

The Retirees' Newsletter

The Bi-Monthly Publication of the Retirees' Association (Faculty, Librarian, Administrator)
The University of Windsor, Windsor, Ontario, Canada N9B 3P4
Vol IX, No. 5, December 1999
First Published in July 1991

Issue # 35

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A Message From The President, Retirees' Association

Y2K is an interesting symbol for us retirees. It's the beginning of the end of this millennium, and so I think of it as symbolizing the completion of the income-earning portion of our professional careers, but not the end of our activities. And as the beginning of the 2000-decade, it also signifies new beginnings and new experiences for many of us.

As a retirees' association, we've had some interesting experiences this year in securing representation on the important Faculty Association committees and bodies. The Faculty Association has ratified these constitutional developments through a general-membership mail ballot. Our sense is that these new arrangements will make a real difference in getting our voice heard.

It has also become evident to us that the Faculty Association and the University are now becoming more attentive to retiree issues than they have been in the past. I see all this as marking an auspicious entry into the new decade. I see it, too, as an exercise in securing the respect and honor that we have *earned* in helping to build the University of Windsor.

To all of you, my warmest wishes for a happy holiday season, and for a healthy, happy and fulfilling New Year.

Stan Cunningham

December 20, 1999

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The Newsletter

The Retirees' Newsletter is put out by the Faculty, Librarian, Administrator Retirees' Association of the University of Windsor, five times per year: -- in February, April, June, October and December. Its main purpose is to inform our retirees on matters of direct interest to them - such as their pensions, benefits, association activities, etc. and, equally, to provide a channel for

retirees to keep in touch with each other and with outside groups, including the Faculty Association and the University.

The Newsletter welcomes from readers their comments, arguments, contributions and creative work.

Editor Datta Pillay

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Campus News

SENATE BEGINS REVIEW OF ACADEMIC PROGRAMS 5-YEAR PLAN PANELS NAMED BY PRESIDENT

The Program Development Committee of Senate (PDC) moved quickly on the Five Year Plan Process. The first wave of 12 plans were submitted to Senate by the September 15 deadline and have been reviewed by a panel which includes external advisors. The deadline for the next wave is December 15.

President Ross Paul has appointed Dr. Nicole Begin-Heick to the panel to review Five Year Plan Proposals from the College of Engineering & Science. Dr. Begin-Heick is a Biochemist and former head of the Ontario Council for Graduate Studies. She has agreed to sit as external reviewer for both rounds of submissions.

Proposals from the College of Engineering & Science to be reviewed in the first round were submitted for Biology, Computer Science, Chemistry, Earth Science, Physics and in Engineering: Civil Engineering, Electrical Engineering and Industrial Engineering.

For the Five Year Plan Proposals from the College of Arts & Human Sciences, the president has announced that Dr. Maurice Yeates has accepted the appointment to the PDC Review Panel. Dr. Yeates is a geographer and also a former head of OCGS.

Proposals from the College of Arts & Human Sciences to be reviewed in the first round were submitted for Communication Studies, English, History, Political Science, Kinesiology, Psychology, and Sociology & Anthropology

The PDC of Senate at a special meeting brought forward recommendations regarding 12 five-year plan proposals from academic areas. **It recommended each plan be placed in one of three categories: invest, maintain, or redirect.** Senate will either accept or reject the recommendation.

In the invest category, PDC recommends the plans from Chemistry and Biochemistry, Communication Studies, Computer Science, Kinesiology, Psychology, and Sociology and Anthropology. Recommended to be maintained are Biological Sciences, Earth Sciences, English and Political Science. Recommended to redirect are the plans from History and Physics. President Ross Paul said that the University of Windsor is two or three years behind some competitors in dealing with these issues. "Despite the tough times that universities have been through, this is a time of opportunity. A working group of the Council of Ontario Universities and the Ontario government is planning how to prepare for a 40 percent increase in enrolment over the next 10 years," he said.

However, the president warned that to be competitive the University of Windsor needs a clearer identity through some "cathedral" programs that will attract students from beyond the local area.

