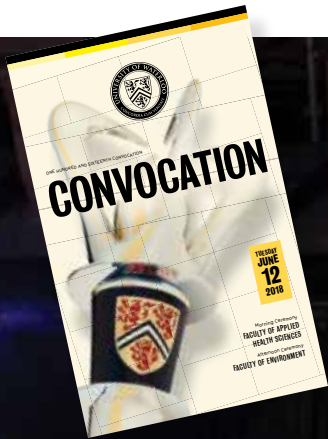


WATtimes

SUMMER 2018

VOLUME 23 | NUMBER 2

PUBLISHED BY THE RETIREES ASSOCIATION AND THE UNIVERSITY OF WATERLOO



200,000th UWaterloo student graduates

SEE PAGE 16



Convocation is always a significant moment in the life of a university. This year UWaterloo's 200,000th graduate crossed the stage – a remarkable achievement for a university founded in 1957.

Under the leadership of the Community Relations & Events team, June's ceremonies launched a modernized stage and brand experience that was met with positive feedback from students, families, and administrators alike. There were new opportunities for the campus to participate. One hundred and twenty-nine volunteers participated throughout the week. Seventy per cent of volunteers were brand new this cycle, which allowed for new perspectives and ways for our campus community to contribute. A huge thank you to these incredible volunteers, and for managers who released time in support of this important initiative. New volunteers including UWaterloo retirees will be recruited for future convocations.

Faculty celebrated alongside our students; 51 campus leaders joined President Hamdullahpur, Provost George Dixon, and Chancellor Tom Jenkins in the Chancellor's parties, and participated as mace bearers, hooders, graduand readers. Another 216 faculty took part in the academic processions throughout the week.

During the ceremonies, 125 different awards were presented.

Reprinted from the Bulletin 18 June 2018



UNIVERSITY OF
WATERLOO

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FROM THE UWRA PRESIDENT

President's Report to the 2018 Annual Meeting

BY ALAN GEORGE

As usual, I will start by extending my sincere appreciation to members of the Board for all their work on your behalf during the past year.

The University has rearranged some of its recognition events for staff and retirees. One of the results of the change is that on May 9th the University hosted a Retirees Reception in Fed Hall to which all retirees were invited, with the 2017 retirees given special recognition. President Hamdullahpur addressed the attendees and reflected generously on the dedication and contributions that retirees have made to the University's foundation and continued success.

As President of the UWRA I was also invited to make some remarks, which were mainly focussed on the two main roles of the UWRA: organizing social and other events of interest and/or importance to retirees, and serving as a communication channel between retirees and the University. In terms of communication, key elements include WATtimes and through membership on the Pension & Benefits Committee. Ken McLaughlin and Mary Thompson have done outstanding jobs as editor of WATtimes and member of the P&B committee respectively. Kelly McManus (Community Relations & Events Office) regularly attends our Board meetings which provides another avenue through which to stay in touch with the University.

I am pleased that Ron Champion and Bob Hicks have agreed to let their names stand in nomination for at-large positions on the Board. There will still be one open position on the Board, so volunteers are welcome. Ian Fraser has recently joined the Board to replace Hazel Kennedy as Web Master. Hazel has done a great job in managing our website and interfacing with Ticketfi, the online booking service that we use for event registration. David Matthews has also recently joined the Board to replace Gail Hansen



PHOTO: PAUL EAGLES

Cunningham as Treasurer. Gail has done a wonderful job in keeping our finances in pristine shape. Our sincere thanks go to Hazel and Gail for their service to the UWRA.

And last, but not least, Terry Weldon will also be leaving the Board, after having served in numerous roles, among them being Coach Tour Co-ordinator, President, and past President. He is one of the longest-serving Board member and deserves our profound gratitude for his service to the UWRA.

I have mentioned in past AGM reports the desirability of the UWRA having a Memorandum of Understanding with the University, similar to those of the Faculty and Staff Associations. Lynn Judge has been exploring what arrangements exist between other Retirees Associations and their respective Universities but the development of an actual MOU remains on the to-do list for the Board.

As noted in my report last year, the Education Credit Union on the north campus (Toby Jenkins Building) offers free seminars on a variety of topics, along with free parking for the events. Sue Fraser has been instrumental in identifying seminars of potential interest to retirees. Two special presentations for retirees titled "Being an Executor: the good, the bad and the ugly" as well as one dealing with how to avoid fraud and scams via the internet or phone were held. All have been very well attended.

Finally, on behalf of the UWRA, I would again like to express our appreciation to members of UW Parking Services who have been generous in arranging for parking in connection with our tours and luncheons. We are also grateful to the University Club, which continues to provide parking and the venue for the monthly meetings of the UWRA Board.

Alan George
President, UWRA

Editor's Report



BY KEN McLAUGHLIN

We are indebted to Kelly McManus, Senior Director, Community Relations & Events, for her commitment to the University of Waterloo and for her assistance in making WATtimes available to UWaterloo retirees. The talent of Monica Lynch, a Communications Design Specialist and part of the rebranding team for the university, has resulted in the attractive new design of our newsletter. Jennifer Halcrow, Project Co-ordinator, Creative Services Marketing and Strategic Initiatives, managed to fit WATtimes into an ever-busy schedule and Antonio Chaves at Central Stores saw to the timely distribution of our publication. The historical images in WATtimes were provided by Nick Richbell and the staff in Special Collections and Archives at the Dana Porter Library. Brandon Sweet at the Bulletin allowed us to use material previously published in the Bulletin and also published several of our announcements in the Bulletin. Wanda Speck has faithfully kept us up-to-date with information about new UWaterloo retirees and information about our pensions as well as the sad accounts of our colleagues and friends who have passed. **Wanda herself will be retiring this year and a note about that appears in this issue of WATtimes.** I am indebted to all of our members who have sent in letters and contributions to WATtimes. Their comments continue to improve the quality of our newsletter and its relevance to our members. UWaterloo's President Feridun Hamdullahpur, in the midst of a grueling schedule here and abroad always, manages to provide his support for our retirees and timely comments for our publication. Finally, contributions from the other directors of the Retirees Association ensure that the content of WATtimes is relevant for our readers. There is also a correction from the last issue. Don Cowan was not the person standing with Ted Batke in the convocation photo and despite the erroneous attempts by the editor of WATtimes Grant Russell has not changed his name to Russell Grant. In this issue of WATtimes in addition to the notices about social events for retirees we are also publishing a series of articles relating to services for retirees. The UWaterloo Retirees Association seeks to provide up-to-date information about new initiatives on campus as well as about policies and procedures that affect all of us. We hope that this information in this issue of WATtimes is of interest. **For more information please check our website which contains the reports and documents from our Annual Meeting held on 23 May. The website is a treasure trove of information for retirees.** *KMM*



FROM THE UNIVERSITY PRESIDENT

Shaping the Future through Global Impact

PHOTO: ONE FOR THE WALL

The University of Waterloo has had a national and international reputation for innovation for decades. But reputation is only part of the impact Waterloo has on the world. Our University, its faculty, students, staff and alumni, have made an impact through that innovation and we are shaping the future with it.

Our world faces global challenges that will impact society for generations. Thanks to our 60-year legacy of excellence that you and all of our retired professors and staff have made possible, Waterloo is uniquely positioned to take on the challenges that will define our future and make a global impact.

To understand it better, we have decided to explore what the University's community of researchers, entrepreneurial students and alumni are doing to shape the future with the creation of the Global Impact Report.

