

WATtimes

WINTER 2019

VOLUME 24 | NUMBER 1

PUBLISHED BY THE RETIREES ASSOCIATION AND THE UNIVERSITY OF WATERLOO

MATHEMATICS AND COMPUTER BUILDING

Home to Combinatorics and Optimization

SEE PAGE 6 – FALL LUNCHEON 2018 HIGHLIGHTS

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LAYOUT AND PRODUCTION:
Creative Services, University Relations

COVER: An early image of the
Mathematics and Computer
Building in winter.

UWRA President's Message

BY SUE FRASER

Greetings retirees as we start off another year and to fill you in with what is happening with the UW Retirees Association.

At our monthly January UWRA board meeting, Kelly McManus, Senior Director, Community Relations informed us that there will be a UW Retirees Reception for new retirees on Wednesday, May 1, 2019. This event will be open to ALL retirees. Once we have detailed information, we will post this on the UWRA website. Also, we were informed that after 35 years the Canada Day event held at Columbia Lake will no longer have a full day of events, although 2019 will still go ahead with the fireworks. Also mentioned was the closing of the Bombshelter Pub. A big thank you to Kelly for keeping us up-to-date on what is happening at UWaterloo.

In December, we were contacted by Benefits Canada to write a story about the UW Retirees Association and what our involvement is with UWaterloo in terms of Pensions & Benefits and also what kind of Social functions the UWRA offers. Appearing in this edition of WATtimes is the full report. Thank you to Mary Thompson and Alan George for their input with this and also to Marilyn Thompson, VP, Human Resources.

A survey will soon be underway organized by board member Paul Eagles to get the opinion from members on the services provided by the UWRA. Some of the topics to comment on are UWRA events, such as receptions, banquets, bus tours, ECU seminars, etc.

A UWRA Spring luncheon has been arranged for Thursday, April 25, 2019 at Fed Hall. Details are included in this edition of WATtimes and also appear on our website.

Plans are in the works for the UWRA Fall Reception to be held at the University Club on Wednesday, September 18, 2019. Board member Dale Weber has confirmed that the guest speaker will be Neil Acheson.

The Education Credit Union is planning to host a seminar for us on "Tax Free Savings Accounts" on Tuesday, February 19, 2019 at the Toby Jenkins Building with free parking. Details appear on the UWRA website and an email was sent to UWRA members.

With regard to Coach Tours, plans are underway to finalize some of these tours. Information will appear on the UWRA website and notification about the tours will be sent via e-mail to UWRA members. A thank you to Peggy Day for planning these events.

Collaborative Events with the UW Staff Association:

Drayton Theatre: A private performance of the hilarious whodunit “Shear Madness” was held on November 28, 2018. Approximately 50% of the attendees were retirees and since this event we have received a lot of positive feedback.

UWSA Craft Sale: This was the 25th Anniversary of this two-day event held at the end of November. Vendors for this event consisted of UWaterloo employees and retirees. This year’s show was the best ever. Sales amounted to approximately \$18,500 of which 10% of these sales are equally donated to the UWaterloo Senate Scholarship Fund (University-wide) and the UW Staff Association Bursary. The ‘silent auction’ raised an additional \$872.

UWSA Golf Tournament: Plans are in the works to once again hold this event in July. Details will follow once everything is finalized.

I wish to thank the UW Staff Association for allowing retirees to participate in their events which allows retirees to continue their relationships with the University.

Addendum from Sue Fraser

I have asked Jim Marshall to provide a note regarding some inadvertent changes to some email accounts. If your email is not working, please read below. If your email is working without a problem, this note is not for you ...

Apparently, the new HR system (Workday) went rogue on installation and disabled a slew of WatIAM (the old HR system) accounts, particularly retirees! This resulted in some retirees not being able to receive email through their university sponsored email accounts – those accounts end with @uwaterloo.ca.

Please read below for more information and what you can do about it – if you wish to continue using the university email system.

Subject: Changes to email access for retirees not receiving pay or pension – February 1, 2019.

What is happening? Retirees who do not receive pay, benefits, or pension have not been migrated to Workday and may show up as “expired” in WatIAM.

What is the impact to users? Affected users may have lost email access as a result of this change.

What do users need to do? Users who wish to retain university sponsored email access must request account sponsorship from their respective departments. This can be done by having a department representative submit a Request Ticket asking for your account to be sponsored.

Questions or concerns? Please contact the IST Service Desk, helpdesk@uwaterloo.ca or ext. 44357.

Jim Marshall



UWRA BOARD OF DIRECTORS

Get to know your UWRA team

In this and future issues of WATimes we are including short biographical sketches the directors of the UWRA.



Peggy Day

Retired from Information Systems and Technology

“IST service desk, May I help you”... I can’t count how many times I said that phrase when answering the helpdesk phone. I enjoyed 41 years working with students, staff and faculty helping with their many computer related issues. During my time with the University I had the pleasure of getting to know many people across campus from the many departments I supported.

Joining the Retirees Association when I retired, just seemed like a logical extension of my service on the Staff Association (SA). During my time with the SA I helped with the annual Golf Tournament, Winterfest, co-hosted the Erie Bus Trip for 12 years as well as helping with the annual craft show. I want to stay connected to the people I have worked with and the place where I spent so many good years.

Becoming a member of the Retirees Association is a way I can continue to connect with the University and the people I have worked with for so long.