UNIVERSITY BUDGET COMMITTEE ALLOCATES FACULTY POSITIONS

The Budget Committee has acted immediately on the Senate recommendations pertaining to the six program areas discussed at the Senate meeting. As a result, up to 17 tenure-track faculty positions, including vacancy replacements, will be advertised in the following areas: Chemistry and Biochemistry; Communication Studies; Computer Science; Kinesiology; Psychology; and Sociology (Criminology). In addition, the Colleges will be making decisions about the allocation of 15 limited-term appointments over the next couple of months.

SENATE REJECTS PDC RECOMMENDATION ON HISTORY PROGRAM DESIGNATION

The University of Windsor Senate rejected a recommendation from its Programme Development Committee to designate the five-year plan from the History program in its "redirect" category. Of 12 program recommendations that came to Senate, at a series of special meetings to consider recommendations on five-year plans, the History plan was the only one to be rejected. The plans from Physics and Political Science have been withdrawn from the current round to be resubmitted in the next round with additional information. Senate also accepted recommendations to put Biological Sciences, Earth Sciences and English in the "maintain" category.

NEW STUDENT INFORMATION SYSTEM IN OPERATION

University of Windsor students now have access to a state-of-the-art system that will greatly improve the way that they communicate with several offices of the university administration, including how they register for courses.

Beginning with registration for the Fall semester, the University of Windsor was one of the first universities in Canada where all students selected and registered for their courses online through the internet.

The new Student Information System, or SIS, went "live" recently with a large menu of powerful tools that allowed students to know more about their current academic and financial status in the university than ever before.

It will let students inform the university about themselves more efficiently than in the past. For example, students will be able to change their current contact address and phone number when they move, and will even be able to do this ahead of time by giving an effective date for an address change.

The Board of Governors, University of Windsor named the system "The Frank L. Smith Student Information System" when it was launched on October 28, 1999

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ENGINEERING AND SCIENCE MOVES TO COORDINATE RECRUITMENT

Student recruitment for the College of Engineering and Science is being coordinated this year through a new position.

Pierre Boulos has been hired as Recruitment Officer for the college. Boulos is not new to the campus, however. He has a BA and BSc from Windsor and has taught philosophy courses here. He received his PhD in the philosophy of science from the University of Western Ontario.

From his office in Lambton Tower, he will be assisting engineering and science programs with their effectiveness in student recruitment. And he has hit the ground running, already busy coordinating student visits, organized a showcase day for Friday, November 26, and took part in Windsor's exhibit at the Science Teachers of Ontario conference in Toronto.

UNIVERSITY CELEBRATES UNITED WAY SUCCESS

University of Windsor celebrates the success of the campus United Way Campaign. At noon on Thursday, November 18, 1999, Human Resources Director Jim Butler had his head shaved with staff and students watching.

Butler challenged the campus to reach the 40 percent participation mark by Monday November 15, 1999, and promised to have his head shaved bald if the challenge was met. It was. History Professor Christina Simmons had won the raffle to make the first cut.

The university campaign to date has reached its best totals in five years, surpassing 41.5 percent participation by staff and faculty, and approaching \$82,000 in total pledges and donations.

The University of Windsor United Way Campaign team of President Ross Paul, former Dean of Science and retired professor of biology Datta Pillay, student Renee Lewis, and staff member Karen Roland have submitted their final report.

The participation rate increase was a very significant advancement and the team is very pleased to be able to reverse a downward trend that lasted over five years and hopes that it is followed by five more years of increasing participation.

UNIVERSITY NAMES DIRECTOR OF DEVELOPMENT

Vice-President External Paul Cassano has announced the appointment of Mark Crozet as Director of Development. He comes to the University of Windsor from Simon Fraser University in Vancouver where he has been Director of Fund Development. He brings more than 15 years of experience in fundraising.

Crozet will assume his duties as Director of Development in mid-January. He will be responsible for the Annual Giving Program and will work with Dr. Cassano on capital campaign fundraising.

The appointment completes the reorganization of senior positions in the External Affairs division, with Susan Lester Director of Alumni Affairs and Marilyn Hood Director of Public Affairs and Communications.