This exploration of the University of Waterloo's impact on the world takes a look at five key areas our community is actively pursuing. These are: Prosperity and Scarcity, Next-Generation Computing, Human-Machine Interaction, Climate Resilience and Natural Wonders and Healthy Aging.

People want and deserve access to education and freedom from discrimination. They also want to participate freely in democracy and economic growth. Through Prosperity and Scarcity, we examine how technology and policy play important roles in creating more prosperous and equitable societies across the globe.

Quantum computing, nanotechnology and cybersecurity will reshape industries and how we live our lives. The Global Impact Report details how Waterloo continues to be at the forefront of Next-Generation Computing and what lies ahead of us.

As we enter a new age of machine intelligence, researchers are pushing the frontiers of Human-Machine Interaction. Waterloo researchers are developing technologies and systems

that are making an impact on our lives today. We are asking the fundamental questions about how machines are affecting our health, well-being, economy and relationships.

In Climate Resilience and Natural Wonders, we are exploring the implications of living in the warmest period in the history of civilization. While we work to address the challenges of climate change, we are also unlocking the great mysteries of our universe.

As the world's older population continues to grow at an unprecedented rate, society will have to grapple with what effects these shifts will have on everything from how aging impacts the individual to entire economies. Healthy Aging will have a profound influence on all aspects of our lives and Waterloo researchers are looking at technological, scientific and policy changes that will help us all age well.

This Global Impact Report captures Waterloo's impact at a moment in time – and we are adding to this impact every day. With a culture of curiosity, exploration, risk-taking, entrepreneurship, global stewardship and leadership, the University of Waterloo has become the doorway through which the world finds solutions to the challenges that lie ahead.

I urge you to explore the Global Impact Report online at uwaterloo.ca/global-impact and see how the Waterloo legacy you helped create through your dedication and passion is aiding in how the University of Waterloo will shape the future one student, one faculty member and one staff member at a time.

FERIDUN HAMDULLAHPUR, President and Vice-Chancellor

Welcome and thanks from Sue Fraser

I would like to thank Alan George for his contributions and assistance as President for the last two years. He will be remaining on the board as Past President and his knowledge and skills are invaluable. Thank you, Alan.

Unfortunately, we are saying goodbye to three board members. Terry Weldon who has been a long-time board member since 2006 in roles such as Coach Tour Co-ordinator, President and Past President and chair of the UWRA Nominating Committee. His knowledge and skills have been a tremendous asset to the board. We will miss him. Hazel Kennedy has been the UWRA webmaster since 2011 and has kept the web up-to-date with upcoming events and pertinent topics that are of interest to UWRA members. Gail Hansen Cunningham has been our Treasurer since 2015 and has done a wonderful job in keeping our accounts in order. A big thank you, to Terry, Hazel and Gail. In summary, it has been a pleasure working with these individuals.

I would officially like to welcome four new 2018-2019 board members: David Matthews will be our Treasurer, Ian Fraser is taking over the UWRA website and Bob Hicks and Ron Champion will be UWRA's Members at Large. One position, Member at Large, remains vacant and we would welcome any interest of a retiree filling this role. If you are interested, we invite you to attend one of our monthly board meetings. Also, 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.



BY SUE FRASER

The **UWRA Annual General Meeting** was held on Wednesday, May 23, 2018 at the University Club and we would like to thank those members who attended. We have posted the reports from this meeting on the UWRA website.

The Board represents retirees on many important UWaterloo committees. One example is Mary Thompson who is our representative on the **Pensions and Benefits Committee**.

Jim Frank will be our new representative on the **Keystone Fund and Scholarship Program**, as Lynn Judge has stepped up to become our Vice-President. Also, from time to time, the UWRA is approached by the University for a retiree to serve on various committees or give a presentation to upcoming retirees. As an example, back in March, I was asked by the Centre for Career Action and Human Resources to speak at the first "Lunch and Learn Presentation: Making the Transition to Retirement" from a staff perspective. This session was attended by approximately 100 people and as we are all doing different things in our retirement, some UWRA board members gave me examples of what they are doing to keep busy in their retirement.

We are extremely grateful to the **Education Credit Union** which hosts seminars of interest to our group. The past two seminars provided information on "Executors and Wills: The Good, The Bad and the Ugly" and "Fraud: Prevention & Awareness". We will, in collaboration with the Education Credit Union, continue to offer other seminars of interest.

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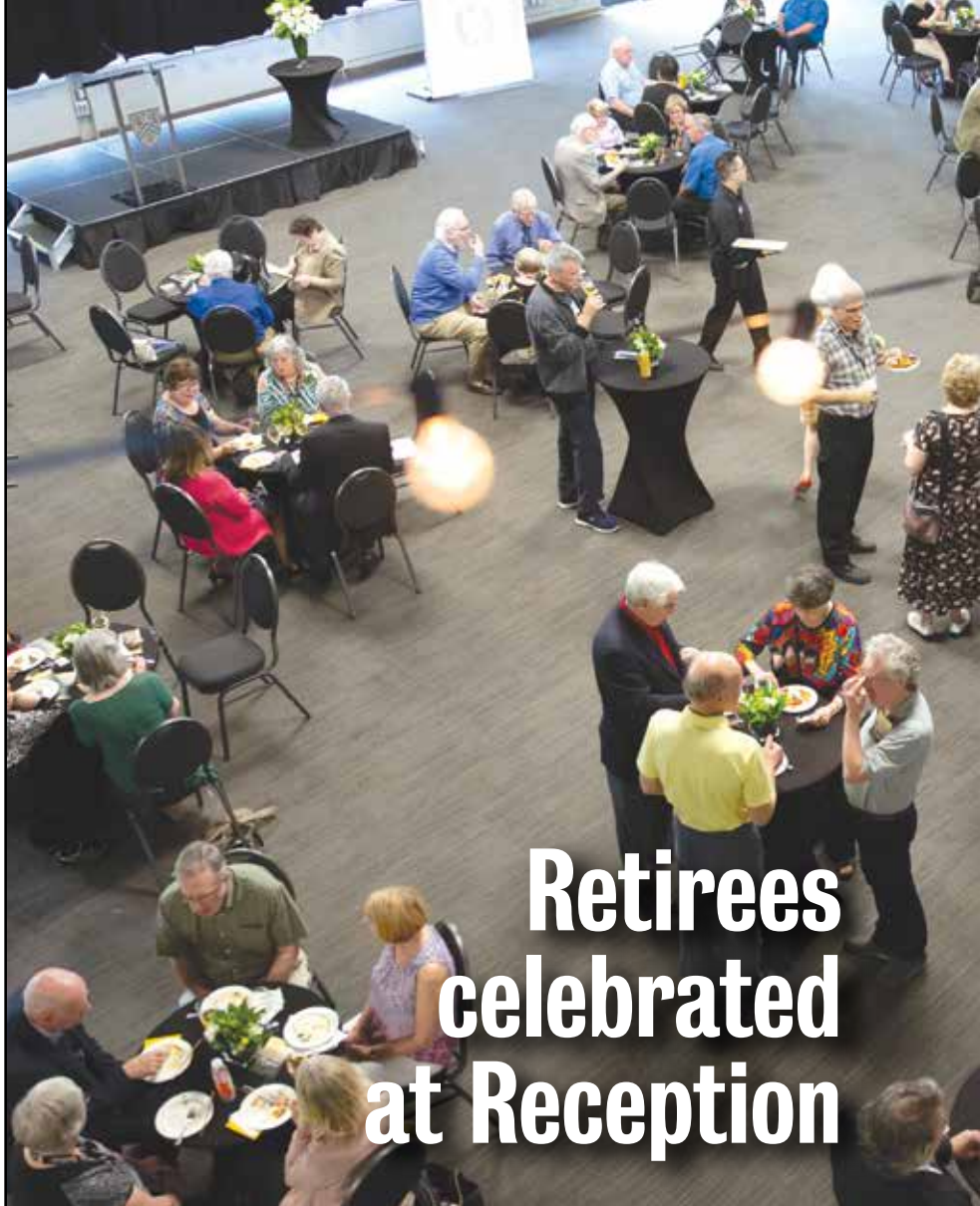
This past year, the **UWRA Luncheons** held at Federation Hall focused on UWaterloo's 60th Anniversary and hosted guest lecturers from Optometry, School of Planning, Department of Kinesiology, School of Accountancy and the Department of Psychology. On Tuesday, October 10, 2018 and continuing with the Memories of Waterloo theme, we will have two guest lecturers, one from the Department of Combinatorics & Optimization and one from the Department of Recreation and Leisure Studies. Further details will appear on the UWRA website and an e-mail reminder will be sent to members.

