reception

SEPTEMBER 19, 2018



Wanda Speek's Retirement Reception

Wanda Speek, who has been an advisor to many retirees, was feted at a reception at the University Club on August 14. We are including here some highlights of the remarks by Sue McGrath and Lee Hornberger.

As Lee noted, "Wanda has seen the University through times of great change":

- › **The Rae days and the implementation of the vacation exchange program at that time,**
- › **The early retirement program in 1996,**
- › **the introduction of new people to the HR department and the resulting transformation,**
- › **the implementation of a new pension system and needing to relearn absolutely every pension process under the sun in her 25th year in the pension team.**

These have not been easy adjustments, but Wanda adapted with grace and positivity.

Lee estimated that Wanda assisted nearly 5,000 University employees in the transition from active employment and into retirement, and added that although the University did not give retirement advice, "I know that employees have been very well supported by Wanda through a clear understanding of their pension options and whether or not they are eligible for other retiree benefits ... Beyond ensuring that employees are fully aware of the benefits to which they are entitled, she has coached employees in the weeks leading up to their last day of work, encouraging them to develop a structure and maintain a purpose for when they are retired – it is this personal touch that made Wanda truly special. She cares about people, it's not only about the numbers, not even close. As a result, she has maintained personal relationships



(l to r) Lee Hornberger, Sue McGrath, Wanda Speek, Kenton Needham.
PHOTO COURTESY OF SUE MCGRATH

with many University retirees who depend on her to keep them informed through regular email and phone interactions or articles in the WATimes retiree newsletter." As Sue noted in her remarks and her words could be said for all of us, "Wanda, thank you. Thank you for your years of dedication to the University. Thank you for all the support you've given me over the years. Thank you for the thousands upon thousands of individuals you have assisted with grace and compassion. Thank you for being you. Enjoy retirement my friend, I will miss you." Pension questions can be directed to Michelle St-Amour, who has been assigned Wanda's telephone extension, 33573. Benefit questions can be directed to Jessica Fennema, at extension 38845

The authors kindly provided the text for their remarks which have been edited for inclusion in WATimes. KMM

UWRA Spring Banquet for 2019

The spring banquet will be held in **APRIL 2019** and will continue the UWRA theme of the history of the University of Waterloo. This banquet will feature talks on the Department of Earth Sciences and the Department of Athletics. The banquet is scheduled for late April, after the April 2019 exam period. This will ensure access to parking near Federation Hall where the banquet will be held.

WATCH FOR DETAILS IN THE NEW YEAR!



With the passing of three prominent members of the Faculty of Science, **Ron Eydt**, **Herbert Fernando** and **Bob LeRoy**, noted in this issue of WATtimes, we decided to publish this photo of the Faculty of Science taken in front of the Dana Porter Library with the hope that many of our readers will be able to identify friends and colleagues in the image. WATtimes welcomes submissions that recall these moments in the University's history.

We Remember

Retiree **JANICE FOSTER** passed away May 7, 2018
 Started – August 13, 1973
 Systems Support Specialist – IST
 Retired – April 1, 2009

Professor **KENNETH N. SMITH** passed away June 1, 2018.
 Started – July 1, 1970
 Professor – Civil Engineering
 Retired under the Special Early Retirement Program – July 1, 1996
 Survived by spouse Colleen Ireland

ELEANOR MOFFAT passed away June 4, 2018.
 Started – September 29, 1980
 Manager, Trade Dept. – Bookstore
 Retired – June 1, 1995
 Survived by spouse Dr. John Moffat – UW Professor who retired in 1996.

Professor **JEREMY ANGLIN** passed away June 21, 2018.
 Started – July 1, 1976
 Professor – Psychology
 Retired – September 1, 2009
 Survived by his spouse, Margaret

Professor **JAMES DYAL** passed away June 4, 2018.
 Started – September 1, 1968
 Professor – Psychology
 Retired – January 1, 1991
 Survived by his spouse Ruth

ELSIE DODDS passed away June 22, 2018.
 Started – January 1, 1955
 Director – Bookstore
 Retired – June 1, 1988
 Predeceased by her spouse Clovis in 2004.