STAGE SET FOR NURSING SCHOOL TO EXPAND ITS INTERNATIONAL COLLABORATION FOR HEALTH CARE EDUCATION IN MIDDLE EAST

The relationship between the University of Windsor Nursing School and its counterpart at the Jordan University of Science and Technology (JUST) is poised to leap to a new level of achievement.

JUST Dean of Nursing Rowaida Al-Ma'aitah was back in Windsor discussing plans to expand its nursing education advancements to other countries in the region following the naming of JUST as a full World Health Organization Collaborating Centre," says Dr. Al-Ma'aitah.

The collaboration between Windsor and a city in the north part of Jordan began ten years ago when University of Windsor alumnus Michael Bell was Ambassador to Jordan. He first brought the two together. Since then, under a project funded through the Association of Universities and Colleges of Canada from the Canadian International Development Agency, nearly all of Windsor's nursing faculty have gone to Jordan to help develop curriculum and clinical teaching there, and 80 percent of the Jordanian faculty have visited or studied at Windsor. Last year, JUST was able to establish a Master of Nursing Degree program and its now working with the Jordanian Ministry of Health to establish a regulatory body there that would establish professional standards for all nurses in the country.

SEVEN TO RECEIVE UNIVERSITY'S PRESTIGIOUS CLARK AWARDS

Seven outstanding supporters of the University of Windsor received the prestigious Clark Awards at the annual Holiday Reception of the Toronto Chapter of the University of Windsor Alumni Association.

The Clark Awards have been presented annually since 1994. Named for former Board of Governors Chair Charles Clark, the awards recognize outstanding personal service of both alumni volunteers and friends of the university who have made significant commitments in time, energy and expertise by serving on boards, committees and campaigns.

Association News

CLARKE AWARD RECIPIENTS

Greg Balint, President and Chief Executive Officer of Hallmark Technologies Inc. He is an alumnus of the University of Windsor and has been a staunch advocate and supporter of the development of automotive engineering at the university.

Bobbie Gaunt, President and Chief Executive Officer of Ford Motor Company of Canada. She was responsible for the donation of a rich archival collection of automotive history to the university.

Janet Graybiel, Managing Director of The Chandisherry Foundation, did a Bachelor of Commerce degree at the University of Windsor. The University of Windsor has been richly favoured by the generosity of Janet and her family.

Denise Hrastovec is a prominent Windsor chartered accountant and alumna of the University of Windsor. She has chaired fund-raising campaigns and served on the board of Assumption University and the University of Windsor.

Peter Hrastovec is a partner in a Windsor-based law firm and has arts and law degrees from the University of Windsor. He is Co-Chair of the Faculty of Law's \$2000-4-2000\$ Campaign and chaired sections of the Annual Giving Campaign of the university.

John Mann, Director of Engineering at DaimlerChrysler Canada Inc, is a University of Windsor alumnus. Many University of Windsor students are being trained at the Centre by Mr. Mann and his associates. Mr. Mann is being honoured for his dedication and leadership in this endeavour.

Anne Winterbottom has BA in Sociology, a certificate in Women's Studies, and an Honorary Doctor of Laws degree from the University of Windsor. Her community involvement has been sustained and extensive. Her university participation has been equally or perhaps even more impressive, heading a number of capital and annual giving campaign committees, and serving on both the university Senate and Board of Governors.

"The University of Windsor is indeed fortunate to have the stalwart support of these deserving honorees," says Senior Vice-President for External Affairs, Dr. Paul Cassano. "Our students today and in the future benefit from their leadership, their example and their generosity."

The awards were presented at the Westin Harbour Castle Hotel in Toronto

Retirees' Association Awards Two 1999 Retirees' Bursaries

At a meeting of the Retirees' Association Executive Committee, the list of applications for the above Bursary were considered. The Committee recommended the following candidates ranked in order for the two awards.

- Ms. Caroline Rougier-Chapman
- Mr. Christopher Perchaluk

This is the second year that WURA has made these awards.

Meet Your New Members of the WURA Executive Committee:

Ms Idalia Rappe: Came to the University of Windsor in 1963 to work in the Leddy Library. After obtaining her M.S. in Library Science from University of Michigan in 1969, she served as a professional librarian and Head of Serials and Publications Division for 16 years. She came from Poland in 1949 and was a member of the Polish Home Army and Polish Underground Movement during Nazi occupation.