The University Club has been booked for Wednesday, September 19, 2018 for our Fall Reception.

Further details will appear on the UWRA website as they become available and an e-mail reminder will be sent to our members. At this time, we are inviting new retirees to come and join us at this event, to mingle with other retirees, and find out more information about our group.

We are extremely grateful to **UW Parking Services** for assisting us in hosting our events on campus.

Also, much recognition has to go to the **University of Waterloo Staff Association** who have been kind enough to collaborate with the UWRA on some of their events. In July, for the past two years, we have been invited to participate in their Annual Golf Tournament held at Foxwood Golf Course. This past April, retirees were able to receive discount tickets for "The Music Man" at the Stratford Festival Theatre which proved very popular.



Retirees celebrated at Reception

The new Retiree Reception was held on Wednesday, May 9 in partnership with the University of Waterloo Retirees Association (UWRA).

More than 170 University retirees joined President Feridun Hamdullahpur and President of the University of Waterloo Retirees Association (UWRA) Alan George at the reception held in Federation Hall.

Existing retirees gathered to welcome and celebrate new retirees from the previous calendar year during the cocktail reception. Also included in the program were speaking remarks from Executive Director, Human Resources, Kenton Needham, and Co-Chair from the Keystone Campaign Tony Munro.

This new recognition event was based on feedback from employees and recent retirees and is part of a new pilot program that enhances the way the University recognizes the service of its faculty and staff.

CONGRATULATIONS

Some New Retirees

Adams, Paul J
Anderson, John
Andre, Robert
Avey, Sandra E
Bacik, Shelley
Bacon, Denise
Bandyopadhyay, Rita
Bandyopadhyay,
Satiprasad
Barran, Susan
Boucher, Donald J
Boucher, Kelly
Britnell, Doug
Calogeridis, Helena
Cartan, Nicolette
Caskanette, Philip
Champion, Ron
Chan, Simon K
Coelho, Luiza
Cukier, Judith
Curtin-Telegdi, Nancy
Dandyk, Annette J
Daub, Elisabeth
DiMarco, Chrysanne
Diebolt, Phyllis
Dmitrienko, Gary Igor
Dong, Yanling
Dorken, Heather J
Dybenko, Ginny
Fell, Sheila
Fenton, Shirley
Fernengel, Elena

Fondacaro, Rocco A
Fraser, Shirley I
Frowd, Philip P
Glinka, Grzegorz
Gloor, Dave
Gomes, Maria F
Goral, Elizabeth
Gow, Susan
Graham, Lois
Greavette, B Marguerite
Grisebach, Manfred H W
Hale, Catherine M
Hall, Joanne M
Hannusch, Helen
Harder, Harold
Harrison, Robert E
Hayes, Sandra M E
Hershey, Beverly
Hicks, Robert J H
Hilker, Tracy
Ho, Eliza
Hosler, Ron
Hoyles, Lynnette M
Jewinski, Judi
Jovic, Milena
Keta, Lidia
Kraehling, Mary
Kropf, Kathleen L
Kropf, Lorna A
Kurtman, Meltem Y
Lantz, Brad
Latto, Heather

Leger, Linda
Liu, Zhong Da
Marks, Janice
Marks, Larry J
McCarthy, Peter
McCull, Mary E
McGill, Stuart M
Meier, Harry
Metz, Janet-Lynn L M
Meyer, Gail
Miranda, Jessica M F
Mousseau, Donald
Nagel, Carl F
Nelson, Martha
Newman, Robert
Noakes, Kenneth J
O'Neill, Grant C
Oberle, Bonnie F
Orchard, an
Pageau, Gloria
Passmore, Janet
Pastway, Donald E
Philip, Denise
Reid, Brian
Robertson, William D
Ross, Colin
Rottine, Hilda
Ruano, Dickie
Sanderson, Roger K
Scheifley, Dobrita
Schugardt, Ingrid A
Sillato, Maria Del Carmen

Slowinski, Betty
Smith, John H
Smith, Paula T
Socha, Vicky
Speek, Peter
Stanley-Pallas,
Deborah Ann
Stegner, Ben
Stemmler, Barry
Stephenson, Margaret
Sudicky, Edward A
Towell, Margaret
Treitz, Carol Ann
Turnbull, Anne A
Turnour, Murray
Varin, Robert A
Waechter, Pamela C
Walker, Janet
Walo, Karen
Weckman, David C
Westley, Frances
White, Deborah A
Widall, Frederick
Wiggins, Rick A
Wilson, Gary
Wojnowski, Walter
Woody, Erik Z
Wright, John L
Yan, May
Youngblut, Linda



**SEPT
19**

**FALL
RECEPTION**

GUEST SPEAKER



Steven Mock is a professor in the department of Recreation and Leisure Studies at the University of Waterloo. A developmental psychologist by training, Mock received his PhD from Cornell in the Department of Human Development and was a postdoctoral fellow at Yale. Mock's research interests are in the areas of aging and retirement, coping with stigmatization, sexual minority adult development, and leisure as a coping resource.

*Dale Weber, Social Events Co-Chair
(Fall Reception and AGM)*

*An invitation for UWaterloo Retirees to join us
for the University of Waterloo Retirees Association's*

ANNUAL FALL RECEPTION

*Wednesday, September 19, 2018
3:00-5:00 p.m. at the University Club*

We hope you are able to join us for this event. Our guest speaker will be **Professor Steven Mock** from the Department of Recreation and Leisure Studies on the topic of: **Young at Heart: The age you feel affects well-being in later life.**

Recent research suggests that the age you feel, or, subjective age, has almost as much impact as actual age on longevity, health, and well-being. Mock will share some of his own work studying the impact of subjective age on well-being in later life. Feeling younger than your actual age has important implications for counteracting negative attitudes about aging, bolstering life satisfaction in later life, and positive feelings about sexuality in later life.

Invited guests will include senior administrators of the University, plus representatives from Human Resources, the Faculty Association President and the Staff Association President. This is a time to socialize, renew old and make new acquaintances as well as a chance to chat with your 2018 UWRA Executive. A special invitation is extended to new retirees to join us for this event.

Complimentary cheese, cold canapés and hot hors d'oeuvres will be served. All paid up members of the UWRA will receive a ticket for an "on-the-house" beverage (wine, beer, soft drink.)

New and renewal annual memberships can be purchased at this event and you will then receive your complimentary bar ticket. Annual membership is \$15.00 or you can purchase a Lifetime Membership for \$130.00.