Professor **JOHN NEW** passed away November 24, 2017.
 Started – January 1, 1969
 Professor – History
 Retired – March 1, 2001
 Survived by his spouse Deborah

JOAN WOOD passed away July 19, 2017
 Started – January 11, 1982
 Switchboard Operator – Telephone Services
 Retired – July 1, 1996

Professor **RON EYDT** passed away July 23, 2018
 Started – September 1, 1959
 Warden – Housing and Residences
 Retired under the Special Early Retirement Program – July 1, 1996
 Survived by spouse Elizabeth (Betsy)

PHYLLIS DAVIDSON passed away July 22, 2018.
 Started – May 9, 1988
 Custodian II – Plant Operations
 Retired – August 1, 1995

DOROTHY GRAYCE MURISON-FORRISTAL passed away July 24, 2018.
 Started – May 13, 1968
 Secretary – Office of the Dean of Math
 Retired – July 1, 1988

VIOLET ELLA MATYAS, the spouse of Professor Elmer Matyas passed away April 3, 2018

CAMERON ELLIOT Started – April 6, 1964
 Equipment Operator – Plant Operations
 Retired July 1, 1996 under the Special Early Retirement Program

Professor **ROBERT LEROY** passed away August 10, 2018.
 Started – July 1, 1972
 Professor – Chemistry
 Tenure – July 1, 1977
 Survived by his spouse, Virginia

HORST WITZKE passed away July 27, 2018.
 Started – October 24, 1983
 Custodian I – Plant Operations
 Retired July 1, 1996 under the Special Early Retirement Program
 Survived by his spouse, Annette

Retiree **ROSE GOLKA** passed away August 8, 2018.
 Started – June 5, 1967
 Housekeeper – Village 1
 Retired July 1, 1992
 Predeceased by spouse Lawrence in 2000

KEVIN MANNING (surviving spouse of deceased retiree, Frances Manning), passed away August 23, 2018.

Retiree **LLOYD STEPHEN** passed away September 4, 2018.
 Started – July 10, 1963
 Plant Operations
 Retired July 1, 1996
 Survived by his spouse, Linda

Professor **CONSTANTINE HERBERT FERNANDO** passed away September 18, 2018
 Started – July 1, 1965
 Professor Biology
 Retired July 1, 1997
 Survived by his spouse, Mary

CORA SNYDER (surviving spouse of deceased retiree, Robert Snyder), passed away September 18, 2018

We Remember CONTINUED

Elsie Dodds

Elsie Dodds (Fischer), retiree and longtime manager of the University of Waterloo's bookstore, died on June 22 at the age of 95. The material that follows was first published by the UWaterloo Bulletin and we have printed it as a testament to Elsie Dodds and as a memoir of the early years of UWaterloo. We hope that this will serve to bring back memories to so many retirees who knew Elsie or who visited the Bookstore in search of texts and supplies for their classes. KMM

Hired in January 1955, Dodds originally worked in the Registrar's Office of Waterloo College (now Wilfrid Laurier University) and after six months was asked if she wanted to manage the college's "closet" bookstore operation – a 200 square foot space nestled in between Waterloo College's administrative offices and the Torque Room. In addition, she would serve as the student secretary and production manager of The Cord, Waterloo College's student newspaper.

"I would close the store on Thursday and type all day," she recalled in a 1998 interview. "Students would come in with the newspaper on Friday morning and I would print it and they'd collate it."

As the Waterloo College Associate Faculties came online, not much changed at first, though the increase in students meant that she had to give up the secretary position. It was Dodds who distributed the textbooks and



ELSIE DODDS (FISCHER) pictured here with **HOWARD PETCH**, was a retiree and long-time manager of the University of Waterloo's bookstore. She died on June 22 at the age of 95.

drafting supplies to the very first class of Waterloo engineers in July 1957.

"We had only 350 students when we started, and then everything changed," she said.

