

WATtimes

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WATERLOO IN 2050

Planning for Possible Futures

Professor Mark Seasons talks “multiple and diverse possible futures” for University of Waterloo in 2050

SEE PAGE 4

Professor Paul Eagles highlights five scientific and societal trends that will shape the University’s future

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WATtimes

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Ron Champion and Bob Hicks

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UWRA President’s Message

BY LYNN JUDGE

Greetings to all Retirees! Special congratulations are extended to new retirees!



We hope everyone enjoyed the fall colours, some outdoor activities and reconnecting with friends and former Waterloo colleagues.

As you may know, our programming has focussed on online presentations due to public

health restrictions in 2021. Even though the University opened in September to the fully vaccinated, we determined through feedback from the UWRA Board and retirees a preference to wait until 2022 to hold in-person events such as a spring luncheon, fall reception, presentations, a new retiree recognition event and possibly some off-campus events.

We welcome input from retirees on their preferences for online and future in-person events. Please contact Paul Eagles or Jim Ashworth (on-campus events), and Peggy Day (external events) with your suggestions. Their contact information is provided on the UWRA website and the inside back page of this edition of WATtimes.



The UNIVERSITY OF WATERLOO RETIREES ASSOCIATION BOARD OF DIRECTORS (MISSING: DAVID TAYLOR AND ROSE VOGT)

I would like to welcome new Board members Rose Vogt and David Taylor. Rose has agreed to oversee the UWRA scholarship and bursary funds, and to represent retirees on the Waterloo Faculty, Staff and Retirees Giving Program. David has represented retirees on the University Pension and Benefits Committee since June of this year. Many thanks to you both!

On behalf of the UWRA, I would like to welcome Dr. Vivek Goel, University of Waterloo President and Vice-Chancellor. We look forward to meeting with Dr. Goel and welcome his support for the UWRA.

The UWRA Board meets monthly online. I thank Board members for their great work and commitment to the Association.

I would like to recognize Brandon Sweet of University Communications for his monthly updates to the UWRA Board on Waterloo news including events, appointments, policy changes, and stories from faculty, staff and the community. Check out the Daily Bulletin for daily updates.

Many thanks to Bob Hicks and Ron Champion, co-editors for this edition of WATimes, and to Alan George as Consulting Editor.

Best wishes to everyone for a happy and healthy holiday season. ♥

LYNN JUDGE, President
University of Waterloo Retirees Association

What's Next for Waterloo

BY VIVEK GOEL

Greetings, retirees:

It is my pleasure to connect with the University of Waterloo's retiree community in my first issue of WATtimes as president and vice-chancellor.

In this issue's feature article, School of Planning Professor Mark Seasons explores the future of our University. Since stepping into the role as president and vice-chancellor, I have also been thinking a lot about the future and what Waterloo will be at 75 or at 100 years old.

As we look to what's next for Waterloo, reflecting on our institution's origins gives us valuable lessons. I have been inspired by learning about Waterloo's history, especially through the work of historian Ken McLaughlin. Our founders set out to create a world-class university that was unconventional. Being unconventional has meant being curious and taking risks. Our institution's pioneering co-operative education model was not only novel at the time, it was also bold. It was criticized then as "interrupted learning," but look at its success today. Now every institution in the country is aiming to do "work-integrated learning." The same creativity and boldness that led to our co-op model went into our approach to research and everything else that we do. Bold, innovative thinking is part of our DNA and drives much of our success.

Waterloo's formative years were in the post-war era of the 1950s and 60s. After a period of unprecedented global upheaval, Waterloo and its core DNA were forged in the optimism and energy that followed. We are at a similar crossroads now, as we seek to come out of the global pandemic. We certainly have not lost our bold curiosity or innovative spirit, and these qualities will be of particular importance as we navigate this period of unprecedented global change.

The pandemic has exposed and heightened many pre-existing challenges in our society such as social inequities

and injustices – and has underscored the importance of addressing these societal challenges. Additionally, our collective and urgent responses to the pandemic demonstrate our capacity to take meaningful action on major global challenges. Looking ahead, we must extend and intensify our efforts in the same way to address the climate crisis.

The pandemic has also provided valuable lessons for the post-secondary sector in particular, such as the ways we can be innovative and flexible in our teaching and learning. But we also know that there is no substitute for what happens in a lab or a classroom where hands-on learning is enriched through peers and professors. We have also seen the importance of investments in fundamental research capacity which, for example, led to the development of mRNA vaccines.

Like the opportunity that our founders saw in the middle of the last century, now is the time to reimagine the postsecondary education and research of the future to cement a foundation upon which each segment of our society and economy can build for generations to come.

Each and every one of you in our retiree community has contributed to our institution's rich history, and helped make Waterloo what it is today. And as an important part of our University community, you continue to inspire and enrich our institution's work now, and as we move into our future.

I look forward to meeting more of you and to our continued work together. ♥



VIVEK GOEL, CM, president and vice-chancellor



The Future is Here

BY RON CHAMPION AND BOB HICKS



Ron Champion and Bob Hicks (or is that Bob Hicks and Ron Champion?)

If you're looking for the future, you'll find it in this edition of WATtimes.

UWaterloo's seventh president and vice-chancellor, Dr. Vivek Goel, is optimistic about the future, believing that the University's qualities of bold curiosity and innovative spirit will help it navigate this post-pandemic period of unprecedented global change.

UWRA President Lynn Judge is looking forward to 2022 with relaxed COVID restrictions that will allow the UWRA to resume on-campus and in-person events. Watch in early 2022 for details of a presentation by Alex Mustakas, artistic director and CEO of Drayton Entertainment. Alex promises to both inform and entertain.

Distinguished Professor Emeritus Paul Eagles and Professor Mark Seasons look into their crystal ball to muse about the University of Waterloo in 2050. Eagles predicts that five scientific and societal trends will shape the future university. Seasons reminds us that the future presents opportunities as well as potential threats.

In his update on pensions and benefits, David Taylor, your representative on the Pension

and Benefits Committee, addresses the health of our pension plan. It's solid, which is reassuring as we plan our personal futures.

Rounding out this edition of WATtimes are articles about aging, home care, retirement homes, and long-term care. The Research Institute for Aging (RIA) and The Village at University Gates – a Schlegel Villages home – have deep connections with the University of Waterloo, and the RIA offers opportunities for retirees to participate in research.

And as we assume our future role as co-editors, we want to thank Alan George, the previous editor of WATtimes, for his guidance and support in the editorial transition. Thanks as well to Brandon Sweet and Megan Lambe of University Communications and our friends at Creative Services for their invaluable assistance in the production of WATtimes. ♥

WHAT WOULD YOU LIKE TO SEE IN FUTURE EDITIONS OF WATTIMES? EMAIL US WITH YOUR IDEAS OR REQUESTS!