PLEASE NOTE: There is limited free parking available at the University Club. If the Club's parking lot becomes full we will have other free parking close to the vicinity of the University Club. These parking permits can be picked up at the entrance to the Club. So please mark your calendar because you never know who you might meet there!

Although this is a free event please register on Ticketfi so we will know how many guests to expect; to get a link to Ticketfi, visit UWRA website, Socials and Tours, Fall Reception. Thank you.

UWRA Social Activities Report

OTHER SOCIAL EVENTS

UWRA Collaborative Seminars with the Education Credit Union (ECU)

We have teamed up with the Education Credit Union to offer seminars on topics of interest to our membership. There was a good response to our first session, so a second session on the topic of “Executors & Wills: The Good, The Bad and the Ugly” was held on Wednesday, June 7, 2017.

Another topic entitled “Fraud: Prevention & Awareness” was held on Tuesday, April 10, 2018. The spokesperson was a Waterloo Regional Police Detective.

These events were held at the Toby Jenkins Building, David Johnson Research Technology Park (North Campus).

A big thank you goes to the staff at Parking Services for accommodating us for these events.

UWRA Collaborative Events with UW Staff Association

Stratford Festival – The Music Man production at Stratford Festival Theatre was held on Saturday, April 28, 2018. Discount tickets were purchased in conjunction with the UW Staff Association. Twenty-six of these tickets were purchased by our group.

Retirees have been invited to join the **UW Staff Association for the 5th Annual Golf Tournament** to be held on Thursday, July 19, 2018 at the Foxwood Golf Course. UWRA members will receive the UWSA membership rate for this event, which will include 9 holes of golf, a golf cart and a barbeque dinner. Information about this event will be posted on the UWRA and UWSA websites shortly.

*Respectfully submitted: Dale Weber and Sue Fraser,
Social Events Co-Chairs*



HR seeks retirees to provide feedback on website

Human Resources (HR) will be conducting research on the usability of the Human Resources website (uwaterloo.ca/humanresources) from May – August.

We want to understand how our retirees navigate the website and to identify problems that may arise from the experience. HR is dedicated to providing quality service through an improved website to increase client satisfaction.

You are invited to join a User Experience Research Group to participate in any or all of the following: surveys, questionnaires, observational research, and usability testing. If you are interested in participating, please register to join the User Experience Research at uwaterloo.ca/humanresources/user-experience-research-group.

Lunch will be provided to individuals who participate in our observational research and usability testing. Please visit the HR website at uwaterloo.ca/humanresources or email hrwebsite@uwaterloo.ca for any questions.



New Iteration of the Annual Pension Statements

In 2017, Ontario pension legislation required biennial pension statements be sent to retirees. At UWaterloo Human Resources (HR) we decided to send the statement annually. June, 2017 marked the inaugural distribution of the UW Retiree Statement, and you can expect to receive your next annual statement near the end of June or early July. The information displayed on the statement is for 2017. The full cost-of-living adjustment (COLA) effective May 1, 2018 was 1.60%, and the 75% COLA adjustment was 1.20%. There will be an addendum to the 2017 statement, which is for informational purposes only. No action is required on your part.

If you need to provide revised information to the University (i.e. change in spouse or beneficiary information, address change), please email pensions@uwaterloo.ca so that the appropriate form(s) can be sent to you.

An important note for many UWaterloo retirees is that Wanda Speck will be retiring on October 1, 2018. As a result of Wanda's retirement, benefit inquiries should be directed to HR Administration at hrhelp@uwaterloo.ca or extension 35935. Pension inquiries can continue to be directed to extension 33573. Wanda's last day in the office will be August 31, 2018.

On behalf of all UWaterloo Retirees we wish to thank Wanda for her exemplary and caring service to all of us and to wish her well. We also welcome Wanda into our ranks as a UWaterloo retiree. KMM

Retirement Issues: Beyond Pension and Benefits

UWaterloo pension and benefits for retirees are explained in the university's guide on the subject. But there are many other employment-related issues beyond this. Alan Macnaughton, FAUW Pension & Benefits Committee appointee (amacnaughton@uwaterloo.ca), has outlined some of these issues and welcomes comments or additions to this file. Some of the issues are:

- › **Professor Emeritus/Professor Emerita.** Provided you have served the University for 15 years, this honorary award will be granted to you automatically upon retirement, regardless of rank. It is not restricted to tenure-stream faculty; lecturers in the regular ranks qualify as well. It continues for life. Nominations of persons with fewer than 15 years of service will be considered by the President, after which a recommendation will be made to Senate. When HR staff enter the retirement date into their records, it sets off a process whereby the Provost and the Dean's office staff confirm eligibility and the President's office writes to you to confirm the designation.
- › **Research grants (NSERC, SSHRC, etc.).** You have to inform the granting agency that you now hold an emeritus/emera professor appointment. You will need a memo from the Dean. Do this well before you retire; otherwise your accounts get frozen. Where there is any flexibility in the end date of the grant, try to arrange the end date of the grant to be well past your retirement date to avoid problems.
- › **Faculty professional allowance (FPER).** Since claims can now be submitted at various times in the year for the full year's allowance, the policy is that the full amount of the FPER is available to the faculty member in the fiscal year of retirement, even though the person may be retiring part way through the fiscal year. Only expenses incurred prior to retirement qualify, but the claim can be submitted up to the next April 30. However, it would
- be better to submit as soon as possible since access to Concur is required for the submission.
- › **Parking.** This continues to be available after retirement. The cost is reduced: the amount you pay now per month is the cost for the entire term, payable in advance. You are permitted to stay in the lot you were previously parking in, as long as you make your intent known prior to retiring and continuously renew your permit. The restriction on sources of income mentioned on Parking Services' retiree parking page has been discontinued.
- › **Keys.** Return these to the Chair and/or their administrative assistant.
- › **Other university property.** You are expected to return equipment directly provided to you by the university, such as the computer in your office. Also, journals, computers and equipment bought with FPER or other university funds can be requested to be returned since they are university property. (If the property passed into the ownership of the faculty member, the purchase would be taxable benefit.) Whether such a request will occur may depend on how much the property has depreciated over time, whether it is needed for others' use, and whether it is worth the effort to track it, have it returned, and repurpose it to a different use.
- › **Office or lab space.** Given the shortage of space at the university, office or lab space for research cannot be provided after retirement. However, if the faculty member continues to hold external research grants, space allocation might be possible. This is decided on a case-by-case basis based on departmental space availability.
- › **@uwaterloo.ca email accounts.** IST takes direction from the department as to whether the retiree is to be allowed to keep his or her email address. It is not automatic. But experience suggests that this is not usually a problem.