When the nascent University of Waterloo, still called the Waterloo College Associate Faculties, moved its operations from Waterloo College to its newly-acquired campus in 1958, Dodds established a bookstore in the Chemistry and Chemical Engineering Building (in room 11, which she shared with the print shop) while continuing to run the main operation at Waterloo College. "Then one day Al Adlington asked me whether I was going to stay with WLU or come up here, and I made a decision then to come to the University of Waterloo."

The bookstore moved from Chemistry and Chemical Engineering (now the Douglas Wright Engineering Building) to Physics, and Dodds was able to hire a full-time staff member.

In 1966 the bookstore became the target of a student sit-in as students protested the price of textbooks, which were selling at retail costs. "We were aware of it because they were posting the book prices in the student newspaper and claiming we were charging too much, making 40 percent on some books. So we know there was going to be a sit-in."

On November 18, 1966, "the kids marched in and they sat on the floor and ate their lunch, played their guitars, and seemed to be having a good time," Dodds recalled. "It was a very well-organized and proper sit-in, but our security was right outside the door listening in case something happened."

Under Dodds' direction, the store staff kept right on working, stepping over bodies lying in the aisles, even bringing coffee at one point, and eventually protesters more or less got their way after negotiating with President Gerry Hagey, as the store adopted a discount

policy on textbooks. “It was a very interesting day,” Dodds said. “One of the guys leading the sit-in ended up becoming one of the most established businessmen in the area!”

“When the bookstore was smaller and we didn’t have as many students, there were many times when the kids would come in and chat,” Dodds recalled in an interview. “I got to know them very well, I was Mother Confessor to many of them, they wanted to tell you their problems and they could relate to you on a personal level. Then for three years in a row we added 1,300 students a year. It was almost impossible to find space for all the books and to handle the fall rush. Our staff didn’t grow by those leaps and bounds.”

“In 1967, we moved to South Campus Hall, and we had all the space we thought we’d ever need,” Dodds recalled. “Of course, that wasn’t true – we thought we’d have a maximum of 10,000 students.”

Dodds retired after 33 years managing and directing the bookstore operations in June 1988. By then the bookstore’s staff had grown to 29, with an annual volume of \$6 million.

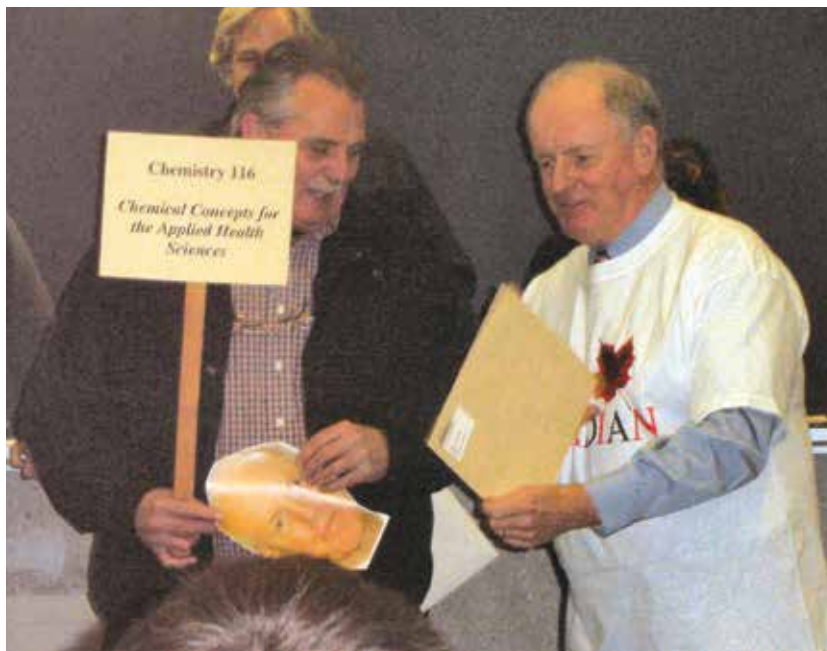
Dodds’ passing removes one of the last living links, on the administrative side of things at least, to the founding of the University of Waterloo in 1957, and there remains only a handful of the inaugural 1982 cohort of the “25-year club”.