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WATERLOO IN 2050: Planning for Possible Futures

THIS ARTICLE IS BASED ON PROFESSOR SEASON'S PRESENTATION TO THE UNIVERSITY OF WATERLOO RETIREES ASSOCIATION (UWRA) IN APRIL 2021.



It was a real pleasure to share my thoughts with the UWRA group about what the University might be in 2050. That's a long way off, in many ways, but in others, it's just around the corner. We better start thinking now about the future.

As an urban planner, I'm trained to prepare for the future when we design and manage our communities. To be effective, planners need to understand what might happen with the economy, society, environment, technology and so many other drivers of change. Put another way, planners are always thinking 20 to 50 years into the future. That can be exciting, but also daunting, because ... we don't really know how things will play out. As Donald Rumsfeld famously proclaimed:

There are known knowns; there are things we know we know. We also know there are known unknowns; that is to say, we know there are some things we do not know. But there are also unknown unknowns – the ones we don't know we don't know.

(US Secretary of Defense Donald Rumsfeld, 12 February 2002)

Over the course of my career in planning practice and academia, I've learned that (a) we can't often predict what will happen; (b) we need to think in terms of multiple and diverse possible futures; and (c) we need to learn how to challenge conventional wisdom.

Let me explain. There are some things that we can predict: for example, that the climate crisis will continue and worsen until we pull together and get this situation under control. We have no choice. The impacts of a changing climate

will be experienced globally, nationally, and locally. We can also track certain demographic trends – for example, the steady and increasing aging of many of our communities. I think that we can also assume that COVID-19 is not a “one-off” phenomenon; we will experience waves of pandemics in the future. Interestingly, courtesy of COVID-19, we now know that university education can be delivered reasonably well, most of the time, via online and hybrid education models.

It’s clear that we must lessen our reliance on conventional energy sources, so it’s likely we’re on the way to a new, green economy in Canada; in fact, we have little choice in the matter. We can also assume continued and rapid advances in analytical, communications and manufacturing technologies. Our society will continue to become more diverse. Some communities and institutions will thrive and others will wither; it was ever thus.

The future is unexplored terrain and holds both opportunities and potential threats for us. We know that the future will likely bear little resemblance, in many ways, to our past and present experiences. That reality calls for new ways of considering and planning for the future(s). Building scenarios, for example – stories of plausible futures – can help us understand which futures to avoid, and which ones we want to realize.

We can use both quantitative research methods to model possible futures, and qualitative research to provide insights about community values and needs. We will need much greater interdisciplinarity to broaden our perspectives, and to inform our thinking and actions.

In the case of the post-secondary sector, specifically our University, we need to understand not only our strengths, but also our vulnerabilities. In my opinion, the University can build upon the lessons learned over its 60+ years



of existence. We can continue to be an institution that educates and trains people to make a difference. Our graduates will continue to be those who know how to think critically, and how to solve complex, interconnected problems in our host community, across the country, and overseas.

To thrive as an institution, we will need to be nimble and agile; we will need to be prepared for possible futures. We will need to understand what we might be able to control, and the things that could be out of our control. We will need contingency plans to help us prepare for possible futures. The planning process will need to be inclusive, offering opportunities for meaningful contributions by our stakeholders. Our objective should be resilience – the capacity to adapt to change.

We will need to think strategically about what we do now to realize our future potential and to be of value to our stakeholders: alumni, students, staff, faculty, and governments, as well as not-for-profit and business sectors in Canada and elsewhere. The key will be to ask the right (and often tough) questions and to challenge conventional wisdom. It’s appropriate to have more questions than answers; however, it’s not acceptable to avoid those tough questions.

Here’s what I think we need to explore as members of the University community: What programs will society need and value in the future? Where will our students come from? What learning environment might they need? Who should deliver our curricula, and how? How should we design and manage our campus buildings and infrastructure? Can we rely on government financial support; if so, how much? And perhaps the most important (and most sensitive) question: what happens if there’s no University of Waterloo in the future? What would that mean?

To conclude: as the inimitable Yogi Berra once declared, “The future ain’t what it used to be.” Maybe that’s not always such a bad thing. ♥

MARK SEASONS, School of Planning

The University of Waterloo in 2050

THIS ARTICLE IS BASED ON PROFESSOR PAUL EAGLES' PRESENTATION TO THE UNIVERSITY OF WATERLOO RETIREES ASSOCIATION (UWRA) IN APRIL 2021.



PAUL EAGLES

My presentation to UWaterloo retirees in April 2021 suggested the state of the University of Waterloo in 2050. Black Swan events, such as nuclear war or major international wars, were ignored. Based on the premise that the University would continue to be responsive to societal

trends, the presentation suggested that five scientific and societal trends will shape the University's future.

Quantum computing is becoming closer to reality, at an increasingly fast rate. This will be a transformative technology whose widespread application will impact teaching in many ways. Artificial intelligence (AI) will totally transform teaching using lectures, laboratories, seminars and classes. Simultaneous translation of languages will transform all electronic communication. Will language training cease to exist? Will there still be a need for physical libraries of books, photographs and artifacts? AI technologies will be able to measure and influence human emotions, leading to a need for new legislative protection from uses in fields such as education, health care, employment, and criminal justice.

Recent AI research has shown the feasibility of reading human brain activity and translating that activity into speech. Researchers have developed technology that enables physical interfaces to control the brain and physical actions. Academic papers explore the feasibility of creating a brain outside a body. The resulting extrapolation leads to a merging of human brains, animal cells, and computer-based machines – the creation of cyborgs. Psychology will be fundamentally transformed and connected with computer science and engineering advances in human-machine combinations, thus cyborgs and chimeras. Kinesiology will be transformed by human-machine interfaces. How will society cope with the

introduction of cyborgs and chimeras? The need for new governance regimes is obvious.

Climate change is the most important trend affecting human society, as the changes in all aspects of the human-nature interface will be profound. These include ocean acidification, ocean level rise, ocean warming, increased storms, massive refugee movements, and agricultural displacement. The University of Waterloo will have significant roles in major issues such as water management, urban infrastructure planning and management, and sustainability. Other universities will take the lead in fields such as forestry, wildlife management, agriculture and fisheries.

Environmental degradation is ongoing and serious: millions of species are in danger of extinction; large-bodied animals are being lost; our oceans and lakes are polluted by plastics; and Earth's tropical forests and shallow coral reefs are threatened. The University of Waterloo will need to respond to these environmental challenges with strengthened programs in environmental management, sustainability, environmental economics, and societal governance.

Those four themes all lead to a need for new and better governance – locally, nationally and internationally. A very big issue is the need for more effective transfer of governance innovation research findings into government policies. This is especially true as the rate of change increases.