Sue Fraser

UWSA President

I started at UWaterloo as a staff member in July, 1973 and worked at the University for 38 years. I met my husband, Ian Fraser who was also a staff member on campus. Ian worked in the Safety Office and we married in 1979.

The majority of my career at UWaterloo was spent within the Faculty of Applied Health Sciences. First of all, working for Professors in the Department of Kinesiology, and then later on I was asked to become the AHS Undergraduate Scheduling Coordinator representing all departments within the faculty. In June 1988, I did a 6-month job exchange with Ann Farthing and worked in Health Services, which was interesting in going from an academic department to a non-academic department and learning new job skills.

Also, during my time at UWaterloo in the early 80’s, I applied for another position on campus, but unfortunately an external person got the job. That is when myself and another staff member put in a formal grievance to

get Policy 18 – the Staff Employment Policy changed offering staff positions “internally” before advertising them “externally”. The grievance got Policy 18 changed. At that time, I was assisted by the Staff Association. After that I played several roles on the Staff Association Board, including being a staff representative on the important committees such as the Staff Relations Committee, President’s Advisory Committee on Staff Compensation, Employees Assistance Program to name a few. I was also the UWSA President for approximately six months.

I retired from UWaterloo in January 2012. As a retiree, I was approached by my ex-dean Bob Norman and invited to sit on the Board of the UW Retirees Association, which I gladly accepted. I have been a retiree representative on several University committees and am still connected with the Staff Association assisting with different events. I organized the first ever UWSA Winterfest at Columbia Icefields and this event is still running today. Also, for 25 years, I have organized as a fundraiser, the UWSA Annual Craft Show. In my spare time, my husband and I like to travel in the winter to warmer climates. In the Spring, I am an avid gardener and really enjoy growing plants from scratch in my greenhouse and being outside.



Our global community needs Waterloo's leadership more than ever

The start of 2019 is well underway and it has already brought a range of exciting opportunities to our institution. We stand at an inflexion point in the state of our global community that will challenge industries, government and universities alike. Geopolitical and socioeconomic headwinds are creating unprecedented disruptions and this was made clear when I attended the World Economic Forum (WEF) in Davos, Switzerland in January.

The WEF took place on the heels of a new report from Standard Chartered PLC in the United Kingdom and projected China and India will overtake the United States as the world's top economies by 2030, followed by Indonesia and Turkey to round out the top five. This theme of global economic shifts in the not too distant future drove much of the conversations around the theme of globalization and the exploration of international cooperation.

The impact of advanced technologies such as artificial intelligence, autonomous vehicles and 5G communications were on the minds of many business and government leaders I spoke with at Davos. Two important themes came out of these discussions for the University of Waterloo.

One, we are truly recognized among global leaders to be home to an extraordinary learning environment through our co-op program and for our leadership in research and development of the next generation of technological innovations. And, two, now has never been a more important time for Waterloo to take the lead in developing global talent that will lead Canada into an ever increasingly competitive future.

Thanks to the leadership of our university's founders and those who strengthened our legacy of experiential education over the last six decades, we are already training our students

to stand out in the marketplace. Our students are also bold and curious which has inspired the growth of our entrepreneurial spirit that is second to none.

Canada needs the leadership of those bold students who are prepared and eager to take advantage of new partnerships in the next generation of global, economic engines and the technology that will drive those economies.

Now is the time to focus on instilling global experiences and an international lens in our students. The future is a global one and they need to be prepared to understand the global landscape and breakdown barriers. This means building more partnerships internationally at university and industry levels where economic growth is set to expand.

Universities should be at the forefront of bridging the gaps created by the current state of global affairs. Our world is being pressured and disconnected due to the rise of nationalistic and protectionary government policies. The divide we feel can be closed enabling Waterloo and Canada to thrive. We need the right talent with the right experiences to take advantage of the opportunities that the coming age of disruption will create.

The University of Waterloo has built the programs and expertise to educate and empower this talent and now is the time to continue moving forward. Thank you being part of building a strong legacy for our university that I know we can grow and expand.

A handwritten signature in black ink, appearing to read 'Feridun Hammadpur'. The signature is fluid and cursive, with a long horizontal stroke at the end.

FERIDUN HAMDULLAHPUR, President and Vice-Chancellor



Special message from the Editor

Staying connected to Waterloo through the UWRA

The UWRA seeks to serve all who have been part of the University of Waterloo (See our report on pages 16-17 of this issue of WATimes). To assist us in this we soon hope to survey our more than 2,000 retirees. A number of general questions have been proposed which I have outlined very broadly in this editor's note. We are hoping to get a better feel for what we might do better to serve you.

- › what kind of stories and events would you like to see as part of the WATimes and as part of University's Retirees Association,
- › do you want to connect with other UWaterloo retirees,
- › are you interested in volunteering at events,
- › should we link to UWaterloo alumni at major events in Canada and abroad,
- › do you have any interest in serving on the Board of the Retirees Association or its committees and
- › what might we do better to serve your interests?