“A big part of my career was watching things grow,” Dodds once said. “I wouldn’t have changed it for anything. It was great.”

Jay Thomson

As we gathered together at the Federation Hall for the University of Waterloo Retirees’ Association’s Fall Luncheon on Wednesday, October 10 many of us noticed that Jay and Shirley Thomson, long-time members of the Retirees’ Association and regular attendees at our events, were not present. Some of us wondered if the long drive from Jay’s beloved Lochaven near Bright’s Grove on Lake Huron meant that they might not come as often. Then a whispered buzz filled the room as some of us learned that on October 9, the day before our meeting, Jay had passed away at the Bluewater Health Centre in Sarnia. A retired Professor Emeritus, Jay had taught in the Department of Kinesiology for 35 years. In his retirement he was active in the Retirees’ Association and was Editor of WATimes bringing to our meetings and to our newsletter a light-hearted sense of humor and affection for our university. He will be sorely missed.

A more detailed account of Jay’s time at Waterloo will be published in the next issue of WATimes. KMM



The photo, courtesy of Sue Fraser was taken before Jay’s last class April 3, 2006.

CONTINUED →

We Remember CONTINUED

Constantine Herbert Fernando

Constantine Herbert Fernando who died on September 18, 2018 was born on April 4, 1929 in Colombo, Sri Lanka, or Ceylon as it was then known. He joined the University of Waterloo in July 1965, a place neither he nor his wife Aggie had ever heard of. Herbert and Aggie settled in to life in Waterloo with Herbert being the “Chief Cook” and having weekly dinner parties with friends and hosting visitors and colleagues from all over the world. Herbert also used Waterloo as a home base to begin a life of travelling the world and connecting with academics in many countries.

His scientific work ranged from his original study of aquatic insects, to fish, to parasites, to the study of zooplankton, the tiny animals in lake water that are just specks to the naked eye. He described many new species. He was one of the first to push for the introduction of tilapia, a staple fish for many now, because of its resilience and high yield. During a long and distinguished career in science, Herbert published over 250 papers and edited 6 books. He illustrated his own papers with wonderful drawings of many animals, including the strange creatures that make up the zooplankton that he saw through his microscope. He was an accomplished singer, and would pick up folk songs during his travels, which he would then sing during parties in various parts of the world. He loved parties, which gave full scope to both

his singing and dancing urges, and his talents as a raconteur. He loved to cook, and not only cooked most of the weekday dinners for the family, but also travelled with a collection of spices, the better to cook up the hot and flavourful curries which are still things of legend among the people of the various countries he visited. He kept up an enormous correspondence with colleagues, friends, and relatives from all over the world. He answered every letter he got on the day he got it. Herbert was a voracious reader of the classics, modern literature, history, and much else. The wide range of his interests, represented in all the books he bought in the second-hand bookshops of Oxford, inspired his children in their pursuits. Herbert, perhaps not surprisingly for someone of such prodigious energy and large character, struggled with his moods, which could swing up and down. He managed the downs by plunging into travels, work, and other pursuits – not the worst way to deal with these problems! Everyone has some demons like this, and what marks out our lives is partly the distinctive ways in which we manage to make something of them. Herbert Fernando certainly made quite a lot of them, both in the quantity and the variety of his pleasures and pursuits.

Those who knew Herbert and wish to honour him can consider donating to the environmental charity of their choice, in order to help protect the natural world that Herbert spent his life studying and trying to understand, and that today in so much trouble. *KMM*

Ron Eydt

Ron Eydt, a prominent figure on campus since before there was a University of Waterloo, passed away on July 23, 2018 at Grand River Hospital K-W Health Centre at the age of 86.