John R. Meyer: Received his Bachelor's degree from St. John's in Minnesota, Master's from Strasbourg and his Ph.D. from Iowa. He has been a member of the Faculty of Education since 1976. John has been a valuable member of Senate and its various committees. He also served on the Faculty Association Executive for many years, including as Vice-President, External. John has been a great spokesperson for Openness and Transparency in the Senate and its committees and chaired a committee to implement this policy.

KENNEDY RECOGNIZED AGAIN FOR RESEARCH LEADERSHIP

John B. Kennedy Civil Engineering Professor Emeritus has received the highest award for research in transportation from the American Society of Civil Engineers. If it seems that you heard this story before, you probably did. Dr. Kennedy is the first to be awarded the Arthur M. Wellington Prize a second time since it was inaugurated by the society in 1921.

The award was presented this time for his paper "Shear Distribution in Simply-Supported Curved Composite Cellular Bridges," which appeared last year in the Journal of Bridge Engineering. Dr. Kennedy shares the prize with his student Dr. Khaled Sennah. Kennedy's first Wellington prize was in 1995 for his analysis of skewed bridges. Both those reports will contribute to huge cost savings in the foreseeable future as governments in North America replace and upgrade highways and other infrastructure built in the early and mid 20th century.

AWARD HONOURS FORMER COLLEAGUE JOHN McAULIFFE

An award is being established in honour of the memory of Professor John McAuliffe. Dr. McAuliffe was Vice-President, Academic from 1974 to 1980 and held the position of Associate Dean of Law as well as that of Professor.

The award is in the form of an endowment fund of \$6,000, which will generate at least \$350 a year, designated to the student who attains the highest grade average in the Faculty of Law each year.

Anyone who would like to contribute to the fund by way of honour Dr. McAuliffe's memory and his contribution to the university, may send their contribution to Dr. Paul Cassano in the Office of External Affairs.

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<h3>Association News</h3>

<p>Minutes of the Fall General Meeting held on October 19, 1999 at 2.00 p.m. in Hoffman Auditorium, IONA College</p>

Members Present: Donald Briggs, Bruce Burton, Robert Chandler, Kumar Chatterjee, Edward Crowley, Stanley Cunningham, Seymour Faber, Wendy Fraser, Edwin Habib, Joseph Habowsky, Nigel Hedgecock, Henry Jansen, Ross Johnston, Lucien Krause, Robert Krause, Bernard Kroeker, John LaGaipa, William Libby, Joan MaGee, Bruce McGarvey, Eugene McNamara, Ted Manzig, Alan Metcalfe, Charles Morgan, Phyllis Nolan, Ralph Nelson, Datta Pillay, Devamma Purushotham, Idalia Rappe, Edward Rosenbaum, RipuDamam Singh, Norman Shklov, K. Sridhar, Donald Stewart, Stuart Selby, Peter Wilkinson, Robert Whitehurst, and William Youdelis.

1. Minutes of the meeting of March 16, 1999 - On the motion of Kumar Chatterjee, seconded by Ross Johnston it was resolved that the minutes of the Spring General Meeting, March 16, 1999 be approved as distributed. Carried.

2. Message from Professor Howard Pawley - Professor Pawley brought greetings from the Faculty Association (FA) and welcomed the opportunity speak to the Retirees Association as the Faculty Association president.

He expressed a keen desire to be part of the Retirees Association when he retires on June 30, 2000. He thanked the Retirees Association Executive members Stan and others for working closely with the FA Committees with him since July 1, 1999 and previously with Gordon Drake, in building a stronger role in the FA for retirees. He had hoped to get the constitutional changes approved, giving retirees representation on FA Committees on Oct 14, but could not succeed due to lack of quorum. They expect to hold one more meeting on November 2, failing which a mail ballot will be sent.

Although there was not much emphasis from the FA for retirees concerns in the past, he said that in future there will be participation at all levels, which is a major achievement. He was pleased to note that the pension consultant will be able to compare our pension plan and suggest improvements to it. Professor Pawley encouraged all retirees with skills and talents to serve in various roles as consultants to the FA and the University of Windsor (UW). He quoted the

example of two retirees who are at present serving as grievance officers. He wished WURA a productive meeting.