In this issue of WATimes we invited three members of the UWRA to reflect on their experiences throughout their careers at UWaterloo and their reasons for joining the UWRA. UWaterloo Retirees are invited to send ideas to the UWRA about their experiences as part of the University and perhaps as importantly their sense of themselves as retirees of the University of Waterloo. We hope that this may jog your memories and even better encourage you become an active member of the UW Retirees Association. *KMM*

PAST EVENT

Fall 2018 Luncheon highlights

Our Fall Luncheon series for 2018 provided members of the UWRA and their colleagues with an opportunity to socialize and to hear from our colleagues about their departments in a continuation of the theme of enlightening and light-hearted recollections about some of Waterloo's departments. This Fall the departments of **Combinatorics and Optimization** and **Recreation and Leisure Studies** were the subjects of fascinating recollections. Dan Younger took us through the early history of combinatorics beginning with a description based on a clay tablet from Babylon from 1700 BCE giving a list of Pythagorean triples for calculating trigonometric functions. Having established the legitimacy of combinatorics as an area of academic study Dan confided that dictionary definitions of the meaning of combinatorics are rather more recent, dating only from the 1960s. Some of the original members involved in establishing at Waterloo this rather old, but new and innovative department included Ralph Stanton, Gerald Berman

Clay tablet from Babylon from 1700 BCE giving a list of Pythagorean triples for calculating trigonometric functions.





UWRA luncheon, l-r **PAUL SCHELLENBERG, DAN YOUNGER, BILL CUNNINGHAM, BRUCE RICHMOND** and **RON MULLIN**.
PHOTO: PAUL EAGLES.

and Bill Tutte. Early students who went on to become department chairs, Ron Mullin, Paul Schellenberg and Bill Cunningham, were present in the audience to cheer on their colleague. The illustrated “talk” included images of the buildings which had first housed mathematics and photos of the very young students in the department. We have included a photo taken by Paul Eagles of some of these same “students” present at the lunch. When the original Faculty of Mathematics was approved in 1967 it consisted of four departments without Combinatorics and

Optimization which became a fifth department on February 23, at precisely 2:10 in the afternoon. Therein began the “official” story of one of Waterloo’s remarkable and ground-breaking departments whose achievements on this campus are legendary. In the second talk printed below Paul Eagles, Distinguished Professor Emeritus, outlined the unique history of **Recreation and Leisure Studies** and its social and academic impact on campus and beyond. We are grateful to both speakers for the wit and humor as they shared their memories of the development of our university. *KMM*



JACK PEARSE speaking at the 40th anniversary celebration in 2008.

Department of Recreation and Leisure Studies – The first 50 years, 1968 to 2018

PAUL F. J. EAGLES, DISTINGUISHED PROFESSOR EMERITUS,
UNIVERSITY OF WATERLOO

The new Department of Recreation used the American model, a broadly-based program in parks, recreation and tourism. By 1973 there were 12 full-time and 5 part-time professors, serving 370 undergraduate students. But only 10 of the professors had PhDs. Being the first program of its type in Canada, there was no pool of young PhDs in Canada with suitable educational backgrounds. Naturally this meant recruiting outside Canada. The period of 1967 through to 1978 was a time of experimentation and rapid change. The first four chairmen stayed for only a short time: Roger Dion (1968 to 1970), Chuck Griffiths (1970 to 1974), Geoff Godbey (1974

CONTINUED →

Fall 2018 Luncheon highlights CONTINUED

to 1975) and Bill Theobald (1978 to 1982). Three of the four were Americans who returned quickly to the U.S. Starting in 1978, stability was established as David Ng (1978 to 1982) and then Stephen Smith (1983-1990) took on the task of ensuring that the program was on an appropriate scholarly route. In the early years, there was considerable debate on what fields to profile, the contents of courses, and level of professionalization. The photos at right, from a student newsletter in 1982, show a young Stephen Smith and a young David Ng.

In the late 1980s, the name was expanded to the Department of Recreation and Leisure Studies.

As of 2018, the Department of Recreation and Leisure Studies has had 70 faculty members, including those cross appointed. From 1968 to 1978 (11 years) there were 37, and from 1978 to 2018 (40 years) there were 41. The first 50 years can be summarized into 3 periods. Period 1 was the formative time of rapid growth and turn over, from 1967 to 1978. Period 2, from 1979 to 2012, was one of stability, and maturation. Period 3, from 2013 to 2018, was one of renewal as 13 new faculty members were hired in a time of retirement turnover.

From 1968 to 2018, the Department had 18 Chairs, of which 6 were acting Chairs for 6 to 12 months. The longest serving chairs were: Stephen Smith 1983 to 1990, Susan Shaw 2003-2005 and 2006-2007, and Mark Havitz 2008-2011 and then 2012-2016.

The Master's program enrolled the first 6 graduate students in September 1975: Peter Hopkins, Marvin Granek, Stuart Koch, Frank McIntyre, Ronald Profit, and Terry Stewart. Peter Hopkins retired from the University of Waterloo in 1996 as the Associate Provost of Student Affairs. He proudly maintains that he was the first MA graduate in recreation in Canada. The doctoral program enrolled two students in September 1994. Susan Tirone is now a faculty member in the College of Sustainability at Dalhousie University. Marita Klosek is now at the School of Health Studies at Western University.



DAVID NG

STEPHEN SMITH

Currently, the Department of Recreation and Leisure Studies has 20 faculty members, approximately 500 undergraduate students, 50 MA students and 30 PhD students. In 2018 there were over 3,700 alumni (3,390 BA, 272 MA, 56 PhD).

In 2018 the Department of Recreation and Leisure Studies was ranked first in Canada and 19th in the world in the subject area of hospitality and leisure management, according to the QS rankings and 23rd in the Shanghai rankings. These rankings reveal the scholarly success of the program.