Ron grew up in Hamilton, Ont. and attended McMaster University where he obtained his BSc, MSc as well as his PhD. He spent a year in the Botany Dept. at the University of Glasgow. Upon his return to Canada he obtained a job at the University of Waterloo as its first botanist. President Hagey in 1964 offered him a job as Warden of Residences, which he held for the next 30 years. In his early years at Waterloo, Ron was involved in the founding of the Canadian Botanical Association, which he served as its Secretary for several years, before becoming President. He also represented the University of Waterloo on the Ontario Committee of Student Affairs for 25 years.

Within the Biology Dept., he served as Undergraduate Officer and also as Associate Chair for several terms, and one term as Associate Dean of Science. After retirement, he had time to serve his community. He served as chair of Waterloo’s Town/Gown Committee, as a member and later as Chair of Waterloo’s Library Board. He also served on Waterloo’s Committee of Adjustment. He served the maximum three terms on the Board of Catholic Family Counselling, and while as acting Chair the Board decided to sell its existing property and rebuild. At retirement he joined the Kitchener-Conestoga



A very young **RON EYDT** holding the University Mace, Chancellor Ira Needles (l) and President **HAGEY** (r).

Probus Club, serving as President in 2004-2005. He was also a member of the order of St. Lazarus of Jerusalem, serving as its Commander. Mainly for many of us he was the University's Mace Bearer extraordinaire and Warden of the Student Village(s) where his imprint will live on in everyone's hearts. *KMM*

Robert LeRoy

For nearly 50 years, University Professor Robert Le Roy was a presence in the Department of Chemistry. It is with deep regret that we learned he passed away quietly at home surrounded by his family.

The department was touched to learn that within days of their loss, Robert's wife, Virginia, and their children, reached out to the university to establish the Robert J. Le Roy Memorial Scholarship. This annual scholarship will be awarded to the top Chemistry undergraduate in their third or fourth year based on academic performance.

"Bob was a outstanding academic and a great colleague – he will have a long and lasting impact on this department," says Professor Bill Power, Chair of Chemistry. "That his family is establishing this legacy in his name ensures future

students will appreciate this impact as much as all his own past students do, to this day. We are enormously grateful to have this honour to bestow on our best students, and it is a very fitting tribute to Bob."

A mentor of mentors

Professor Le Roy studied chemistry as an undergraduate and master's student at the University of Toronto. Upon graduating with his PhD from the University of Wisconsin at Madison in 1971, he returned to Southern Ontario, where he joined the University of Waterloo as an Assistant Professor in the Department of Chemistry.

His work in theoretical chemistry modeling was ground-breaking, particularly in molecular spectroscopy and the calculation of interatomic and intermolecular forces – what he himself referred to as the "sex life" of simple molecules.

He was renowned for his development of the near-dissociation theory with R.B. Bernstein (the Le Roy-Bernstein theory), and for the derivation of the Le Roy Radius, defined as the internuclear distance between two atoms at which the Le Roy-Bernstein theory becomes valid. He was also the author of several well-known software tools designed to

address a variety of problems in chemical or molecular physics.

Among his many awards, he received the Rutherford Memorial Medal in Chemistry from the Royal Society of Canada (1984) and the J. Heyrovsky Honorary Medal for Merit in the Chemical Sciences by the Academy of Sciences of the Czech Republic (1995). He was named a University Professor in 2011 – a rare title reserved for the University of Waterloo's most internationally pre-eminent faculty.

Even after his retirement in 2013, Professor Le Roy remained highly active. He was often seen on campus, advising students and continuing to contribute to his field scientifically. He published nearly 20 papers as an emeritus professor, garnering nearly half of his overall citations during this period in his career.

"Bob was one of the most helpful and supportive people early on in my career at the University of Waterloo," says Pavle Radovanovic, a professor in the Department of Chemistry. "He was always so generous in sharing his enormous knowledge and experience, and offering helpful advice. I will forever remember Bob for his optimism, enthusiasm, generosity, and passion for science. I will miss him very much."