It is probable that by 2050, the University of Waterloo will double in size, population and physical size. More use of the north campus will occur. There may be the closure of some units, such as language training. There will be expansion of units, such as sustainability, environmental protection, climate change adaptation, governance, environmental economics, park and protected area management, urban planning, water management, civil engineering, quantum computing, and governance. ▀



Pension and Benefits Update

BY DAVID TAYLOR,
UWRA REPRESENTATIVE
TO THE PENSION AND
BENEFITS COMMITTEE

In June, I became the retiree representative on the Pension and Benefits Committee (P&B), succeeding Mary Thompson. I would like to thank her for her many years of service in that role and for her helping me to obtain the background knowledge needed to be an effective member of P&B. In spite of the assistance I received from her and from others, it will clearly be some time before I have her depth of understanding.

One important task of P&B is to monitor the health of the pension plan. Since we expect UWaterloo to continue operating for many years, the “going concern” basis is, in many respects, the most relevant way to evaluate the health of the pension plan. As of June 30, the going-concern deficit was \$16.6 million. To put that figure in perspective, the market value of the plan assets is over \$2 billion, so the funded ratio is 99.3 per cent. This ratio will fluctuate as a result of external factors, such as interest rates, but it is clear that there is no cause for concern.

The “solvency” basis doesn’t describe a realistic situation, but it is relevant because it affects how much the University pays in premiums to the Pension Benefit Guarantee Fund. On that basis, the funded ratio has increased to 97.0 per cent, meaning a potential reduction in those premiums.

The “University Pension Plan” – a new jointly sponsored pension plan for Ontario’s university sector – is finally up and running, with three Ontario universities participating and a fourth joining in January. There has been no suggestion that UWaterloo will become involved.

Turning to benefits, a major recent activity has been the selection of benefits carriers for the next five years. In many cases, when a five-year contract ends, the University of Waterloo simply negotiates a new contract with the same carrier. This year, however, the University initiated a full-scale Request for Proposals, which may result in a change of carrier(s). The benefits included are extended-health, dental, and long-term disability (LTD). It seems likely that LTD was a major motivation for investigating alternate carriers, since Canada Life has dramatically increased LTD premiums. LTD does not directly affect retirees; however, changes to extended-health could be quite significant.

I am pleased to report that the entire Holistic Benefits Working Group is sensitive to ensuring that any new carrier will provide good service (and at least equivalent benefits) to retirees. We expect that the Group will recommend a new carrier or carriers at an upcoming meeting of P&B. ♥



VIVEK GOEL

Q & A with Waterloo's New President and Vice-Chancellor

1

Can you tell us about your career trajectory? You started your career in medicine – what brought you to your current role as president and vice-chancellor of the University of Waterloo?

Like a lot of people who studied medicine, I went into the field because I wanted to help sick people. When I worked as a primary care physician treating individual patients, I realized that many of my patients could have benefited from earlier intervention that would have prevented them from coming to see me in the first place – such as programming that taught them about healthy diets.

Moving into public health allowed me to help more people. In public health, the entire community, province or country is your patient,

and your job is to keep that patient healthy for the long-term, rather than just dealing with a specific illness.

My move into academic administration was based on a similar motivation. As an individual academic, I enjoyed teaching my students and working on research. But in academic leadership, I saw an opportunity to have an impact on thousands of students and hundreds of researchers. Again, I wanted to work at a population level, reaching more people and trying to improve systems and processes.

2**What are your priorities as President?**

The global pandemic, of course, remains top of mind. In the immediate term, my top priority remains the health and well-being of the University community and ensuring that the return to our campuses is safe. I recognize the tremendous toll that COVID-19 has had on our community and society. As more of our students and community gradually return to our campuses, we as an institution will need to support our community in dealing with the impacts of living through the pandemic.

This support includes continuing and building on many of the important initiatives already underway, such as our focus on addressing student mental health concerns, which have been exacerbated by the pandemic. Additionally, the pandemic has also exposed deep structural issues in society that give way to inequity on many fronts. I am committed to continuing the University's efforts to combat racism and implement recommendations from the Truth and Reconciliation commission. This past year in particular has reminded us of the urgency of this work.

Looking more broadly, Waterloo has a strong strategic plan that identified some significant priority areas for the University. I look forward to building on that strong foundation to focus on the things that are most important to our community, Canada and to the world.

3**As you learn more about Waterloo, what has surprised you most?**

Meeting with more of the University community and my first few months on the job has confirmed many of things I have come to understand about the institution – its rich history, its ingenuity, its strengths in innovation and entrepreneurship.

But one thing that has surprised me is learning how much more there is to Waterloo than what is known outside the institution. Waterloo is well known for its tremendous strengths in the areas of science, technology, engineering, math and computer science. But I have been amazed by the excellent work also being done in the arts, social sciences, humanities and environment. We have strengths across so many disciplines. These diverse strengths allow us to tackle the most significant challenges that we face and prepare our students for an uncertain future.

4**What do you look forward to in the next year?**

I look forward to continuing to build on all of the exciting work laid out in our strategic plan. I also look forward to opening up more of our operations as public health conditions allow and getting to see more and more members of the community in person. This fall term, I have enjoyed seeing our campuses come to life as more of our students and community return, and I hope to see that continue. I am excited to meet more of our amazing Waterloo community – including our retirees. ♥

Innovation in Aging: the Future is Bright

STORIES PROVIDED BY THE SCHLEGEL-
UW RESEARCH INSTITUTE FOR AGING

Canada's aging population presents a number of challenges. We know that the healthcare system is already burdened; we live longer, and care needs are becoming increasingly complex. The COVID-19 pandemic emphasized the need to improve how we care for and support our senior citizens. We need to change the way we treat the aging in Canada, and the solution is innovation.

The Schlegel-UW Research Institute for Aging (RIA) is a charitable, non-profit organization focused on aging research and innovations that enhances quality of life and care for older adults. Since 2005, the RIA has been delivering solutions to the biggest issues facing an aging population. By finding ways to live well with dementia, addressing the senior care workforce crisis, and exploring new technologies for independent living, the RIA is supporting all older adults, regardless of where they live or their health status, to live life fully.

The RIA supports a world-class research team, including nine Schlegel Research Chairs, four

RIA RESEARCH
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Enhancing Life



Photo credit: Schlegel-UW Research Institute for Aging

Schlegel Specialists, and over 20 research scientists. The RIA invests in knowledge mobilization, or simply put, connecting research to the real world. What is learned is shared to benefit older adults everywhere.

The impact of research can take decades to realize, but the RIA's unique approach of bringing research, education and practice together closes that chronological gap. Research questions are shaped by the realities and needs of older adults, family care partners, health professionals, educators and industry. Research evidence is used to create and improve care practices, health-care services, and training and education – all with the goal of enhancing quality of life.

Partnerships and collaboration are central to the RIA's success. The RIA's core research partner is the University of Waterloo, which is home to five Schlegel Research Chairs. Conestoga College is RIA's core education partner, which supports the development and delivery of education and



Jamie Schlegel, Ron Schlegel (Left to Right)

training for current and aspiring healthcare professionals in seniors care. Schlegel Villages, a seniors care organization and RIA's core practice partner, trials new innovations in real-life settings. Many other academic institutions and organizations, both locally and abroad, are part of the RIA's network.