A major decision is always present in a multidisciplinary unit. Either the Department specializes in a couple of areas, or it provides a broad coverage across the wide area of parks, recreation, and tourism. How are fields of recreation, business management, tourism, planning, outdoor recreation, park management, therapeutic recreation, sport management, event management, and leisure studies to be represented in one academic unit? As other programs develop in Canada, competition will strengthen from single focus programs in fields such as tourism, sport management, health, business, and park management.

The future of the program is bright. The renewal period from 2013 to 2018 brought in a large number of highly-talented young professors who will provide strength in the fourth period of Departmental development.

Honorary Member – Lynn Judge

Lynn Judge, First Vice-President of the UWRA was honoured at the Fall Convocation when she was awarded the title of Honorary Member of the University. I asked Lynn to provide a short comment about her award and her long-standing relationship with our university. Her note is printed below. KMM



LYNN JUDGE

I was elated to hear from the University earlier in 2018 that I would be receiving the Honorary Member of the University of Waterloo designation at Fall Convocation. My career in graduate studies spanned over 35 years, working with ten distinguished academic leaders in graduate studies, and many more academic and administrative colleagues and students. I was privileged to work with so many wonderful colleagues at UWaterloo on many diverse initiatives and projects. My experiences at the University were rewarding and always enhanced by the expertise of others, staff development support and access to education, training and other professional opportunities.

I continue to enjoy the UWaterloo community with my colleagues in the work and activities of the University of Waterloo Retirees Association.

~ Citation ~

HONORARY MEMBER OF THE UNIVERSITY

October 26, 2018

Mr. Vice-Chancellor, I present Lynn Judge.

From 1979, until retirement in 2015, Lynn served as a pillar for the graduate studies community at the University. As Director of Academic Services in Graduate Studies and Postdoctoral Affairs (formerly Graduate Studies Office), Lynn championed a multitude of projects to improve the graduate student experience. Examples include transforming the application process to a fully electronic platform, simplifying the delivery of student awards, facilitating a web presence for marketing and recruitment and having an online Graduate Studies Academic Calendar; initiatives ahead of many other Canadian universities.

Lynn's accomplishments were recognized through external accolades during her career; the Ontario

University Registrars' Association Honorary Membership and Award of Achievement and Innovation Award for Waterloo's online application project.

Recently, Waterloo received the Canadian Association of Graduate Studies Award for Excellence and Innovation for Enhancing the Graduate Student Experience for its parental support program; a program that Lynn was instrumental in launching early in her career. Since Lynn retired, she continues to be an ambassador through her work on the Retirees Association and as the Keystone Campaign co-chair.

Mr. Vice-Chancellor, in recognition of her passion, dedication and contributions to graduate studies at the University of Waterloo, I request that you bestow the title "Honorary Member of the University" upon Lynn Judge.

THURSDAY
APRIL
25

UWRA Spring Banquet

Luncheon Speakers

At the noon hour of April 25, 2019 the UWRA will host the annual spring banquet at Fed Hall at University of Waterloo. Continuing with our theme of the history of the University two units will be discussed.



ROLY WEBSTER,

currently the Director of Athletics and Recreation, will talk about the history and future with a talk entitled:

**Play. Compete. Thrive.
The Role of Warrior Athletics & Recreation Beyond 2020.**



Followed by a talk on the History of the Department of Earth and Environmental Sciences, entitled,

**Earth and Environmental Sciences:
(The Little Department that Could).**

Speaker to be confirmed.

The doors open at 11:30 a.m.

The meal starts at 12 and the talks start at 12:30 p.m.

Parking will be in nearby parking lots.

WEDNESDAY
MAY
15

SAVE THE DATE



Annual General Meeting takes place May 15, 2019
3 to 5 p.m. at The University Club

WEDNESDAY
SEPT
18

UWRA Fall Reception

3 to 5 p.m. at the University Club

The keynote speaker at our reception and meeting in September will be

Neil Aitchison

More information about this event will be published in future issues of WATtimes.

A career in broadcasting has taught our speaker that laughter is not only fun, but necessary for surviving and thriving in today's changing times.

Neil Aitchison is a popular speaker, M.C., actor, former broadcast executive and radio personality.

He will share a few laughs, some honest reflections on life and clearly demonstrate how you can cope with life's constant changes and stresses by exercising your humour option.

Born in Harriston, Ontario, Neil was the first graduate of Conestoga College in Kitchener, and lives in Waterloo with his first wife, Helen. When not speaking, he is kept busy as the Senior Manager of Market Development for Melloul-Blamey Construction, one of Ontario's largest and most diversified construction firms. Previously, he spent 6 years as Director of



Development for Drayton Entertainment, one of Canada's most successful theatre companies.

Neil is involved in a number of community events, activities and associations. He is a charter

member of the Kitchener Westmount Rotary Club and has three times been named a Paul Harris Fellow, Rotary's highest award for community service. In November 2002, Neil was the recipient of the Queen's Golden Jubilee Medal, and again in 2012 he was presented the Queen's Diamond Jubilee Medal for having made a significant contribution to Canada at home and abroad. The City of Waterloo named him a recipient of 'The Waterloo Award' for outstanding community service, in December 2015, and the next year Kitchener Lions named him Kitchener-Waterloo Citizen of the Year.

*Retirees Reception
save the date!*

WEDNESDAY
MAY
1
4:00 P.M.