3. Remarks of Jim Skinner - Mr. Skinner commended the recognition of retirees concerns by FA which makes it more meaningful. With respect to market trends, he did not anticipate more fluctuations. He stated, that the Board of Governors Committee on Pension is still examining the plan. He has not received any new plan progress statement in September other than the one in July/August. He referred to the meeting of the Investors on Nov 4 and 5 on campus and to the open meeting on November 5th at 3-5 p.m.. A reference was made to the Queens plan as a model to look at, since their plan protects retirees from market trends. Members present felt that it was time that we seriously looked at a Queen's type plan.

Ms Diane Russett - Greenshield started out by saying that she participates in a number of retirement benefits sessions of various groups. She welcomed the opportunity to address the WURA members.

She focused on payments by the UW and the individuals, particularly since prices are rising each year. It was her suggestion that WURA group should review their needs, consider various options, and configurations, including different kinds of deductibility to reduce overall costs. She offered to meet with a WURA committee to discuss various possibilities. She stated, that the Extend Health Benefits Plan (EHB) though good with coverage for chiropractic, physiotherapy, psychiatric services, dental plan and semi-private needs, yet it is a costly one, subject to increase due to heavy utilization. It was reported, that last year there was 30% increase in EHB costs and she estimates a 10% increase next year. She said that in the Health Plan, the major expense was the cost of drugs, for which she suggested either putting a maximum or having a deductible of \$ 500 to bring costs down. Some people complained that it did not cover acupuncture, chiropractic and podiatry. It was noted that Chiropractic was covered for up to \$ 300 and Podiatrist was paid for by Green shield until two years ago. These caused an increase in utilization.

4. Remarks of Ms Asae Cuthbert - Director Student Awards:

Ms Cuthbert stated that the plan was doing very well. Last year at this time the fund value was \$ 41,600 and in October 1999, the fund is at \$ 48,000 a healthy increase. In 1998 two \$ 1000 awards were presented to two students . She expects to receive all new applications for this year by October 31 and two more awards of \$ 1000 will be given out this year with the possibility of adding a third award within the next couple of years. The fund earnings net rate was 10 %, out of which 6% is used for bursaries and the balance is capitalized.

5. Business Arising From The Minutes - None

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6. Treasurer's Report - Professor Phyllis Nolan presented the Treasurer's report which was previously circulated to members. After her brief explanation, it was moved by Phyllis Nolan and seconded by Peter Wilkinson that the report be received.

7. 8 ,9 - President's Report - Stan Cunningham explained further on the written report of the president which was circulated. He spoke of the excess surplus of \$ 1.59 million which sits undistributed till the next round of negotiations. The major achievement of the WURA Executive Committee this year was to successfully obtain representation on various Faculty Association Committees, in particular on the WUFA Executive, Council and the Contract Committee. There was general discussion on the need to push the UW towards the Queen's model of Pension Plan, where all retirees get the same percentage increase whether on Minimum Guarantee or Money Purchase plans. Further, it was noted that their plan has a Negative Investment Return Reserve to offset market trends. The Queen's model has one University wide committee on pensions and it is out of the Collective agreement. On the motion of Stan Cunningham seconded by Bob Chandler, it was proposed that the report of the President be received.

Ed Rosenbaum proposed a vote of thanks to Stan and others members of the Executive for their excellent work on behalf of the WURA.

10. Constitutional Amendments - Bob Chandler spoke to the notice of motion on the amendments. The summary sheet provided with the agenda materials described the details of the proposals. The three committees never had a job description and all the past practices were now formalized. The new quorum is set at 25 for all WURA General meetings. On the motion of Bob Chandler seconded by Henry Jansen it was moved that the constitutional amendments be approved. Carried.

11. Fees Increase - A notice of motion was circulated at the Spring General meeting for the Membership Fee to be set at \$ 20 per year. In this connection an estimated budget was presented to the membership. On the motion of Phyllis Nolan seconded by Kumar Chatterjee it was resolved that the fee increase be approved. Carried unanimously.