CONTINUED →

- › **Access to N: drive for files.** Access to this drive is removed shortly after retirement and all data stored on it is lost. So, back up that data elsewhere. It is possible that some people with continuing university activity could still have access, but that would have to be arranged specially.
- › **Your UW faculty web page.** This may be continued (perhaps in a retirees section), but it depends on your department. UW does not host personal web pages.
- › **IST software licenses for faculty.** Webstore licences are normally only for current faculty and staff to purchase for university-owned computers, and hence retirees do not qualify. However, a retired professor with permissions to access the Webstore would be able to purchase the software with their UW account. This could apply where the faculty member continues to hold research grants as a professor emeritus/emerita.
- › **Library.** You retain full access to all the library resources, including journal databases. You also continue to have extended loan privileges. However, WatCards have an expiry date, and this is different for each individual. So, contact Lending Services at the library after your official retirement date to have your library card revalidated and to change your employment status and your contact information.
- › **Processing of forms.** The department administrative assistants prepare ‘notice of termination’ forms which are signed by the Chair and remitted to HR for processing. It is this form which officially indicates to HR that an employee is leaving the university. The HR pension and administration teams communicate benefit and pension impacts and options directly with the employee. Employees retiring will typically meet with someone from the HR pension team in the final month of active employment to sign off on their pension option.
- › **Course load.** Check with your department whether you will be “owing” any course load teaching (or “owed” for over-teaching) as of your planned retirement date.
- › **Notice.** Typically, you would inform your Chair of your retirement approximately one-two terms before the retirement date. You could provide a longer period of notice is provided where the timing is impacts pre-scheduled teaching. But, UW has no official policy of how much notice you should give your department about your planned retirement.
- › **Reduced workload.** You may be eligible for a reduced workload until retirement, with salary reduced accordingly. The reduction for a full-time position can be up to 50%. A retirement date must be established as part of that arrangement. Each situation must be individually approved and is dependent on the needs of the department – see Policy 59. One piece of good news – the calculation of your future pension entitlement may be based on your nominal salary (rather than the reduced salary you receive as a result of the reduction in workload), subject to limits established by the Canada Revenue Agency.
- › **Vacation exchange.** If you give notice of your retirement date three years in advance, you can exchange one week of vacation for a 2% increase in salary (with an associated increase in pension). A shorter notice period will result in a lesser pay increase. You must retire no later than a few months after you turn 66, and no later than 2024. The application form provides more details. Some people avoid this program because they do not want to be committed to a specific latest retirement date, while others are unconcerned because they plan to retire by that date anyway; some also find that setting this date helps them plan and adjust to the new situation.
- › **Dental.** Retirees are covered under UW benefit plans for health but not for dental. Many people self-insure (i.e., just pay the costs on their own) after retirement. But if you are looking to buy insurance, one place to obtain dental coverage at a somewhat reasonable cost is RTO/ERO (Retired Teachers of Ontario). Retired university faculty members qualify. The 2018 rate for dental coverage for a couple is \$114.78 per month, in addition to the membership fee of \$56 per year.
- › **Athletic facilities.** Warrior Recreation affiliate memberships are available to retirees on the same basis as active employees, and the same fees apply.

University adds ESG factors to investment decision processes

The University of Waterloo will add environmental, social and governance (ESG) factors into investment decision processes for endowment, trust and pension funds.

The University's Board of Governors voted in favour of accepting all recommendations in a report from the Responsible Investment Working Group (RIWG) on June 5, 2018.

The RIWG report includes six recommendations to:

- › formally adopt ESG factors as a valid and important lens to be integrated into investment decision-making processes;
- › adopt the guiding principles and the guidelines for the application of ESG principles contained in the report;
- › make amendments to the Pension SIPP and to the Investment Guidelines for endowment and trust funds, to reflect the adoption of ESG factors in the investment decision-making process;
- › prepare for the University to become a signatory in good standing to the United Nations Principles for Responsible Investment;
- › explore and evaluate potential social impact investments with the aim to launch a pilot investment in this space in one year's time;
- › annually review progress on the implementation of these recommendations

"Sustainability is one of my priorities for this institution. The Board's decision to add an environmental, social and governance lens to our investment approach complements the University's commitment to support social and environmental scholarship and research," said Feridun Hamdullahpur, president and vice-chancellor at Waterloo.

"The recommendations will allow us to adopt a broader, more balanced approach to investments in the near term and will guide comprehensive and progressive actions for years to come."

The Board of Governors established the RIWG in June 2016 to recommend whether and how to incorporate ESG factors into decision making for the investment of the University's endowment and pension funds. Since then, the group has spent considerable time reviewing legislation, learning from other institution's experiences, meeting with a wide variety of stakeholders and considering a range of perspectives.

"Adopting these recommendations is a significant positive step in updating the University's investment policies and strikes the right balance for moving forward," said Dennis Huber, vice-president, administration and finance. "I applaud the group's thoughtful consideration of many divergent views from stakeholders, a broad array of legal, regulatory and fiduciary responsibilities as well as pragmatic operational considerations."

"Sustainability is one of my priorities for this institution. The Board's decision to add an environmental, social and governance lens to our investment approach complements the University's commitment to support social and environmental scholarship and research."

FERIDUN HAMDULLAHPUR
President and Vice-chancellor

Scholarship, Bursary and Keystone Campaign Report

May 2018 BY LYNN JUDGE

OVERALL KEYSTONE REVENUE

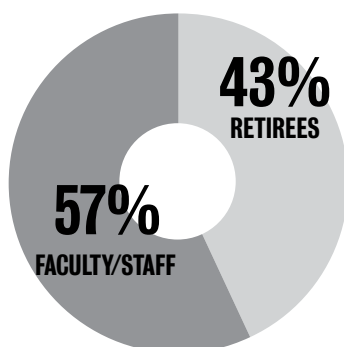
Faculty, Staff and Retirees (FSR)

May 1, 2017 to April 30, 2018: \$1,094, 712.92

OVERALL
KEYSTONE
REVENUE FY18

Total # of Keystone
donors FY17: 1060

Total # of Keystone
donors FY18: 1045



Strong participation in the Keystone Campaign continued through FY18, demonstrating the generosity of our campus community. As of April 30th 2018 there are 57 Laurel Society members (planned giving) that are retired faculty or staff and another 9 members that are former faculty or staff of retirement age (65).

UW Retirees Bursary Endowment:

Principal Balance as at March 30, 2018: \$ 360,359
(Principal Balance at March 30, 2017: \$348,298)

In FY18, the UW Retirees Bursary supported eleven bursaries of \$1,000 each (5 to undergraduate students and 6 to graduate students).

Undergraduate Students:

Faculty of Applied Health Sciences, Recreation and Leisure Studies-Therapeutic Recreation, Honours Arts-SAF-Accounting & Financial Management, Honours Co-op
AHS-SPHHS-Public Health, Honours
Arts-Economics, Honours Co-op
Arts-Business and Mathematics, Honours Co-op

Graduate Students:

Faculty of Environment, School of Environment, Enterprise and Development, MDP
Faculty of Engineering, Mechanical Engineering, MEng
Faculty of Arts, Master of Public Service (2 students)
Faculty of Engineering, Chemical Engineering, Nanotechnology, PhD
Faculty of Engineering, Management Sciences, MMSc

Based on estimated interest of 3%, Student Awards & Financial Aid anticipates having \$10,000 to spend in 2018/19. This will provide 10 bursaries of \$1,000 each, which will be allocated evenly between undergraduate and graduate students in need.

UW Retirees Scholarship Endowment:

Principal balance as at April 30, 2018 is \$255,252

(Principal balance as at April 30, 2017: \$246,826.78)
In 2017-18, the UW Retirees scholarship supported 6 new undergraduate entrance scholarships of \$1,000 each and one graduate scholarship of \$5,000 was awarded as a QEII-GSST matching award.

Undergraduate Students:

Faculty of Mathematics, Mathematics, Honours
Faculty of Environment, Planning, Honours Co-op
Faculty of Science, Science Honours
Faculty of Arts, Arts Honours
Faculty of Applied Health Sciences, Kinesiology, Honours Co-op
Interdisciplinary Studies, Software Engineering

Graduate Student:

Faculty of Environment, School of Environment, Resources and Sustainability, Social and Ecological Sustainability PhD

Below, a recent recipient of the Retiree scholarship conveys in her own words, appreciation to you. We hope you are inspired by her enthusiasm and gratitude.