Celebrating

*new retirees
from 2018*

*in partnership with the
University of Waterloo
Retirees Association*

WEDNESDAY, MAY 1, 2019
4:00 P.M. – 5:30 P.M.

FEDERATION HALL

*Watch for
your invitation by mail.*

CELEBRATING MILESTONES

2018 pilot refines employee recognition events

A message from Marilyn Thompson,
Associate Provost, Human Resources.

Recognizing staff and faculty years of service is an important part of how the University of Waterloo thanks its employees. Through feedback from past attendees, data analysis, and consultation and engagement with partners, including the UW Retirees Association (UWRA), UW Provost's Advisory Committee on Staff Compensation (PACSC), Leadership Forum, and Executive Council, a number of changes were introduced in 2018 as a pilot project. These changes were:

1. The **25-50 Year Dinner** (April) previously attended by anyone with 25 years of service or more, the event was refined in 2018 to create a more intimate experience for those celebrating 25, 30, 35, 40, 45, and 50 years of service. The event name changed from "25 Year Club", was moved to earlier in the year, and no longer includes retirees and those in non-milestone years. Those achieving 30, 40 and 50 years are now recognized at this dinner, rather than the Years of Loyal Service reception. There was overwhelming positive response to the change in this event.
2. The **Retiree Reception** (May) was created as a new event to celebrate all new University of Waterloo retirees from the previous calendar year. Held in partnership with the UW Retirees Association, all retirees and their guests were invited to this reception.
3. The **Years of Loyal Service** (November) is a reception now attended by those celebrating 5, 10, 15 or 20 years of service.

These changes, delivered in partnership with Human Resources and Community Relations & Events, allow for an exceptional and inclusive experience for attendees of annual staff recognition events at the University of Waterloo.

The new format will be adopted for 2019 for the 25-50 Year Dinner, with further exploration of the Retiree Reception as a second pilot year in 2019.

If you have any questions or feedback, please feel free to contact cre@uwaterloo.ca.

We Remember

Retiree **DOROTHY RENWICK** (spouse of deceased retiree Lloyd Renwick) died September 3, 2018
erbgood.com/tribute/details/14168/Dorothy-Renwick/obituary.html

Retiree **HERBERT RATZ** passed away October 1, 2018
 Started – August 1, 1963
 Professor – Electrical and Computer Eng.
erbgood.com/tribute/details/14142/Herbert-Ratz/obituary.html

Retiree **JAY (JAMES) THOMSON**
 Passed away – October 9, 2018
 Started – July 1, 1972
 Retired – July 1, 2006
 Professor – Kinesiology
 Surviving spouse – Shirley Thomson
www.lifenews.ca/announcement/8960969-thomson-james-jay-armstrong

Retiree **NORMAN NASTUK**
 Passed away October 10, 2018
 Started – February 24, 1975
 Retired – July 1, 2001
 Job – Custodian – Plant Operations
 Survived by his wife Marie
www.everhere.com/ca/obituary-kitchener-norman-e-nastuk-8142216
www.cambridgetimes.ca/announcements-obituaries-memorials/obituaries-death-notices/8963078-nastuk-norman-e-norm-/

Retiree **HAROLD DORSCHT**
 Passed away – October 17, 2018
 Started – September 7, 1965
 Retired – January 1, 1988
 Surviving spouse – Jessie Anne Dorscht
obitree.com/obituary/ca/ontario/fergus/graham-a-giddy-funeral-homes-ltd/harold--dorscht/3634112/

Retiree **NANCY-LOU PATTERSON**
 Passed away – October 15, 2018
 Started – September 1, 1966
 Retired – September 1, 1992
 Surviving spouse – E. Palmer Patterson
 Professor of Fine Arts
erbgood.com/tribute/details/14230/Nancy-Lou-Patterson/obituary.html
www.lifenews.ca/announcement/8972762-patterson-nancy-lou

Retiree **JON MUNCAN**
 Passed away – October 24, 2018
 Started – August 13, 1979
 Retired – September 1, 2000
 His spouse has predeceased him
 Custodian I – Plant Operations
www.dignitymemorial.com/en-ca/obituaries/kitchener-on/jon-muncan-8034210

Retiree **C. PEGGY BURKHART**
 Passed away – October 7, 2018
 Started – February 2, 1970
 Retired – April 1, 1990
 Her spouse has predeceased her
 J Cook – Food Services – Village II
erbgood.com/tribute/details/14216/Peggy-Burkhart/obituary.html

Wife of Retiree **PHILIP RACINE**
 Marie “Zilda” Racine
 Passed Away – September 20, 2018

Retiree **DOROTHY SWAINSTON**
 Passed away – November 11, 2018
 Started – September 1, 1989
 Retired – December 1, 1996
 Her spouse has predeceased her
 Receptionist/secretary at the School of Optometry
www.lifenews.ca/announcement/9034198-swainston-dorothy

Spouse of Predeceased Retiree **FRANK BURGESS** – Jean Burgess
 Passed away – October 23, 2018
obitree.com/obituary/ca/ontario/kitchener/henry-walser-funeral-home-ltd/eugenia-jean-burgess/2460664/

Retiree **KATHERINE HIEBERT**
 Passed away – December 11, 2018
 Started – November 20, 1961
 Retired – September 1, 1990
 Her spouse has predeceased her
 Secretary at the Treasurer’s office
www.lifenews.ca/announcement/9092197-hiebert-katherine-elizabeth