12. Report of Social Committee: John LaGaipa briefly described the social activities of the year including the Annual Dinner and visits to various interesting sites arranged by Bob Whitehurst. Since he will no longer be the Chair next year, he has offered to help the new Chair of this Committee.

13. Report of the Nominating Committee - Kumar Chatterjee as Chair presented the slate of officers for the various positions on the Executive and invited further nominations from the floor. Since there were no further nominations, it was moved by Chatterjee, seconded by Bob Chandler that the slate be approved. Carried unanimously.

14. Other Business - Alan Metcalfe proposed a vote of thanks to Stan Cunningham and Datta Pillay for their hard work on behalf of WURA during the past year.

John Meyer noted that the practice of six month Notice of Motion is impractical and hinders the work of WURA and therefore proposed that the period be reduced to four weeks.

The meeting adjourned at 4.05 p.m. on the motion of Peter Wilkinson seconded by Ripu Singh.

Windsor University Retirees Association New Officer Bearers 1999-2000

President Dr. Stan Cunningham

Secretary Dr. Datta Pillay

Treasurer Prof. Phyllis Nolan

Past President Dr. Kumar Chatterjee

Director Prof. Robert Chandler

Director Dr. Joseph Habowsky

Director Dr. Alan Metcalfe

Director Ms Idalia Rappe

Ex-officio

Founding President Prof. Norman Shklov

Social Committee Chair Vacant

Bursary Fund Chair Dr. Cormac Smith

Editor of Newsletter Dr. Datta Pillay

Notice of Motion to Amend the Constitution at the Spring, 2000 General Meeting

Add to MEMBERSHIP:

"ADJUNCT MEMBERSHIP

Other former faculty members or administrators who are not members of the stated Plan may be granted adjunct membership upon approval by the Executive Committee".

Add to COMMITTEES:

"REPRESENTATIVES ON FACULTY ASSOCIATION COMMITTEES: One Associate (retired) Member of the Faculty Association (as defined by the Faculty Association Constitution, Article IV.2) each for the Faculty Association Council, Executive Committee and Contract Committee shall be elected by and from Associate Members of the Faculty Association by mail ballot conducted by WURA in October of each year. Three Associate (retired) Members of the Faculty Association (as defined by the Faculty Association Constitution, Article IV.2) shall be appointed to

the Faculty Association Retirement and Benefits Committee annually in the fall by the Faculty Association Council on the recommendation of WURA."

Period of Notice of Motion: Constitutional Amendments

It is proposed that the present practice of six month notice of motion for all constitutional amendments be reduced to four weeks.

Membership Cards and Invoice for Membership Fee

Please note that WURA has enclosed laminated Membership Cards to all members along with the Newsletter.

An Invoice for Membership Dues is also enclosed. In case you have already mailed your dues, please ignore the invoice.

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MEMBERSHIP FEES DUE

For October 1999 - September 2000

***At the October 19, 1999 Fall General Meeting,
the membership approved unanimously, to set the
New Membership Fees at \$ 20 per year.***

**Please send your Cheque for \$ 20
to the attention of Treasurer, Retirees' Association,
Care of University of Windsor Post Office.
Receipt of Cheques by January 15, 2000
Will Be Much Appreciated.**

**This Notice Is Also A Call For All Retirees
To Become A Member Of The Retirees' Association.**

***For 1999 Retirees - President Stan Cunningham has sent invitations, With
Copies Of Two Issues Of Previous Newsletters To Join The Association.***

For Additional Information

**Please Call The Secretary, Datta Pillay at (519) 972-1247 (519) 972-1247
or send an email at pillay@uwindor.ca**

Thanks for those of you who have sent in your dues

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**Faculty Association Membership Approves Constitutional
Changes
To Provide**

**Windsor University Retirees' Association
Membership On Various Committees**

It was reported in previous newsletters, WURA attempts to seek representation on several key committees of the Faculty Association (FA). Finally, the Executive of the FA set up a Joint Task-Force Committee of three members from the FA and three from WURA. This committee produced a report recommending membership on the following committees. The FA accepted those

recommendations and accordingly amended their constitution and submitted it to their general membership for ratification. After two unsuccessful attempts to get a quorum, the FA finally sent out a mail-ballot a few days ago and the results were announced on December 14, 1999, that all the suggested amendments were approved.