Graduate Studies and Postdoctoral Affairs (GSPA) intends to award \$16,332 in new scholarships in 2018/2019; 8 scholarships of \$1,000 each to undergraduate students and two scholarships for a total amount of \$8,332 to graduate students in the Faculty of Mathematics as an OGS or QEII-GSST matching award. Please note that these estimates are based upon preliminary financials stats available to date for last fiscal year 2017/18. GSPA to update these numbers, once finance releases last FY end FINAL financial statements, expected to come out mid-next month.

NOTE: All financial information related to the UW Retirees Bursary and Scholarship was provided by SAFA and GSPA, pre-audit and Advancement figures listed have been provided before year-end accounting has been finalized.

WHAT'S AHEAD IN 2018-2019

Keystone Campaign June Picnic

All Waterloo retirees are invited to come back to campus for a fabulous lunch and to share in the fun. The picnic is our favorite opportunity to show our gratitude to donors – Waterloo faculty, staff and retirees – for supporting the Keystone Campaign.

For more information about the Keystone Campaign and other giving opportunities at the University of Waterloo, please contact **Whitney Albright**, Senior Development Officer, Family Campaign at 519-888-4567, ext. 37195 or email walbright@uwaterloo.ca.

“ My University of Waterloo Experience

I came to Waterloo for the Peace and Conflict Studies program, which interested me in many different ways. Upon arriving at Waterloo in September, I have thoroughly enjoyed my first month of classes, as well as getting involved in the great opportunities around campus. To keep active I have signed up for a Muay Thai fitness class and joined an ultimate frisbee team. One of my favourite clubs that I have gotten involved in, however, is called Camp to Canada. In cooperation with the World University Service of Canada committee, Camp to Canada meets weekly with students who have come from refugee camps to further their education at the University of Waterloo. We discuss how they are adapting to their studies and the culture, and provide a community and support group for them. I will continue to engage in my studies and look for ways to get involved as my time proceeds here at Waterloo.

I have become more and more interested in the realm of Peace and Conflict Studies as my courses continue. I am already beginning to see how these concepts are integrated into every day life. I look forward to opportunities to apply these skills in a future career, and also during my time as a student at the University of Waterloo. I am passionate about creating peace and positive communities, and I will continue to search for clubs and committees that can utilize this passion on Campus and in the Waterloo community.

I wish to express my deep gratitude for this award, and for the amazing opportunity to study at the University of Waterloo. This award, and the chance to study at this school will afford me opportunities to one day pioneer projects of peace in the local and global community. Once again I give my sincere thank-you for the effect this award has had by helping me pursue my education at the University of Waterloo.”

ELAINA MOHR, FACULTY OF ARTS

Hometown: Beamsville, Ontario

NOTE: Student message has not been edited for content.

BY LISA LOISELLE
ASSOCIATE DIRECTOR
MAREP

Demystifying Dementia



PHOTO: BETTY IMAGES

An estimated 564,000 people in Canada live with a form of dementia. With a growing number of baby boomers reaching 65 years of age and the risk of being diagnosed with dementia increasing with age, this number is expected to double in the next 15 years.

Dementia is an overall term for a set of symptoms caused by disorders affecting the brain. Symptoms may include memory loss, difficulties with thinking, problem solving or language issues, and changes in mood/behaviour. It is a progressive disease and symptoms gradually get worse. Although there are over one hundred types of dementias, examples of some common types include Alzheimer's disease and stroke-induced vascular dementia.

A common misconception is that dementia is an "old person's" disease, but it is important to remember that dementia is not a normal part of aging. If it were, everyone over the age of 65 would have it and although a majority of people with dementia are over 65, others are being diagnosed under 65 and dementia can occur in people as young as 30. Five to 10 per cent of people with Alzheimer's disease have early-onset Alzheimer's which typically develops in a person in his or her 50s. Dementia may also occur as a result of brain damage due to a head injury, stroke, alcohol abuse, or brain infection which are some of the common causes not necessarily related to aging.

A final misperception about dementia is that once a person is diagnosed he or she is no longer able to learn or contribute meaningfully.

People with dementia can continue to learn, enjoy their hobbies, and be actively involved in their communities. I know many people who after diagnosis have become award winning poets, have written books, earned a university degree and played in professional orchestras. They remain actively involved in their communities. People who are diagnosed with the disease can live meaningfully and actively for many years.

If you or someone you know is living with dementia, you may want to consider becoming involved in research or education through MAREP at UWaterloo. MAREP's Alzheimer and Dementia Research Database (MADRID) has developed a new program that actively recruits people living with dementia, young-onset, or mild cognitive impairment (MCI). For people who are interested in participating in research at UWaterloo it is easy to get involved. All it takes is one phone call to the MADRID Project Co-ordinator (519-888-4567, ext. 35040) who will enroll you in the program. Then, when UWaterloo researchers are looking for participants, they contact the MADRID program that will match them to eligible participants who are living with dementia. The participant pool allows users to avoid lengthy recruitment processes, which in turn allows the research to be mobilized sooner. For more information about MADRID or how to get involved in MAREP research and education, please visit our website at uwaterloo.ca/marep or email loiselle@uwaterloo.ca.

We Remember

Retiree **JOVAKIN GRZINIC** passed away January 25, 2018. Started – February 14, 1984 Retired – July 1, 1996 under the Special Early Retirement Program Custodian – Plant Operations Survived by his spouse Katarina Malecic

ANNELIESE SCHERL passed away December 17, 2017. She was the surviving spouse of retiree John Scherl who passed in December 1999.

PROFESSOR WALTER SHELEST passed away January 20, 2018. Started – September 1, 1963 At the time of his retirement on September 1, 1986, he was Associate Professor in Germanic and Slavic Languages and Literature. He is survived by his wife, Pauline.

Retiree **WOLFGANG RAUTENBERG** passed away February 13, 2018. Started – July 29, 1991 Stationery Engineer IV – Plant Operations Retired August 1, 2017 Survived by spouse Dianne.

MARJORIE GEIGER passed away November 22, 2017 Started – Sept 1, 1974 Administrative Assistant – Management Sciences Retired – July 1, 1986

SOFIA MUROVEC passed away February 16, 2018 Started – November 14, 1972 Food Services Assistant – Food Services

Retired – June 1, 1989 Next of Kin – Friderick Murovec (nephew)

FATHER JAMES WAHL passed away February 26, 2018 Started – September 1, 1966 Professor – St. Jerome's University (Reverend Wahl was a priest with The Congregation of the Resurrection) Retired – July 1, 2006

ERIFILI GEORGHIOU passed away August 7, 2017. Started – September 6, 1977 Custodian – Plant Operations Retired – March 1, 1992

STANFORD JONES passed away March 1, 2018. Started – August 30, 1965 Manager – Village 2 Retired – Nov 1, 1979 Predeceased by his spouse Beulah.

PROFESSOR RICHARDUS VAN HEESWIJK passed away February 21, 2018. Started – October 1, 1961 Retired – January 1, 1991 Professor – Electrical and Computer Science. He is survived by his wife, Alida.

MARY COPP passed away March 10th. Mary was the surviving spouse of retiree David Copp who passed away in February 2017.

HERBERT THALER passed away March 8, 2018 Started – January 22, 1964 Equipment Operator

(Grounds) – Plant Operations Retired – July 1, 1996 under the Special Early Retirement Program Predeceased by his wife, Helen in April 2017.