We Remember CONTINUED

Josef Kates



The University of Waterloo's fourth Chancellor, Canadian computing pioneer Josef Kates, died on June 6. Named the fourth chancellor of the University of Waterloo in 1979, Kates succeeded Carl A. Pollock. His reputation as a distinguished scientist, science booster, and computing pioneer brought a definite cachet to the University of Waterloo as it was establishing its global reputation. As Chancellor he was a very dignified presence at Convocation ceremonies. He served as Chancellor until 1985, when he was succeeded by J. Page Wadsworth.

Born in Vienna in 1921, Kates fled Austria after the German annexation in 1938 and found refuge first in Italy and then the United Kingdom before being

interned by the British government (along with thousands of other German- and Austrian-born UK residents) and sent to Canada in 1940. In 1942 he moved to Toronto and worked for the Imperial Optical Company, designing precision optics for the Royal Canadian Navy. He graduated from the University of Toronto with a BA in mathematics and physics.

In 1947 Kates joined the new computation centre at the University of Toronto, the first such centre in Canada. As a graduate student, he became one of the leaders of a research project to build Canada's first digital, electronic, general-purpose computer, known as UTEC (University of Toronto Electronic Computer). While the project was ultimately unsuccessful (the University of Toronto eventually purchased a Ferranti Mark I, imported from Manchester, UK). It was an important milestone in Canadian computing.

In 1954, he set up Canada's first computer consulting service, KCS Data Control Limited, named after its founders, including Len Casciato, who served as Kates' assistant on the UTEC project, and Joe Shapiro. KCS provided computing consulting services to a number of major corporations and government bodies.

Among KCS's innovations were the first computer-controlled traffic signal system for Metropolitan Toronto (a world first), coordinating some 1,300 traffic lights, and efficiency improvements to the capacity of the Welland Canal. Kates also developed computer models for urban and regional transportation and land use planning.

A Fellow of the Engineering Institute of Canada, Kates was appointed to the Science Council of Canada in 1968 and chaired that body from 1975 to 1978. He also served on the boards of the Canadian Society for the Weizmann Institute, Canadian Technion Society, and the new Mount Sinai Hospital.

Kates was predeceased by two wives, Lillian Kates and Kay Hill, and his son Philip, and is survived by three children including his son Louis, a University of Waterloo Systems Engineering graduate.

Kates was 97.

Photo courtesy of the University of Waterloo's Special Collections & Archives. Thanks to Scott Campbell for additional background information. This material first appeared in the Bulletin and has been edited for length for publication in WATtimes. KMM

Additional information regarding the Solvency Funding relief notice distributed with 2017 Annual Pension Statements

HR has provided background information and explanation regarding the notice that was sent with the Retiree Statements received earlier this year.

The solvency valuation is a test that is required under pension legislation to measure the funded status of a pension plan as if the plan is wound-up as of the valuation date. It is a test that is made to address situations where the plan sponsor becomes insolvent. Given this is a very small risk for plan sponsors in the broader public sector, like the University of Waterloo, there were different rules put in place for pension plans in the broader public sector to provide “relief” from the solvency funding test by lengthening the period over which any solvency funding shortfall had to be made up. That is what the notice was reporting on.

The solvency funding relief has no impact on retirees’ pensions, nor does doing a solvency valuation imply that the pension plan is being wound-up.

The Pension and Benefits Committee (P&B) reviews the funded status of the pension plan every year, which is supported by annual valuations done by our actuary, Aon Hewitt. The main focus of P&B is on the going concern valuation, which measures the funding of the pension plan based on the plan continuing in operation over a very long period of time. The solvency test is also prepared and reviewed by P&B each year, but it would only be relevant in a situation where the pension plan is wound-up because the University of Waterloo goes out of business, a highly unlikely scenario.

Under the going concern test, the current assets are not quite enough to meet the liabilities for benefits earned to date under the pension plan. That shortfall does not impact the pension benefits members have earned. Instead, the University is required to make additional payments to the pension plan to address that shortfall. Based on the January 1, 2017 actuarial valuation, the University is required to make additional payments of \$12.7 million per year and in fact is making payments over that amount (\$14.8 million in 2017) to fund the shortfall more quickly.