This gives the retirees' Association the following representation on the FA Committees:

Executive Committee: One Retiree member (voting)

Council: Two Retiree members (voting)

(One new member plus the retiree who is a member of the Executive Committee)

Contract Committee: One Retiree member (voting)

Pension & Benefits Committee: Three Retiree members (voting)

As per the FA Constitution and Agreement with WURA, elections will be conducted to choose members to serve on the Executive, Council and the Contract Committees. A mail ballot will be sent out to all retirees in January 2000, irrespective of their membership in WURA, inviting them to participate in the elections.

Please watch for the mail ballot in the New Year and promptly return the ballot with your vote for the suggested name on the ballot or you have the choice to write in the name of your preferred candidate, after consulting with the candidate and obtaining his/her consent in writing to allow their name to contest the election.

The FA Pension and Benefits Committee is not a retiree's committee, but the FA permits up to three retiree members to sit on it. It is advisory in nature, advising the Contract Committee at negotiation time. The President of the FA in consultation with the retirees' association appoints the three retiree members to this committee. Hence, there will not be an election for the three members. The above arrangements are significant achievements for WURA. In future retirees will have a voice and vote with respect to matters that affect them, namely pension and benefits, including surpluses.

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MEMBERSHIP NEWS

In Memoriam

With deep sadness we record the deaths of the following members of University of Windsor in October, November and December 1999

John Underwood Lewis

Died on October 20, 1999 in his hometown Stevens Point Wisconsin. He was a noted professor of Philosophy and Law at the University of Windsor for 33 years before retiring in September '97. He is survived by his wife, Phyllis, four children, Gregory Lewis, Detroit, Pamela (Christopher) Heidt, Chicago, Rebecca (Michael) Heidt, Dallas and Emily Lewis, Windsor, 2 grandchildren, Sarah and Thomas, 5 brothers and sisters. A Memorial Service in celebration of his life was held on November 20, 11.00 a.m. at St. George's Church, Kildare Road, Windsor. He will be deeply missed by family, friends and students alike.

Frank L. Smith

Passed away peacefully at home on November 11, 1999 at the age of 56. Frank was the Registrar at the University of Windsor for 21 years. Following his retirement in 1998, he consulted on the implementation of a student information system, during which time he developed a cherished relationship with the ITS staff.

Frank was hired in 1967 as Assistant to the Dean Arts & Science. He served as Assistant Registrar and Acting Director of Part-Time Studies before being named Registrar in 1977. He was also Clerk of the Senate for more than two decades. Frank is survived by his wife Sherrienne, daughter Michelle Smith, son Donald and grandson Jake.

Robert J. Tebbs

83 years, Died suddenly on December 7, 1999. Mr. Tebbs was a Director and Senior Vice-President of Hiram Walker-Gooderham & Worts Limited at his retirement and has served it and its subsidiaries since 1941. He served on various committees and campaigns at the University of Windsor starting in the 1960's and ultimately being appointed as Chairman of the Board of Governors in 1977-78. He served with the United Way of Windsor as Chairman of their campaign in 1967.

Mrs. Margaret Flood

Passed away on September 27, 1999 at the age of 90. She was the wife of Retired Professor Pat Flood of Philosophy. Margaret taught for many years at St Mary's Academy and also at the University in the Registrars office.

**OUR RETIREES' BURSARY FUND FOR STUDENTS REACHES \$
48,000**

Just over five years ago in the Fall of 1994, your Association set up the Retirees' Bursary Fund to assist needy students at the University of Windsor.

Today, five years later the fund stands at \$ 48,000

Thanks to all the Retirees who have so generously contributed to the Fund and also to the Ontario Government when it set up a matching dollar scheme for Bursary Funds that ended in March 1997.

Please continue to contribute the Retirees' Bursary Fund

In Memoriam

With deep sadness we record the deaths of the following members of University of Windsor during 1999.