STANLEY (BUTCH) SHANTZ passed away March 22, 2018. Started – September 1, 1970 Manager, Central Stores Retired – November 1, 2015 Survived by his spouse, Susan.

JORN JORGENSEN passed away March 18, 2018 Started – January 4, 1971 Business Administrator – Library Retired – July 1, 1996 under the Special Early Retirement Program Survived by his spouse, Else.

GERARD (GERRY) DUPUIS passed away March 26, 2018. Started – December 19, 1990 Building Serviceperson II (Painter) – Plant Operations Retired – November 1, 2012 Survived by spouse Florence.

The wife of retiree **A. FRANK THOMPSON** passed away April 12, 2018. Her name was M. Elaine Thompson. Frank retired in 1994.

PROFESSOR AUDREY WIPPER passed away April 15, 2018. Started – September 1, 1966 Professor – Sociology Tenure – July 1, 1970 Retired – September 1, 1996

SHIRLEY TOEWS passed away March 27, 2018. Started – February 15, 1973 Accounting and Operations Manager – Bookstore Retired – September 1, 1990. Predeceased by her spouse Arthur.

PROFESSOR WERNER PACKULL passed away April 27, 2018. Started – July 1, 1974 Retired – September 1, 2003 Professor – Conrad Grebel University College Survived by spouse, Karin.

PATRICIA HOLMES passed away May 14, 2018. Started – September 4, 1984 Food Services Assistant – Village II Retired October 1, 1996

MARY CURRIE passed away May 10, 2018 Started – September 12, 1966 Housekeeper – Village 2 Retired November 1, 1990 Survived by two daughters – Brenda Girvan and Darlene Hartung.

We received news from the wife of **HANS WALTHER PATHEL** who passed away on the 19th of April, 2018. He was residing in Germany (Betzdorf). Professor Panthel was a graduate of Waterloo (BA and PhD and MA Cincinnati). He became a professor in the Department of Germanic and Slavic and retired in 1996.

CONVOCAATION — THEN AND NOW



PHOTO: MARJORIE BARBER, UNIVERSITY OF WATERLOO ARCHIVES

Bruce Lumsden, along with Trevor Boyes, has sent this delightful recollection of the untold story of the UWaterloo convocation featured in the last issue of WATtimes.

It was a pleasant spring day. The sky, clear and blue, settled in with a warm breeze. Perfect for the annual May Convocation held outdoors at Seagram Stadium. I, along with others, was busy setting up a platform on the football turf with a podium, a table with the degrees and special seating for the dignitaries. Proud parents and relatives filled the bleachers and got an overall view. The ceremonies were to commence at 2.30 p.m.

At approximately 2.00 p.m. I heard thunder, looked up and saw an ominous dark gathering of clouds and rain approaching from the west. At the same time Trevor Boyes, the Registrar, who was hosting the Chancellor's luncheon at St Jerome's, heard the thunder and looked out. We knew what had to be done!

Down it came! Parents and students reluctantly forced to huddle under the leaking stands while the rest of us

moved the chairs, tables and trappings indoors. Everyone pitched in, slinging and setting up chairs, including Gerry Hagey, President, Carl Pollock, Chairman of the Board and Ira Needles, the Chancellor.

There was no way we could fit everyone into the Gym. What chaos!

In the end degrees were conferred on a rotating basis with each Faculty group, along with their parents and guests, leaving after receiving their degrees to make way for the next group.

People dried off and accepted the circumstances. Damp programs were saved.

Future convocations were held in the gymnasium.

Bruce Lumsden and Trevor Boyes

6,528 degrees at this year's Spring Convocation

A total of 6,528 students were eligible to receive their degrees at Waterloo's 116th convocation.

Among the many awards and honours were honorary doctorates, distinguished teaching awards, awards for excellence in graduate supervision, University Professor and Distinguished Professor Emeritus designations, and alumni medals. This year's ceremonies also included a special guest speaker.

The Convocation website has been updated to include the 2018 Honorary and Award Recipients and the 2018 Valedictorians for convocation ceremonies.

Processional music was provided by The Convocation Winds under the direction of Harry Currie, who has had the Convocation conducting gig since 1980.

After each ceremony, graduates and their guests were invited to an informal reception in the Great Hall of the Student Life Centre.

Convocation ceremonies were livestreamed.

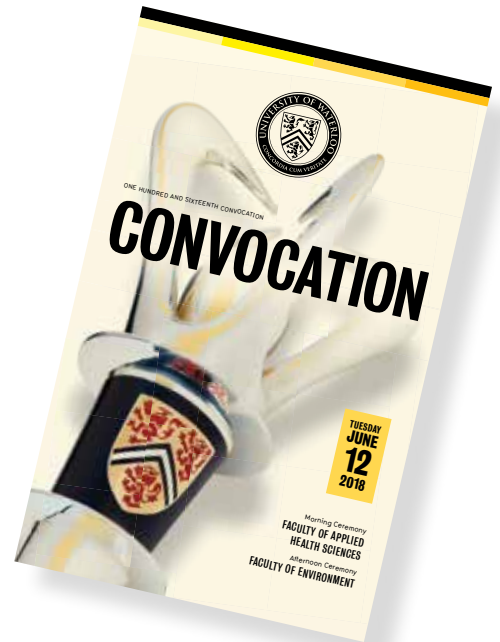


PHOTO: LIGHT IMAGING



Freddie Swainston has retired

A retirement event for Freddie Swainston who had worked at UWaterloo for more than half a century was held at the University Club on Thursday, March 29, 2018. **Kenton Needham**, Director of Human Resources, spoke about his long-time relationship with Freddie and we have provided a summary of his remarks herewith. KMM

- › Freddie applied to Waterloo on January 22, 1968, received an offer on January 25th and started work on January 29th (Yes the same year!!) as a Clerical Assistant in the Library. Her starting pay was \$240 per month.
- › Freddie must have really impressed her boss because 1 day later she received a pay increase of \$11 to \$251 or 4.6%!
- › On September 10, 1971 Freddie switched from full-time to part-time at the library while she focused on her degree in recreation.
- › Upon completion Freddie returned to full-time on April 2, 1974 as a Pre-order search/serials order assistant in the Library.
- › July 1, 1976 Freddie was promoted to Library Assistant (level 3)
- › 1980 – Freddie Served as President of the Staff Association.
- › October 20, 1980 Freddie was promoted to Library Assistant (level 4).
- › On Valentine’s day 1984 Freddie began her love affair with HR when she joined the group as a Wages and Salary analyst.
- › December 5, 1986 promoted into the role of Staff Relations Coordinator.

- › August 3, 1990 became the Manager of Salary Administration.
- › October 24, 2005 Freddie was recognized with a special recognition award for making UWaterloo a better place.
- › September 2013 became Assistant Director, HR.
- › April 2017 Freddie was promoted to Associate Director, HR.

To summarize – Freddie has worked for the University for 50 years and 2 months in total service. Of that Freddie will have completed 47 years and 8 months of service in a regular ongoing position.

Kenton shares his thoughts

My first impression of Freddie was when she phoned me about my application to work at the University. She cut straight to the chase on the call and said there is no way we can pay you (what I wanted) as a publicly funded institution. Still interested in pursuing this opportunity!

Over the years I have had a number of people talk to me how they feel intimidated when they first meet her.

I think it could be down to two things

- › Her English “Essex” accent which can make you feel like you are in trouble with the head mistress at school.

- › The way she stares at you when she is “not amused”. Often head down looking over the top of her glasses.