Retiree **KATHERINE JEAN MCKINNON**
 Passed away – December 12, 2018
 Started December 3, 1974
 Retired – July 1, 1996
 Cook – Food Services – Village I
www.lifenews.ca/announcement/9082859-mckinnon-katherine-jean

Retiree **MIJO LISTAR**
 Passed away – October 23, 2018
 Started – December 1, 1980
 Retired April 1, 1994
 Custodian – Plant Operations
www.lifenews.ca/announcement/8989716-listar-mijo

Active member **DOUG HERTER**
 Passed away – November 3, 2018
 Started January 15, 2007
 IST Network Technician
 Survived by his wife Lois
obitree.com/obituary/ca/ontario/kitchener/henry-walser-funeral-home-ltd/douglas-herter/3628603/

We Remember

CONTINUE

Retiree **CATHERINE ANN NAESE**

Passed away – December 2, 2018

Started – September 6, 1977

Retired – July 1, 2013

Manager, collections

maintenance – Library

Survived by her husband

Olaf Naese

www.lifenews.ca/

[announcement/9069704-naese-catherine-ann-nee-mcintos](http://www.lifenews.ca/announcement/9069704-naese-catherine-ann-nee-mcintos)

Retiree **HUBERT MERSCH**

Passed away – December 8, 2018

Started – September 4, 1969

Retired – January 1, 1994

Staff Manager of Housing

[www.comoxvalleyrecord.com/](http://www.comoxvalleyrecord.com/obituaries/hubert-josef-mersch/)

[obituaries/hubert-josef-mersch/](http://www.comoxvalleyrecord.com/obituaries/hubert-josef-mersch/)

Retiree **STANLEY BOECKNER**

Passed away – November 16, 2018

Started – October 25, 1965

Retired – August 1, 1984

Residence Food Service

Manager

Wife Phyllis Boeckner has also

died December 4, 2018

www.lifenews.ca/

[announcement/9041227-boeckner-stanley-elias](http://www.lifenews.ca/announcement/9041227-boeckner-stanley-elias)

Retiree **JOZEFAT SMEK**

Passed away – October 8, 2018

Started – September 22, 1969

Retired – July 1, 2002

Electronic Service Technician –

Elect. and Comp Engineering

Survived by his wife Nada

John Francis Brookfield

John Francis (Frank) Brookfield at the age of 81 years, passed away peacefully in Waterloo on Thursday, November 29, 2018.

For many years Frank was a Biology Instructor at the University of Waterloo where he was also the Biology Curator of the Biology-Earth Sciences Museums and the author and illustrator of many zoological articles in the past issues of the University of Waterloo Gazette, and also in *Biologue* (a publication of the UWaterloo Department of Biology). He retired from the University of Waterloo in 1994, and continued for some years to administer a UWaterloo Distance education course in Biology.

He has generously funded in perpetuity for the University of Waterloo the J. Frank Brookfield Scholarships for Excellence in Biology and has also donated specimens to the University's Earth Sciences Museum, including the skeleton of an extinct giant Cave bear from Russia, on display at the Museum.

James A. Thomson

James A. (Jay) Thomson, professor emeritus in Waterloo's Department of Kinesiology, passed away October 9.

Jay studied chemistry at McMaster as an undergraduate and master's student, and completed his PhD at Waterloo in 1970. Following a post-doctoral stint at Iowa State University, he returned to Waterloo in 1972 as an assistant professor in the Department of Kinesiology.

Jay recollected during his induction in the University's 25-Year club: "I was returning to a campus and people I knew well. The difference was being hired in kinesiology – a new program with a name and identity problem ('what is it?') but huge potential and excitement." The kin department was scattered over half the campus then, and Thomson's first office was in the basement of Chemistry II. "I wasn't sure what I could contribute," he said, "but was certain that I would continue learning. What was a five-year trial in my mind, stretched a bit longer."

An expert in nutrition and the biochemistry of exercise, Thomson's research focused on how metabolism and contractile events in skeletal muscle are affected by acid accumulation during intense work. He taught generations of kinesiology students the foundations of biochemistry, human nutrition, and adaptive physiology. Thomson embraced technology and was one of the first in the Faculty to teach both online and in the classroom. Says former chair and dean Bob Norman, "I greatly admired the high quality, meticulous development of the evidence-based nutrition course he developed for the department. A huge demand evolved for this course and thousands of students from all Faculties took it in class or by distance education."

Jay Thomson tirelessly served the University in a multitude of other ways – including faculty representative on Senate, associate chair for undergraduate affairs, and more than 10 years as chair of the University Committee on Student Appeals (UCSA), the body that deals with discipline issues and grievances.

Outside of the classroom and boardroom, he could be found leaving Blue North at 11:40 a.m. for his almost daily run with a tight-knit group of equally competitive campus comrades, clocking an estimated 130,000 km over more than a third of a century.

Upon retirement in 2006, he was active on the UWaterloo Retirees Association Board and took up the baton as editor of the WATtimes retiree newsletter, keeping thousands of faculty and staff connected and informed. His dedication to students continued as he and wife Shirley, former executive assistant in the Faculty of Mathematics, provided ongoing support to, and promotion of, the Waterloo Retirees' Scholarship.

"Jay was kind, generous, unassuming, a real team player whose honesty and intelligence were clearly evident and admired," says colleague and friend Howie Green. "We have lost a very dear friend."