Eric Wylis Channen

Founding Director of School of Computer Science. He was a dedicated teacher and counsellor to students

Derrick Shannon Tracy

Professor Emeritus of Mathematics and Statistics. He was a keen researcher and published many articles and supervised 12 doctoral students.

Thomas William McDonald

Retired as a Professor of Mechanical Engineering after many years service at the University, including as Head of the Department

John Underwood Lewis

He was a noted professor of Philosophy and Law at the University of Windsor for 33 years before retiring in September '97..

Frank L. Smith

Frank served the University for 31 years and as Registrar for 21 years and Clerk of the Senate for a dozen years.

Robert J. Tebbs

Mr. Tebbs was a Director and Senior Vice-President of Hiram Walker-Gooderham & Worts Ltd. He served on various committees and campaigns at the University of Windsor starting in the 1960's and ultimately being appointed as Chairman of the Board of Governors in 1977-78.

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EDITORIAL PAGE

Warm Wishes for a Happy Holiday Season to you all

My sincere greetings for the 1999 end of the century Holiday Season to all members and associate members. I hope you will enjoy Christmas and the New Year; remain healthy and in good cheer in 2000.

Contributions To Newsletter From Members

This newsletter will be newsworthy to all retirees, only, when its members contribute information, news items and articles of interest. However, we have not received very much information from members for the newsletter. I hope in the new year there is better participation.

Faculty Association (WUFA) Constitution Revision Gives Retirees Representation on Important Committees

After two years of struggle, finally the **WUFA** has paid attention to Retirees' concern and amended its constitution to provide the **WURA** a voice and vote on its three important committees - **Executive, Council and the Contract Committee**. Members should be aware that from now on the Retirees' Executive Committee **will ensure that our concerns are heard and our interests in pension and benefits are protected.**

Our thanks to WUFA for their support and accommodating our request by amending their constitution.

Welcome to the World of the New Millennium

Discover what the millennium holds for your professional and retired life. Do you wonder if you will ever get that part of the pension surplus that you are entitled to. Or will those on the Minimum Guarantee and Money Purchase receive similar increases in pension. Or will our health benefits be better covered so that we can lead a healthy life, without fear of Alzheimer's, Cancer, Diabetes, Heart Disease, Kidney and Liver problems, Prostate and Stroke

The Millennium Time Capsule may be the most unique gift of this millennium. Fill the time capsule with memorabilia and keepsakes from your life in this once in a lifetime year and then seal the

Millennium Time Capsule on December 31, 1999 as part of your New Year Celebration. Do not open it until some special day in the new century or if you 'd like, you can even pass the Millennium Time Capsule from generation to generation.

Datta Pillay

The Association

The Retirees' Association (Faculty, Librarian, Administrator) at Windsor was formed in 1990, to give a unified voice to retirees; to provide a bridge for communication with the University; to encourage social contact among the retirees; and to open a few doors through which retirees could continue to contribute to the University of Windsor.

Thus the Association is meant to fill what could otherwise be a void in the lives of retirees - possible isolation from the University and from their former colleagues; and possible lack of understanding of vital pension and health issues that affect them directly.

There are only two meetings of the full membership per year: in the spring and the fall. An informal social committee arranges several other events per year - dinners, plays, picnics, and so on -all of which are paid for by those who take part. The Association encourages smaller special interest groups to form as occasion and their interests warrant. Because of extreme economy of operation, dues are only \$20 per year. This includes five issues of The Retirees' Newsletter .

Officers of the Association are:

President: Stan Cunningham

Secretary: Datta Pillay

Treasurer & Membership: Phyllis Nolan

Elected Members of the Executive

Committee: Bob Chandler; Joseph Habowsky, Alan Metcalfe, Idalia Rappe

Ex Officio Members:

Past President: Kumar Chatterjee

Founding President: Norm Shklov

Committee Chairs:

Social Committee: Vacant

Bursary Fund Committee: Cormac Smith

Pension/Benefits Committee: John Meyer

The Association's Address is:

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Home Page: <http://www.uwindsor.ca/newsstnd/uwflra/index.html>

Newsletter online: <http://www.uwindsor.ca/newsstnd/uwflra/news.htm>