This unique focus on bringing research, education and practice together is the result of the philanthropic spirit and vision of Dr. Ron Schlegel, RIA's founder. A researcher and a businessman, Schlegel was inspired to enhance quality of life for older adults from a very young age. Since the 1950s, his family has been providing senior's care to Ontario residents. Schlegel's goal in forming the

Profits from the RIA's onsite retirement home, the Village at University Gates, will support three additional research chairs. The RIA leads the Centre's strategy for innovation, connecting learnings from the hub with RIA's network of researchers and partners across the country and around the globe.

RIA was to facilitate practice-relevant research and research-informed practice. In 2005, the RIA began as a senate-approved institute at the University of Waterloo, and in 2007, was incorporated as a non-profit charitable organization.

The Schlegel family's commitment to the RIA has grown to over \$50 million. In addition to generous financial contributions, Schlegel's three sons Rob, James and Brad give their time and talent to the RIA. Ron is Chairman of the Board, and James is an active Board member. The family recently donated an additional \$6 million to support RIA's infrastructure at the Centre of Excellence for Innovation in Aging.

Located on the north campus of the University of Waterloo, the Centre of Excellence is a purpose-built hub for collaboration, and home to a senior living community of 400 older adults operated by Schlegel Villages. Founded in 2015, the Centre is home to a vibrant community that integrates senior living with research, education and community services. It also houses adult day programs, a medical clinic, and a growing number of other community services.

The five-level RIA building includes a Living Classroom (operated in partnership with Conestoga College), state-of-the-art research labs, and additional classroom and training spaces. The co-location of researchers, students, health professionals, care partners and older adults promotes collaboration. Students learn in real-life settings, and older adults and care partners are part of the research team. ♥

INTERESTED IN BEING PART OF THE RIA NETWORK AND LEARNING ABOUT OPPORTUNITIES TO PARTICIPATE IN RESEARCH? SIGN UP AT:

the-ria.ca/enews

TO MAKE A DONATION TO THE RIA, VISIT:

the-ria.ca/donate

EACH DONATION BRINGS US CLOSER TO ACHIEVING OUR GOAL, TO FINDING SOLUTIONS THAT MEET THE PRESSING NEEDS FACED BY AGING CANADIANS.

RIA Aging Research Enhances Quality of Life

The research team of chairs, specialists and collaborating research scientists at the Schlegel-UW Research Institute for Aging (RIA) all have the same goal: to enhance the lives of older adults through research and innovation.

Photo credit: Schlegel-UW Research Institute for Aging



RIA researchers offer expertise in the following key areas related to aging and older adults: geriatric medicine, nutrition, falls prevention, technology, dementia, spirituality, arts and workforce development. The Schlegel Chairs and Specialists are leaders in their field, collaborating with RIA research scientists, partners and researchers from around the world to answer some of the most difficult questions related to aging.

There are many other research projects underway at the RIA that are enhancing care and quality of life for older adults. To learn more, please visit

the-ria.ca

Below are some of the ways RIA researchers are changing the way we age in Canada.

Dementia

The RIA is leading two national projects that are moving the needle on dementia research, funded by the Public Health Agency of Canada.

The first project with The Canadian Dementia Resource and Learning Network (CDLRN), facilitates collaboration to help projects funded under the Dementia Community Investment (DCI) maximize their impact. The RIA team supports a community of practice to share insights and create collaboration opportunities across all DCI projects. CDLRN shares lessons learned and resources to help inform dementia policy and practice in Canada. To advance this work, the RIA team is working closely with Carrie McAiney, Schlegel Research Chair in Dementia, and Laura Middleton, RIA research scientist at the University of Waterloo.

The second project, the Dementia Surveillance System project, focuses on closing data gaps to improve our understanding of dementia and its progression. It uses a unique, holistic approach to expand data monitoring to include a list of factors such as lifestyle, income, geographic location, and other health conditions. The information gathered will improve our understanding of the various experiences people have when developing dementia and of how their dementia progresses. The surveillance system research team is led by McAiney and Dr. George Heckman, Schlegel Research Chair in Geriatric Medicine at Waterloo.

For the first time, there will be a detailed picture of dementia in Canada.

Nutrition

In 2014, Heather Keller, Schlegel Research Chair in Nutrition and Aging at Waterloo, began the largest Canadian study exploring food and nutrition in long-term care (LTC) – Making the Most of Mealtimes (M3).

Information gathered from over 600 residents across 32 homes in four provinces shed light on the reasons behind poor food intake in LTC, how it can be improved, and the role of the mealtime experience. Keller and her team discovered many important findings, including the top nine nutrients most likely to fall below recommendations (vitamin D, vitamin E, folate, vitamin B6, vitamin K, calcium, magnesium, potassium, and zinc). The study also noted that residents who ate fewer calories and protein:

- > were more likely to be female;*
- > were at risk of malnutrition;*
- > were of older age;*
- > consumed pureed food;*
- > had a number of eating challenges during mealtimes; and*
- > required some support for eating.*

Interestingly, the residents ate more food in pleasant physical surroundings with friendly, person-centred support.

This finding was a key motivator to create CHOICE+, an innovative program aiming to improve the mealtime experience for residents in LTC. Keller and the RIA team created user-friendly CHOICE+ checklists and online education modules to help teams in LTC improve their mealtime practices, and ultimately, their health and well-being. Additional virtual education will be launched in 2022.

CONTINUED →

Technology

RIA research scientists are looking into new ways that technology can support healthy aging, both at home and in medical settings.

George Shaker, a research scientist with lab space in the RIA building, is using sensors to keep LTC and hospital residents healthy with tools that measure vital signs and activity levels remotely. Shaker and his team have successfully developed radar systems to measure breathing rate, heart rate, and body temperature that do not require residents to wear any sort of monitoring device. These remote monitors can reduce costs for care organizations, providing a high-tech, cost-effective way to monitor health.

Over the next few years, the RIA research team will grow, giving us the expertise to develop more innovative technology that supports independence and well-being.

Heart Health

Astronauts on the International Space Station (ISS) are helping a research team based at the RIA through remote-controlled technology. Richard Hughson, Schlegel Research Chair in Vascular Aging and Brain Health at Waterloo, is leading this work as part of the Vascular Echo experiment funded by the Canadian Space Agency.

Before the pandemic, the research team operated this equipment from the official space agency mission control centres in Montreal, Quebec and Toulouse, France. In order to continue this crucial research without travelling, the team created their own mission control centre at the RIA, and successfully connected to the ISS in February 2021.

Hughson and his team discovered that after six months in space, astronauts return to Earth with arteries that are stiffer by the equivalent of aging 20 years. The key finding was that frequent physical activity throughout the day, in addition to regular exercise, is essential to optimal health as we age.



Photo credit: Schlegel-UW Research Institute for Aging

RIA Research Scientist and teleoperations lead Danielle Greaves uses remote-controlled technology to get ultrasound images of astronauts' arteries. In addition, she's able to collect a variety of other health metrics.