These recollections were first shared on the UWaterloo Bulletin and are reprinted here with permission. KMM

Nancy-Lou Patterson

This material first appeared in the UWaterloo Bulletin and has been edited for inclusion in WATtimes. KMM

Nancy-Lou Patterson – professor, writer, artist, scholar, teacher, novelist, poet, wife and mother – whose educational and artistic career spanned five decades, died peacefully after fifteen years with Alzheimer's, surrounded by her children. Nancy-Lou was a formidable presence on the campus of the University of Waterloo

and in her career she shaped this university in ways that will be long remembered. In 1962, Nancy-Lou and her husband E. Palmer Patterson II moved to Waterloo when Palmer took a job at St. Jerome's College before joining the department of history at the University of Waterloo. As a young undergraduate at St. Jerome's I have fond memories as the Pattersons became part of the university community. In 1964, Nancy-Lou became the first Director of Art and Curator of the University of Waterloo's Gallery of the Theatre of the Arts. In 1966, she taught the University of Waterloo's first Fine Arts course, and in 1968, she founded the Department of Fine Arts, twice serving as Department Chair. In 1993, she was named the University of Waterloo's first Distinguished Professor Emerita and Wilfrid Laurier granted her the Doctor of Literature Fine Arts, honoris causa. She was a Waterloo Region Hall of Fame Inductee, and the first K-W Oktoberfest Woman of the Year.

As an artist, Nancy-Lou was well known for numerous local commissions, involving textiles, stained glass, wood, metal, ceramics and calligraphy, including her stained glass windows at Conrad Grebel Chapel, Beth Jacob Synagogue and the Pioneer Park branch of the Kitchener Public Library, her banner at St. Peter's Lutheran Church, Kitchener, and her extensive artistic contribution at St. Columbia's Anglican Church, Waterloo. As a scholar, she wrote in the area of mythopoeic art and literature, with particular focus on the works of C.S. Lewis, J.R.R. Tolkien, George MacDonald, Charles Williams and Dorothy L. Sayers. She was one of the first scholars in Canada to write about the art of First Nations and Inuit peoples. Her work on the traditional arts of Swiss German and German-speaking Mennonites in Waterloo County made a major contribution. She was a huge support to Kitchener's Joseph Schneider

Haus, from its inception. She published both poetry and fiction, including Apple Staff and Silver Crown (1985).

As a teacher Nancy-Lou left an indelible impression on her students As Linda Carson recalled,

"Hers was the first classroom where I heard the consistent, enthusiastic use of inclusive language. Hers was the first art history course I took that spot-lit the work of Indigenous artists and called the First Nations by their names. Her history of the world included all the inhabited continents, not just Europe. Her history of art embraced craft and popular culture and mixed media, not just oil paintings and bronze. She championed the art and artists she shared in class, with boundless zeal ... I don't know the origin story of Nancy-Lou's own signature look but by the time I sat in her classroom, she had adopted a uniform: a no-nonsense pageboy bob and a colourful, comfortable, floor-length "granny gown." Don't imagine her as old-fashioned. She was a scholar of visual culture who spoke with equal enthusiasm and expertise about Bernini's Ecstasy of Saint Teresa and Michael Jackson's Thriller. Don't imagine her as delicate, either. Nancy-Lou Patterson persuaded the very new University of Waterloo – as STEM-centric then as it is today – that it needed an art department, and she made it happen."

That Department, that University, and the Region of Waterloo are better places to work and live today because of her contributions. Thank you, Nancy-Lou. You will be missed.

Dr. Linda Carson
Lecturer, Stratford School of Interaction Design and Business
University of Waterloo

Information from the University of Waterloo Retirees Association to Benefits Canada

Q. When was the University of Waterloo Retirees Association established?

ANSWER. The UWRA was established in 1987. It published its first newsletter in January 1988. The University generously continues to bear the cost of producing and distributing the UWRA newsletter (WATtimes) to all retirees, members of the UWRA and otherwise.

Q. Who established it?

ANSWER. It was a volunteer effort by a group of (then) recent retirees. They solicited members through publicizing their objective in the University of Waterloo's newspaper the Gazette and by word of mouth. The University provided some modest seed funding to support the effort.

Q. Why was it established?

ANSWER. While not universal, some retirees wish to remain connected with the University and to participate in some of its activities and functions. The UWRA provides an avenue for this since it is often asked by the University administration to suggest a retiree who might be interested and qualified to serve on a committee. Retirees are invited to several University-wide events, such as the annual summer picnic. The Retirees Association is a means of bringing together a combination of faculty, staff and CUPE.

Q. What do the Retiree Associations represent or mean to its members?

ANSWER. The UWRA organizes spring and fall luncheons and hosts an annual reception, to which members of the University administration are also invited. Other social events and informative seminars of interest to retirees are jointly organized with the UW Staff Association and the Education Credit Union. The UWRA has also organized various tours. These educational and social events allow retirees to reconnect or remain connected with their fellow retirees.

The WATtimes newsletter provides an important conduit through which retirees learn about what is happening on campus, events being planned by the UWRA, and other news of potential interest to retirees. The UWRA is invited by UWaterloo administration to participate in annual pre-retirement events, and a member of the Community Relations Department regularly attends the UWRA Board meetings. All of these provide opportunities for information exchange between retirees and the University.