However, when you get to know Freddie you realize she is a kind, thoughtful person with a huge heart and a wonderful sense of humour. Freddie is a person that loves where she works and treats the people she works with like family.

Over the years I have made some fun with Freddie about her “very long” years of service.

- › I may have mentioned things about her childhood and growing up in the Victorian era?
- › What it was like before the car was invented?
- And the one that really stuck about dinosaurs roaming the earth when she started working for Waterloo?

Never one to pass up on an opportunity Freddie was at our next meeting wearing this wonderful dinosaur hat. You have to love her for not taking herself too seriously. Tell her something she finds funny and you are rewarded with her deep wonderful laugh.

For the past 8 years, Freddie is someone whose guidance and direction I have relied on. A trusted advisor who will tell you how she sees it, tell you why she sees it that

way, and always (this is important) through the lens of the best interest of the University and the people who work at the University and never her own interests.

To try to summarize 50 years of employment is impossible. Words simply cannot do justice to this level of commitment and service. Freddie had said to me a few years ago that she didn't want to "count the days to retirement", she wanted to work hard right up to her last day and she has.

On a personal note it has been a real pleasure to spend the last 8 years working with you. I really look forward to getting together in the future to hear about what trouble Darcy has gotten into and of course what trouble you have gotten into in this next chapter of your life.

On behalf of the Human Resources department I want to thank you for service to the University and to our department. In recognition of that service we are proud to let you know that HR will be planting a tree in the Spring next to your father's dedication tree.

Happy retirement Freddie ...
You are a very special person and someone we are all going to miss around the office.

*University of Waterloo
Retirees Association*

**OCT
10**

FALL LUNCHEON 2018

Wednesday October 10, 2018

11:00 a.m to 2:00 p.m.

Federation Hall, University of Waterloo

Parking in nearby lots.

Two Guest Speakers!

The UWRA luncheon talks will continue on the theme of history of the University of Waterloo. For this banquet in October 2018 two long-standing programs will be highlighted.



First, **Dr. Daniel Younger** will talk on the history of the Department of Combinatorics and Optimization.



This will be followed by **Dr. Paul Eagles** talking on the history of the Department of Recreation and Leisure Studies, which celebrates its 50th anniversary in 2018.

Mark your calendar now!

Please register on Ticketfi so we will know how many guests to expect; visiting UWRA website, Socials and Tours, Fall Reception for the link to Ticketfi. Thank you.

New Retirees

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

NAME	DEPARTMENT	POSITION	HIRE	RETIRE
Kevin Luscott	Lab Instructor/Hardware Specialist	Electrical & Computer Engineering	Oct-86	1-Mar-18
Wayne Sutton	Custodian I	Plant Operations	Jan-11	1-Mar-18
Peggy Jarvie	Associate Provost	Co-operative and Experiential Education	Aug-05	1-Mar-18
Richard Helmes-Hayes	Professor	Sociology and Legal Studies	Aug-89	1-Mar-18
Marianne Appleby	Administrative Assistant	Psychology	Sep-05	1-Apr-18
P. Kirk Patterson	Business Developer	CECA	Feb-08	1-Apr-18
Ron Coulter	Building Serviceperson II	Plant Operations	Mar-01	1-Apr-18
Charles Reinhart	Building Serviceperson I	Plant Operations	Jul-07	1-Apr-18
Alfrieda Swainston	Associate Director	Human Resources	Apr-74	1-Apr-18
Robert Yawney	System Integration Specialist	IST	Sep-98	1-Apr-18
Momcilo Djeric	Custodian I	Plant Operations	Feb-08	1-May-18
Debbie Dietrich	Administrative Assistant & Grad Co-ordinator	Philosophy	Sep-88	1-May-18
Caroline Tanswell	Director, External Relations & Internal Communications	Renison University College	Aug-01	1-May-18
Ian Davis	Research Scientist	David R. Cheriton School of Computer Science	Apr-94	1-May-18
Deborah Tales	FAA Team Lead	Student Awards & Financial Aid	Feb-98	1-May-18
Lucia Power	Custodian I	Plant Operations	Dec-87	1-May-18
Paljo Markus	Mechanic I	Plant Operations	Jul-94	1-May-18
Anton Suliman	Building Serviceperson, Painter	Plant Operations	Jun-87	1-May-18
Nancy Oczkowski	Continuing Lecturer	Renison University College	Sep-08	1-May-18
Myroslaw Tataryn	Professor	Religious Studies, St. Jerome's University	Jul-05	1-May-18
Wayne Brodland	Professor	Civil and Environmental Engineering	May-86	1-May-18
Murray McArthur	Associate Professor	English Language & Literature	Jul-86	1-May-18
John Heikkila	Professor	Biology	Apr-84	1-May-18
Michael Borkowski	Manager, Technology Integrated Services	IST	Aug-81	1-May-18
Rosemary Kay	Career Advisor	Centre for Career Action	Sep-12	1-May-18
Gabriel Niccoli	Professor	St. Jerome's University	Jul-84	1-May-18
Christopher Small	Professor	Statistics and Actuarial Science	Jul-82	1-May-18
Michael Sr. Carbage	Stationary Engineer 2nd Class	Plant Operations	Jun-89	1-Jun-18
Walter McCutchan	Information Systems Specialist	IST	Oct-84	01-Jun-18



Renew your library card

Do you still have a University of Waterloo library card that you're planning to use some day, but you haven't done so since you retired? You retain full access to all the library resources and extended loan privileges. Laurie Strome tells us that retirees need to have their cards revalidated if they haven't done so since their official retirement date. If you still want to use the card, give her a call – its painless. She just has to do a few quick keystrokes at her computer and you're revalidated while you're on the phone.

Laurie Strome
 Circulation Services Supervisor:
 Patron Accounts, Dana Porter Library
 Phone: 519-888-4567, ext. 35520
 Email: lestrome@uwaterloo.ca

BOARD OF DIRECTORS

2018-2019

Email: UWRA@uwaterloo.ca

retirees.uwaterloo.ca

President

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fraser@uwaterloo.ca

UWRA Web Site
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IAN FRASER (2018)
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Keystone Fund
 Representative and
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JIM MARSHALL (2016)
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 Community Relations
 and Events

Coach Tour Co-ordinator
 and Reservations
 vacant

University of Waterloo
 (EC5-2053)
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 519-888-4567, ext. 31882

WATtimes Editor

KEN MCLAUGHLIN (2016)
kmclaugh@uwaterloo.ca

HONORARY MEMBERS

Kay Hill* (1995-2001)
 Harold Ellenton (1995-2007)
 Marlene Miles (2001-2008)
 Robin Banks* (2000-2012)
 Jim Kalbfleisch (2001-2012)*
 Shirley Thomson (2007-2014)
 Ester Kipp*
 Bob Norman (2008-2016)
 Terry Weldon (2006-2018)

Pensions and Benefits Rep

MARY THOMPSON (2016)
methompson@uwaterloo.ca

Social Events Co-Chair
 (Luncheon)

PAUL EAGLES (2016)
eagles@uwaterloo.ca

*with us in spirit

Social Events Co-chair
 (Fall Reception & AGM)

DALE WEBER (2017)
dweber@uwaterloo.ca

(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.

MEMBERSHIP STATUS

To determine your membership status, check the line above your name in the mailing address of WATtimes which shows your status. For example, DEC2016 means that you are an Annual Member and are paid up through December, 2016. LIFE2012 means that you took a Life Membership in 2012, and **no further fees are required**. An empty space indicates that you are not a member of UWRA.

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