Data collection will continue over the next 10 years. Results from these studies will determine the risk for developing cardiovascular disease on long-duration space flights to the moon and Mars.

Mobility

While there is a lot of research on fall prevention for older adults, Andrew Laing, RIA research scientist and associate professor in Kinesiology at Waterloo, wanted to know what could be done at the moment of impact to reduce injuries.

That's why Laing is exploring safety flooring for LTC and retirement homes. It's a new type of flooring that is flexible enough to absorb the impact of falls, but also rigid enough to support daily routine tasks.

After almost 20 years of research, development and trials, the safety flooring is now installed in five suites at the Village at University Gates, a retirement home connected to the RIA building. Next, Laing plans to bring safety flooring into more homes and reduce significant injuries for more Canadians.

The RIA is also exploring how exercise and movement contributes to fall prevention and healthy aging. Schlegel Research Chair in Mobility and Aging Lora Giangregorio and her team have developed MoveStrong, a virtual at-home exercise program for older adults that improves strength, balance and mobility. 🍷

What's Next? Home Care and Housing Options for Seniors

BY RON CHAMPION



Provincial governments, the private sector, and community organizations all offer a wide range of support services and housing options for seniors.

Ontario legislation provides for “retirement homes” and “long-term care homes.” Some facilities, such as The Village at University Gates, offer both types of homes at one location. Luther Village offers independent living and “assistive living” accommodation but is not a designated long-term care home. The decision to retain control over admissions is intentional, as admission to long-term care homes is controlled by a provincial agency (Home and Community Care Support Services, formerly Local Health Integration Network).

For many retirees, the plan may be to stay in their home until they need assistance with activities of daily living. When home care becomes inadequate or maintaining the home becomes too great a burden, a retirement home or long-term care home is an option.

CONTINUED →

Home Care

Ontario's Home Care services are designed to help people stay in their homes by helping with:

- › *Health care, which includes nursing care, physiotherapy, and nutritional assessment*
- › *Personal care*
- › *Homemaking services such as shopping, laundry, meal planning*
- › *End-of-life care, which includes hospital equipment and home hospice services*

Home and Community Care Support Services case managers assess eligibility for Home Care services, based on a client's income, needs, and current services available. Case managers can also recommend user-pay and other services in the community.

Retirement Homes

Retirement homes in Ontario are privately owned and not subsidized by the government. Residents must fund the full cost of their accommodation and care. Some retirement homes have professional staff on site, but most retirement homes expect that residents can manage without support.

Retirement homes differ in their amenities, but most offer

- › *a private room or apartment;*
- › *housekeeping, meals, and laundry;*
- › *social and recreational programs; and*
- › *shared dining rooms and common areas and lounges.*

In addition, some homes may offer a gift shop, beauty salon, chapel, library, or gardens. Some allow pets.

According to Comfort Life, which publishes a directory of retirement communities across Canada, Ontario has by far the widest range of costs for retirement homes, including the most affordable and most expensive rates in Canada. The directory states that retirement home costs average \$3,038 per month in Ontario. An apartment in a high-end retirement home can cost twice that much or more.

Waterloo Region's selection of more than 40 retirement homes includes homes operated by Chartwell, Luther Village, and Schlegel Villages.

Long-term Care Homes

To ensure the safety and well-being of residents, long-term care provides

- › *24-hour nursing and personal care;*
- › *assistance with activities of daily living; and*
- › *on-site supervision or monitoring.*

Long-term care homes (also known as homes for the aged and nursing homes) feature shared facilities such as dining rooms and TV rooms. Residents can usually bring in a few pieces of personal furniture such as a bed and chair.

The provincial government pays for nursing and personal care; residents pay for their room and board. The Ontario government has fixed the rates for long-term care until July 2022, with the maximum monthly rate for a private room and meals set at \$2,700. Government subsidies are available to low-income Ontarians.

All applications and admission to long-term care homes in and around Waterloo are arranged by Home and Community Care Support Services Waterloo Wellington. Applicants can apply to a maximum of five facilities. If an applicant is contacted and refuses an offer of admission, the applicant is dropped from the waiting list and must wait 12 weeks before reapplying. If an offer is accepted, the applicant must move in within five days.

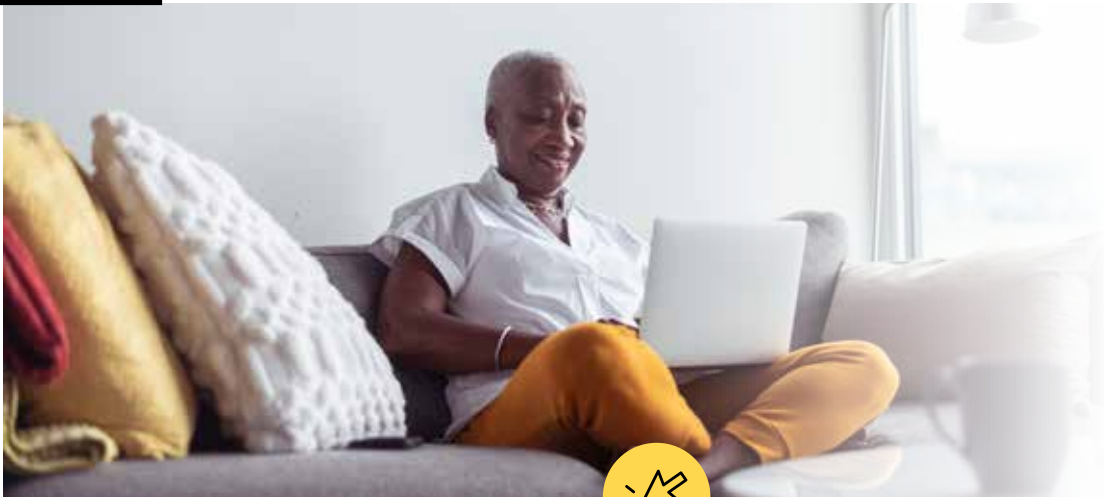
Waterloo Wellington has more than 30 long-term care homes. Some are operated by the private sector, such as the various Schlegel Village, Revera, and Chartwell homes. Others are run by local government, such as Sunnyside Home in Kitchener, operated by Waterloo Region. Not-for-profit organizations operate some homes, such as Saint Luke's Place in Cambridge, and some have church roots or are church-supported, such as Parkwood Mennonite Home in Waterloo.

Of Ontario's 627 long-term care homes, 16 per cent are publicly owned, 57 per cent are owned by private for-profit organizations, and 27 per cent are owned by private not-for-profit organizations.