Representation in matters of pension and benefits is a very important part of the Association's mandate. There are two aspects to this: (i) to keep an eye on proposed changes in pension/benefits arrangements and strive to ensure that the best interests of the retirees are reflected by such changes; (ii) to help retirees to understand policies and procedures around pension/benefits for which they may qualify. Retirees with questions are encouraged to contact the Association.

Q. What kind of pension matters can the Association give input on?

ANSWER. The UWRA can give input on all pension matters. A member of the UWRA Board is appointed, with both voice and vote, to sit on the University of Waterloo Pension and Benefits (P&B) Committee, which is a committee of the University of Waterloo Board of Governors. All reports and recommendations concerning the pension plans and their funding come through the P&B Committee.

The UWRA is also asked to nominate retirees to sit on P&B related working groups, such as the Responsible Investment Working Group constituted by the Board of Governors in 2017-2018, to recommend how to incorporate environmental, social and governance (ESG) factors into investment decision making.

In addition to having its own nominees on these bodies, the UWRA Board works with representatives of the active employee groups to provide input to the University on policy and procedures.

Q. What pension and benefits matters has the Retirees Association given input on in the past?

ANSWER. Through membership on the P&B Committee, the UWRA has in recent years given important input on governance of the pension plan. We have also provided comments in the context of the periodic decisions that have to be made by the P&B committee, including the funding and operations of the pension plans, and the design parameters of the benefits program. We have brought to the table questions from retirees, helping to clarify policies and procedures, and sometimes arguing for change.

Q. Was there a specific pension matter that the Retirees Association was able to give a unique insight on? If so, can you please elaborate?

ANSWER. Our unique perspective is probably most evident in the area of communication. Perhaps the biggest practical difference between the active employees and the retirees is that it is more challenging for the University to keep in touch with retirees. We can be of help in facilitating the communication with retirees on pension matters. We try to make sure that retirees are not left out of the loop; and draw the attention of the University to situations when certain policies or new decisions may be unclear to retirees.

New Retirees

October 2018 to January 2019, reported by **Human Resources**, University of Waterloo

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Nancy Heimpel	Secretary	Library	14-Dec-70	01-Oct-18
Wanda Speek	Pension Administrator	Human Resources	19-Jul-82	01-Oct-18
Susan Steffler	Customer Care Assistant - Records and Quest Support Specialist	Office of the Registrar, Student Service Centre	07-Feb-90	01-Oct-18
Irena Baltaduonis	Undergraduate Advisor/Co-ordinator	Electrical and Computer Engineering	04-Oct-90	1-Oct-18
Terence Ridgway	Technologist, Water & Field Resources Engineering	Civil and Environmental Engineering	17-Oct-88	01-Nov-18
Paul Calamai	Professor	Systems Design Engineering	01-Mar-83	01-Nov-18
Karen Zehr	Manager, Systems	Graduate Studies and Postdoctoral Affairs	06-Oct-80	01-Jan-19
Helen Jardine	Secretary/Receptionist	Computer Science	01-Jan-08	01-Jan-19
Kathy Tytko	Department Secretary	Management Sciences	26-Nov-84	01-Jan-19
Vera Korody	Special Events/Operations Assistant	ICR	17-May-04	01-Jan-19
Elsa Woodhall	Bookstore Point of Sale Supervisor	Bookstore/ Print and Retail Solutions	03-Jan-89	01-Jan-19
Gayle Goodfellow	Communication and Student Liaison Officer	Dean of Math Office	01-Jan-84	01-Sep-18
Paula Lynch	Administrative Assistant	Engineering Computing	06-Feb-84	01-Jan-19
Cyntha Struthers	Faculty	Statistics & Actuarial Science	01-Sep-85	01-Jan-19
Linda Rowe Moakler	Administrative Assistant	Organizational & Human Development	23-Apr-07	01-Oct-18
Lynn Snider	Administrative Assistant	Athletics	26-Feb-73	01-Dec-18
Maria Burca	General Cafeteria Helper	Food Services, Brubakers	05-Sep-00	01-Nov-18
Donald Haffner	Senior Construction Co-ordinator/ Inspector/Major Projects	Plant Operations, Building Design	20-Nov-89	01-Jan-19
Rohan Jayasundera	Faculty	Physics	01-Jan-82	01-Jan-19
Linda Richards	Administrative Assistant	Dean of Engineering Office	12-Jun-89	01-Jan-19
Vic DiCiccio	Director	Institute for Computer Research	03-Jan-78	01-Jan-19
Darlene Ryan	Manager, Immigration Consulting	Student Success Office	04-Apr-77	01-Jan-19
Maria Monteiro	Custodian	Plant Operations, Custodial	09-Apr-01	01-Jan-19
Stewart Forrest	Controls Technologist	Plant Operations, Electrical	27-Mar-06	01-Jan-19

RETIREMENT



Happy retirement to **Vic DiCiccio** and **Vera Korody** from the Institute for Computer Research. A retirement party was held on Wednesday, December 5, 2018 at the University Club.

BOARD OF DIRECTORS

2018-2019

Email: UWRA@uwaterloo.ca

retirees.uwaterloo.ca

President

SUE FRASER (2012)
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and Reservations
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MARY THOMPSON (2016)
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519-888-4567, ext. 31882

Social Events Co-Chair
(Luncheon)

PAUL EAGLES (2016)
eagles@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)

Social Events Co-chair
(Fall Reception & AGM)

DALE WEBER (2017)
dweber@uwaterloo.ca

*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

take note!

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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