HeForShe initiative

President Feridun Hamdullahpur was in New York for the 2018 HeForShe Impact Summit. The president took part in the Summit in meeting and panel events, including the Spotlight Conversation on HeForShe Emerging Solutions panel discussion.

At the Summit, the UN convened world leaders, global CEOs, university presidents and public-sector leaders to share ground breaking practices and concrete solutions towards the achievement of gender equality.



In support of

HeForShe

UN Women Solidarity Movement
for Gender Equality

New Retirees

MARCH to JUNE 2018, reported by **Human Resources**, University of Waterloo

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Karen Cressman	Revenue Associate	Finance	Dec-75	1-Aug-18
Jan Zeberek	Mechanic I, Millwright	Plant Operations	Jan-05	1-Aug-18
Kitty King Corbett	Definite Term Faculty	School of Public Health and Health Systems	Sep-14	1-Sep-18
Margaret (Peggy) Day	Manager, Client Services	IST	Feb-77	1-Sep-18
Christopher Pringle	Director, Industry and Government Relations	Mechanical and Mechatronics Engineering	Feb-07	1-Sep-18
Catharine Fraser	Records Assistant/Alumni and Donor Services Assistant - Advancement		Jan-85	1-Sep-18
Ralph Smith	Professor	Biology	Sep-87	1-Sep-18
Ingrid Stewart	General Cafeteria Helper	Food Services	Oct-85	1-Sep-18
John Jaworsky	Assistant Professor	Political Science	Jul-87	1-Sep-18
Donald McKay	Associate Professor	Architecture	May-79	1-Sep-18
Ellsworth LeDrew	University Professor	Geography & Environmental Management	Jul-77	1-Sep-18
Elaine Lillie	Director, Interprofessional Education Program and Curriculum Development	School of Pharmacy	Oct-07	1-Sep-18
John Quaiser	Building Service person II – Carpenter	Plant operations – Buildings	Nov-88	1-Sep-18
Susan Andrews	Academic Advisor	Arts Undergraduate Office	Dec-81	1-Sep-18
J. Randal Zlaski	Custodian 1	Plant Operations – Custodial	Mar-03	1-Sep-18
Gerald Underhill	Library Clerk Payroll	Library	Dec-88	1-Sep-18
Jennifer Williams	Library Clerk – Receiving, Holdings maintenance	Library	Jun-76	1-Sep-18
Gregory Stoesser	Building Service person II	Plant Operations - Buildings	Sep-77	1-Sep-18
Remedios (Mitzi) Schnabel	Administrative Co-ordinator	David R. Cheriton School of Computer Science	Feb-11	1-Sep-18
James (Jim)Tremain	Biology Lab Technician – Zoology	Biology	Aug-80	01-Sep-18
Harry Merkel	Stationary Engineer 3rd Class	Plant Operations – Central Plant	28-Jan-91	01-Sep-18
Glenn Welch	Supervisor, Custodial	Plant Operations	22-Jul-85	01-Sep-18
Denise Wilson (also known as Bennett)	Food Services Assistant	Food Services	11-Sep-95	01-Sep-18
Maria Guterres	Custodian 11	Plant Operations – custodial	09-Apr-01	01-Sep-18
Nancy Heimpel	Secretary	Library	14-Dec-70	01-Oct-18
Wanda Speek	Pension Administrator	Human Resources	19-Jul-82	01-Oct-18
Susan Steffler	Customer Care Assistant - Records and Quest Support Specialist	Office of the Registrar, Student Service Centre	07-Feb-90	01-Oct-18
Irena Baltaduonis	Undergraduate Advisor/Co-ordinator	Electrical and Computer Engineering	04-Oct-90	1-Oct-18

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2018-2019

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retirees.uwaterloo.ca

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*with us in spirit

(start dates on Board in brackets)

JOIN US!

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 **Human Resources**, EC1 1128C, University of Waterloo, N2L 3G1 (hrhelp@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.

jim.marshall@uwaterloo.ca



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

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.

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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.

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