Home care and long-term care homes fall under the purview of Home and Community Care Support Services Waterloo Wellington, with offices in Cambridge, Guelph, and Waterloo. Retirees living in other parts of Ontario may consult the organization's website for the location of other offices. And, of course, this being Canada, each province has its own legislation and processes governing home care, retirement homes, and long-term care homes. ♥



CONTINUED →



WEB RESOURCES

For a convenient, clickable list of these web resources, visit the UWRA website

HOME CARE

For information about or to apply for home care in or around Waterloo and Wellington counties, visit the Home and Community Care Support Services Waterloo Wellington website:

healthcareathome.ca/ww/en/Getting-Care/Getting-Care-at-Home

RETIREMENT HOMES

The Retirement Homes Regulatory Authority maintains a searchable database of retirement homes in Ontario.

hra.ca/en/retirement-home-database

Comfort Life has a database of retirement homes across Canada.

comfortlife.ca

LONG-TERM CARE HOMES

For an overview of long-term care in Ontario and how to apply, visit

ontario.ca/page/about-long-term-care

In Ontario, a network of 14 Home and Community Care Support Services offices manages applications for long-term care. The Waterloo Wellington office website is healthcareathome.ca/ww/en

The Ministry of Health and Ministry of Long-Term Care provide a database of long-term care homes that is searchable by map, postal code, location, or name. The site provides detailed information about long-term care homes, including complete contact information and inspection reports.

publicreporting.ltchomes.net/en-ca/Default.aspx

Concerned Friends is a registered charity dedicated to advancing the health and well-being and enriching the experiences of persons living in long-term care homes across Ontario. The organization's website provides a comprehensive checklist for choosing a long-term care home, information about residents' rights, summaries of inspection reports, and links to various organizations serving seniors.

concernedfriends.ca

They Say Experience is the Best Teacher

BY RON CHAMPION

My brother and I navigated the long-term care system when our mother, who suffered from dementia, was no longer able to fend for herself in her home. I use the word “navigated” intentionally, because ours was a voyage of discovery. We were surprised to learn, for example, that the one long-term care home in town – doing double duty as both a retirement home and an assistive-living home – was governed by two offices in two cities hundreds of kilometres apart. The local hospital processed admissions and administered the facility. Mom’s move into Cedar Grove involved many conversations, emails, and forms with various people in three locations. This was useful practice for her eventual move into the town’s long-term care home.

For mom’s last two years in her own home, we arranged Meals on Wheels: meals that she occasionally picked at but more typically stored in the microwave, dishwasher, oven, or even occasionally in the refrigerator. Mom was very fortunate to have her younger sister and brother (who lived in town) drop by to check on her, accompany her to medical appointments, keep

her stocked in groceries (at least those she would eat), and generally watch out for her well-being.

You’ve heard that it takes a village to raise a child? Well, it takes a lot of people to care for someone with dementia. Mom lived in a small town in Northern Ontario where she had been a teacher for about 20 years. She probably had taught most of the town’s citizens and/or their children. Everyone watched out for our mother, including the shopkeepers. Mom had developed a sweet tooth for sundaes with caramel sauce at the local Stedman’s, for which she never paid. She also couldn’t resist picking up garden gnomes and such at the Home Hardware, again for which she never paid. And if a bright red T-shirt at the Village Shops caught her eye? Out the door it went with her. “How much do we owe you this week?” was my aunt’s refrain. Every Friday, mom’s baby sister would make the rounds of the shops to settle mom’s accounts.

The health care and long-term care system may confuse and confound, but we were lucky to deal with people along the way that were unfailingly kind and helpful. We took solace in that our mother was well cared for. ♥

We Remember

C. TREVOR BOYES, the University of Waterloo's second, and longest-serving, Registrar, passed away on July 18, 2021

(EXCERPT FROM THE DAILY BULLETIN)



Boyes joined the University in 1964 as

Assistant Registrar, Admissions working with the University's first Registrar, Alan Gordon.

In December 1965 he was appointed Awards Officer for the Registrar's Office, responsible for coordinating the clerical functions and

arrangements for the University's student aid program.

In October 1966, Al Gordon retired, and Boyes took on the mantle of University Registrar, a post he would hold for 30 years, guiding the development of Waterloo's registrarial services through periods of rapid growth and technological change. His signature would appear on thousands of University diplomas, degrees and certificates, and he hooded countless graduands over the years as they crossed the stage during Convocation ceremonies.

"Co-op was the major attraction to many of the early students," Boyes said in a 1996 interview with University historian Ken McLaughlin and David Biller published in the UW Gazette. "This led to a very diverse student body composed of very intelligent and innovative students. These students then attracted innovative faculty members, who in turn started the whole process over."

Boyes retired on July 1, 1996 under the University's Special Early Retirement Program (SERP). He was named an Honorary Member of the University in October 1997. "Trevor Boyes' distinguished leadership throughout his career at UW gained him the respect of colleagues both within and outside UW," says his Honorary Member of the University citation.

In retirement, he remained active in the University of Waterloo Retirees Association (UWRA) and volunteered as Waterloo's representative for the United Way campaign. He was involved in the planning process for the University's 50th anniversary in 2007.

TOM RUTTAN, Director, Counselling Services

(EXCERPT OF A MESSAGE FROM CHRIS READ, ASSOCIATE PROVOST, STUDENTS)



Dr. Tom Ruttan passed away on Tuesday, September 7 after a short battle with cancer.

Tom had an unwavering, supportive presence on campus for two decades. He served as the Director, Counselling Services from 2001 until 2019 and positively touched the lives of so many students, staff and faculty. Tom led the Counselling Services department with genuine care and was always motivated to act in the best interest of students, notably launching the satellite counselling model still in use today across campus. One of many recognitions of his dedication to students occurred in 2011 when Athletics & Recreation honoured Tom's work by awarding him the prestigious Warrior Campus Service Award.

After stepping down from the Director of Counselling Services role in 2019, he continued to support many students, staff and faculty as a Senior Advisor for the Office of the Associate Provost, Students. Tom's calm, compassionate and gentle demeanour was evident in every conversation he had. He was a support and confidant to more people than we will ever know.

Remembering Those We've Lost

Retiree **PAULINE WILLIAMSON**
Passed away March 31, 2021
Started January 20, 1969
Retired August 1, 1988

Retiree **RAYMOND WRIGHT**
Passed away April 14, 2021
Started September 14, 1959
Retired June 1, 1996
Survived by spouse Laureen

Retiree **TOM COLEMAN**
Passed away April 20, 2021
Professor, Combinatorics &
Optimization)
Started July 1, 2005
Survived by spouse Yuying Li

Retiree **BRUCE TORRIE**
Passed away April 28, 2021
Professor
Started December 1, 1965
Retired July 1, 2003
Survived by spouse
Tui Hele Menning-Torrie

Retiree **CAROLYN TINDALE**
Passed away April 28, 2021
Undergraduate Studies Coordinator
Started July 27, 1987
Retired October 1, 2010
Survived by spouse John Tindale

Retiree **DAGICA ZIELINKSKY**
Passed away May 14, 2021
Food Services Assistant
Started September 17, 1987
Retired July 1, 2016

Retiree **ANNA VESELY**
Passed away May 19, 2021
Started September 4, 1979
Retired June 1, 1986
Survived by spouse

Retiree **MATTHEW HILL**
Passed away May 24, 2021
Started October 9, 1979
Retired September 1, 1996
Survived by spouse Evilou Hill

Retiree **JOSEPH MCINALLY**
Passed away May 29, 2021
Started October 9, 1979
Retired November 1, 1992

Retiree **ARTHUR MACKINNON**
Passed away June 4, 2021
Started September 22, 1980
Retired June 1, 1991

Retiree **JIM KINNEY**
Passed away April 23, 2021
Survived by spouse Anne Kinney

Retiree **RICHARD POWERS**
Passed away June 4, 2021
Started February 6, 1967
Retired July 1, 1996
Survived by spouse Joan

Retiree **PETER SCHUNN**
Passed away June 20, 2021
Started September 27, 1977
Retired August 1, 1991
Survived by spouse Anna

Retiree **VIVIAN TAMBEAU**
Passed away July 7, 2021
Started July 11, 1988
Retired 2010

Retiree **C. TREVOR BOYES**
Passed away July 18, 2021
University Registrar
Started July 1, 1964
Retired July 1, 1996
Survived by spouse Mary Jean

Retiree **SUSAN GOODING**
Passed away July 24, 2021
Manager, Facilities
Started May 2, 1977
Survived by spouse Mike

Retiree **ROGER GREEN**
Passed away August 11, 2021
Started December 1, 1960
Retired July 1, 1996
Survived by spouse Connie

Retiree **MARIE MCDONALD**
Passed away August 12, 2021
Food Services Assistant
Started September 13, 1976
Retired May 1, 2010
Survived by spouse George

Retiree **PAUL CONDON**
Passed away September 4, 2021
Started August 1, 1966
Retired April 1, 1998
Survived by spouse Marcia

Retiree **DESMOND HEMMING**
Passed away September 4, 2021
Associate Professor, Physics
Started September 1, 1965
Retired September 1, 2001

Retiree **FLORENCE FOSTER**
Passed away September 4, 2021
Kiosk Attendant - Parking
Started September 29, 1980
Retired February 1, 2002

Retiree **TOM RUTTAN**
Passed away September 7, 2021
Director, Counselling -
Senior Advisor, Student Services
Started August 28, 2000
Retired September 1, 2021
Survived by spouse Kathy

Retiree **MECHELLE BENNET**
Passed away September 25, 2021
Housekeeping - Campus Housing
Started September 21, 2006
Survived by spouse John

Retiree **DOROTHY NORMAN**
Passed away September 21, 2021
Started January 19, 1981
Retired December 1, 1994

Retiree **MAATJE (MARSHA) BLOK**
Passed away September 29, 2021
Started September 2, 1969
Retired September 1, 1994

Retiree **C. ALAN LAWRENCE**
Passed away October 11, 2021
Started March 29, 1965
Retired June 1, 1996
Survived by spouse Cynthia Jean

Retiree **ALI SAFIEDDIN SAFAVI-NAEINI**
Passed away October 10, 2021
Regular Faculty - Electrical &
Computer Engineering
Started June 15, 1996
Survived by spouse Marzieh Palizban

NEW RETIREES

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

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
E. Ruth Loewen	ITC Survey Manager	Psychology	24-Jun-02	1-May-21
Lori McConnell	Assistant Associate Dean, Graduate Studies Coordinator	Environment Dean's Office	25-Sep-90	1-May-21
Peter Fulcher	Supervisor, Building Section	Plant Operations	11-Jul-84	1-May-21
Katrina Di Gravio	Director, Organizational Human Development	Organizational & Human Development	17-Nov-80	1-May-21
Deborah Perchaluk	Receptionist	Electrical and Computer Eng	8-Sep-03	1-May-21
A. Helen Fowler	Administrative Assistant	Institutional Analysis & Plan	1-Mar-12	1-May-21
Kerry Lappin-Fortin	St Jerome's Faculty	St Jerome's University	1-Jul-06	1-May-21
Sharon Lamont	Director, Organizational Serv	Library	1-May-80	1-Jun-21
Alnoor Karsan	Student Advisor	CEE - Co-operative Education	3-Sep-96	1-Jun-21
Giuseppe Joe DePinto	Mechanic I - Controls	Plant Operations	15-Dec-05	1-Jun-21
Margaret Feeney	Research Program Coordinator	Statistics and Actuarial Science	10-Sep-84	1-Jun-21
Paul Harrington	Mechanic I - Millwright	Plant Operations	19-Nov-01	1-Jun-21
Stephen Norris	Electrician	Plant Operations	3-Dec-01	1-Jun-21
Yanling Li	Information Systems Specialist	Information Systems and Technology	2-Mar-15	1-Jun-21
Louise Mclean	Custodian I	Plant Operations	9-Nov-87	1-Jun-21
Doug Turnbull	Custodian I - Group Leader	Plant Operations	18-Feb-91	1-Jun-21
John Burbidge	Regular Faculty	Economics	1-Jul-02	1-Jul-21
Jeanette Gascho	Administrative Officer	Campus Wellness	13-Sep-00	1-Jul-21
Vivienne Ballantyne	Manager, Student Information Systems	Information Systems and Technology	1-Jan-82	1-Jul-21
Lisa Doherty	Associate Director, Operations	Advancement Services	23-Nov-98	1-Jul-21
Ruth Steinman	Conrad Grebel Staff	Conrad Grebel University College	29-Apr-80	1-Jul-21
Colin Clark	Information Systems Specialist	Information Systems and Technology	28-Jun-11	1-Jul-21
Paul Poetker	Senior Constable Coordinator/ Inspector	Plant Operations	13-Dec-00	1-Jul-21
Carlos Jacinto	Custodian I	Plant Operations	9-Jul-12	1-Jul-21
Kathryn Hare	Regular Faculty	Pure Mathematics	1-Jul-88	1-Jul-21
Kevin Scully	Systems Integraton Specialist	Information Systems and Technology	15-Dec-97	1-Jul-21
William Anderson	Regular Faculty	Chemical Engineering	1-Feb-91	1-Jul-21
Jim Klok	Electrician	Plant Operations	6-Dec-10	1-Jul-21
Dusan Stan	Custodian I	Plant Operations	16-Jan-06	1-Jul-21
Philip Regier	Network Systems Specialist	Electrical and Computer Engineering	1-May-82	1-Aug-21
Paul Ludwig	Manager, Infrastructure Support	Electrical and Computer Engineering	7-Nov-83	1-Aug-21
Wayne Whetstone	Operations Assistant	Food Services	10-Apr-74	1-Aug-21
Shelley Knischewsky	Event & External Relations Coordinator	Environment -School of Planning	6-Jul-06	1-Aug-21
Walter Mittelstaedt	Director, Campus Wellness	AP Students	1-Jan-97	1-Aug-21

CONTINUED →

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Dianne Bader	Director, Co-operative and Experiential Education Business Services	Co-operative and Experiential Education	2-Jan-01	1-Aug-21
Sheila Hurley	Safety Administrator	Safety Office	3-Mar-80	1-Aug-21
Mark Griffett	Materials Engineering Tech	Mechanical and Mechatronics Engineering	4-Nov-11	1-Aug-21
Scott Desormeaux	Senior Mechanic/Civil Tech/Designer	Plant Operations	5-Jan-81	1-Aug-21
Liana Kreamer	Canadian Water Network Staff	Canadian Water Network	24-Feb-14	1-Aug-21
Kevin Durst	Stationary Engineer 2nd Class	Plant Operations	30-Aug-99	1-Aug-21
Carolyn Stanley	Food Services Assistant	Food Services	6-Sep-06	1-Aug-21
Barry Ferguson	Regular Faculty	Centre for Education in Math and Computing (CEMC)	14-Aug-86	1-Aug-21
Jane Moores-Stuart	Patient Care Coordinator	Optometry	12-Apr-06	1-Aug-21
Mark Pritzker	Regular Faculty	Chemical Engineering	1-May-89	1-Sep-21
Chris Engel	Student Advisor	CEE - Co-operative Education	1-Aug-91	1-Sep-21
Andrew Levitt	Regular Faculty	School of Architecture	1-Jan-98	1-Sep-21
Edward Janzen	Conrad Grebel Staff	Conrad Grebel University College	1-Aug-98	1-Sep-21
Karen Dyck	Admin Coord, First Year Engineering	Engineering Dean's Office	4-Aug-81	1-Sep-21
Clarinda Morgado	Housekeeper	Campus Housing	21-Apr-03	1-Sep-21
Chris Schroeder	CIARS Administrator	Electrical and Computer Engineering	5-Sep-08	1-Sep-21
Chi-Tai Peter Tam	Information Systems Specialist	Information Systems and Technology	12-Jun-00	1-Sep-21
Susan Horton	Regular Faculty	Health - School of Public Health Sciences (SPHS)	1-Jun-08	1-Sep-21
Patricia Graf	Office Assistant	CEE - CEE Business Services	26-Sep-73	1-Sep-21
Cathy Cooper	Computer Systems Specialist	Advancement Services	14-Apr-03	1-Sep-21
Jennifer Keir	Computing Consultant	Information Systems and Technology	1-Sep-92	1-Sep-21
Angela Roorda	Arts Research Development Officer	Arts Dean's Office	9-Nov-05	1-Sep-21
Clare Mitchell	Regular Faculty	Geography	1-May-88	1-Sep-21
Jonathan Price	Regular Faculty	Geography	1-Sep-94	1-Sep-21
Dereck Revington	Regular Faculty	School of Architecture	1-Jan-90	1-Sep-21
Ed Penner	Stationary Engineer 3rd Class	Plant Operations	21-Apr-08	1-Sep-21
Jose Frank Arocha	Regular Faculty	Health - School of Public Health Sciences (SPHS)	1-Jul-01	1-Sep-21
Linda Mota	Food Services Assistant	Food Services	1-Sep-02	1-Sep-21
Mary Jane Jaynes	Food Services Assistant - RR	Food Services	23-Sep-99	1-Sep-21
Katica Markovic	Food Services Assistant	Food Services	3-Sep-00	1-Sep-21
Mario Gauthier	Regular Faculty	Chemistry	1-Jul-91	1-Sep-21
Catherine Maine	Assistant to the Dean	Faculty of Health	2-Nov-15	1-Sep-21
Margarida Leite	Custodian - Group Leader	Plant Operations	10-Nov-03	1-Sep-21

CONTINUED →

RETIREMENTS

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Giles Malet	Systems Integration Specialist	Information Systems and Technology	1-Mar-99	1-Sep-21
Rosaria Seminatore	Food Services Support Person - RR	Food Services	3-Jan-12	1-Sep-21
Michael Ulmer	Area Manager, Food Operations	Waterloo Undergraduate Student Association (WUSA)	16-Jan-85	1-Sep-21
Stan Kwiecien	Mechanical Repairperson	Plant Operations	7-Aug-01	1-Sep-21
Patrick Boehm	Cook	Food Services	24-Aug-01	1-Sep-21
Ronald McCarville	Regular Faculty	Health - Recreation and Leisure Studies (RLS)	1-Aug-89	1-Sep-21
I.Alexander McCulloch	Head, Circulation Services	Library - Senior Team	7-Nov-88	1-Oct-21
Alan Smith	Library Association: Catalog & Info Services	Library - Senior Team	20-Apr-81	1-Oct-21
Allan Shane	Residence Attendant	Campus Housing	1-Aug-02	1-Oct-21
Laurie Jones	Instructor	Health - Kinesiology and Health Sciences (KHS)	1-May-80	1-Oct-21
Pat Shaw	Admin Coordinator, Graduate Studies	Economics	2-Jan-89	1-Oct-21
Kenneth Davidson	Regular Faculty	Pure Mathematics	1-Jul-78	1-Oct-21
Paula-Ann Zahra	Assistant Manager, W Store Essential	Print & Retail Solutions	4-Aug-86	1-Oct-21
Elizabeth Bevan	Administrative Officer	Chemical Engineering	25-Feb-91	1-Oct-21
Megan Collings-Moore	Renison Coll Staff - Monthly	Renison University College	15-Aug-06	1-Oct-21
Michael Lang	Precision/CNC Mach/Lead Hand	Science Technical Services	19-Oct-92	1-Oct-21
Harmen Vander Heide	Supervisor, Machine Shop	Science Technical Services	14-Jun-96	1-Oct-21
Leonid Shvedovskyiy	Stationary Engineer 3rd Class	Plant Operations	14-Feb-05	1-Oct-21
Kelly Gordon	Bookings Coordinator/Mail Service Specialist	Central Stores	11-Mar-85	1-Oct-21
Manuel Amorim	Custodian I	Plant Operations	6-Nov-17	1-Oct-21
David Thrower	Groundsperson	Plant Operations	2-Sep-86	1-Oct-21
Roger Lemelin	Stationary Engineer 3rd Class	Plant Operations	9-Jun-03	1-Oct-21



BEYOND THE BULLETIN PODCAST

A weekly podcast with hosts Pamela Smyth and Brandon Sweet highlighting news, events and commentary from the Daily Bulletin. The podcast also features a brief look ahead as well as an interview on a subject of interest to the University community.

uwaterloo.ca/daily-bulletin/podcast 🎧

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uwaterloo.ca/retirees-association

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UWRA Web Site
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Shirley Thomson* (2007-2014)
Ester Kipp*
Bob Norman (2008-2016)
Terry Weldon (2006-2018)
Alan George (2015-2021)

*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



As a retiree, each year you will receive two to 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 lifetime 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, uwaterloo.ca/retirees-association.

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. Memberships can also be paid by e-transfer as described on the webpage uwaterloo.ca/retirees-association/membership. If you have any questions, please email 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

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