

The Retirees' Newsletter

The Bi-Monthly Publication of the Retirees' Association (Faculty, Librarian, Administrator)
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Editor : Datta Pillay

President's Message

First, it is very important to recognize the immense contributions of [Stan Cunningham and Datta Pillay](#). Without downplaying the contributions of all those who have worked on behalf of retirees in the past, Stan and Datta were the prime movers in bringing WURA to its present situation; officially recognized by the Faculty Association as representative of the retirees, membership on the Executive, Council and Contract Committee of the Faculty Association, jump started the D7 committee which had not met since its formation in 1984, and generally moved WURA to a position where it cannot be ignored. Thank you Stan and Datta. I also wish to thank Bob Chandler and Ray Hermiston on providing us with ways of communicating to the membership.

However, we must also face a basic reality, we have no power except moral suasion, loudness of our voices, and consistent and persistent lobbying. We are represented by others in the arenas where the real decisions are made, the negotiating team and the sub-committee of the Board of Governors on pension matters. At the same time, your executive is working to establish courses of action that, hopefully, will lead to small changes in our pensions and benefits. One of the primary goals is to establish relations with the various constituencies within the university who impact upon retirees issues.

With this in mind I have had meetings with the President, Dr. Paul, the Vice-President Academic, Dr. Gold, the Vice-President of Administration and Finance, Mr. Harbottle, and the President of the Faculty Association, Prof. Brown. Many of you who know me will be aware of my caution in accepting what administrators say. You will, therefore, be surprised at my belief that the Administration is seriously concerned about the plight of the retirees - of course, actions speak louder than words. With respect to the Faculty Association, I do believe that they, too, are concerned about the retirees. However, with respect to action, the onus is upon us to propose courses of action. In concrete terms those actions will focus on the D7 Committee and the Trust Fund, the avenues for any real changes. Both these committees report back to the Pension and Benefits Committee of the Faculty Association. Our representatives on that committee are John Meyer, Don. Briggs and Gordon Olafson.

We have not limited our activities to pensions and benefits. A committee has been formed to prepare proposals on the involvement of retirees in university life. We hope to present proposals to the Vice-President Academic early in 2002. As a result of a meeting between Dr. Paul, Prof. Brown and myself the President established a committee to organize the University and Faculty Association banquet to honor retiring members of the University community. It is hoped to bring the retirees, who during the past few years have held their annual dinner at St. Clair College, back into the university and allow them to celebrate (or mourn) the retirement of their colleagues with whom many of us have worked for many years. Gord Olafson and I represent WURA on this committee.

Finally, I urge all retirees to communicate their ideas and concerns to any member of the executive or share them with the membership on the two computer outlets. We are here to serve you in any way that we can. Remember WURA does represent your interests.

Alan Metcalfe

University confers Honorary Doctor of Civil Laws on Professor Emeritus John Whiteside

At the fall convocation, an Honorary Doctor of Civil Laws was bestowed upon one of the founders of the University of Windsor and stalwart educators in the Faculty of Law, Professor John Whiteside. - See page 9

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Campus News

Reinstallation of Chancellor Dr.Frederick Jackman during October Convocation

At the University of Windsor Fall Convocation, on Saturday, October 13, Dr. Frederick Jackman was reinstalled as Chancellor. Dr. Jackman was escorted to the stage by Chancellor Emeritus Richard Rohmer and Vice-President Academic Neil Gold to be reinstalled by the Chair of the Board of Governors, Douglas Lawson.

Dr. Jackman was originally installed as Chancellor of the University of Windsor in October 1997.

"Dr. Jackman has been instrumental in mustering support for the university, particularly the School of Dramatic Art, and continues to be a champion of education in the arts, both at our campus and elsewhere," says Senior Vice-President External, Dr. Paul Cassano.

Two University Professors Appointed

Dr. Eleanor Maticka-Tyndale and Dr. Ricardo Aroca have recently been named to the rank of University Professor at the University of Windsor. They were presented at the Fall Convocation. University Professor is the highest academic rank and has been achieved by only 19 others in the history of the institution.

Dr. Maticka-Tyndale is a Professor of Sociology and Anthropology whose research has involved implications of social policy for health, particularly in issues involving sexuality.

Dr. Aroca is a Professor of Chemistry. His research in analytical spectroscopy has ranged from thin (nanoscale) films, to optoelectronic materials, organic semiconductors and other materials.

University of Windsor's prestigious Clark Awards being presented to five longstanding supporters

Five 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.

The recipients for 2001 are:

Ron Barbaro, Chair and CEO, Ontario Lottery and Gaming Corporation;

Joseph E. Clark, Management Consultant and member of several Boards of Directors of technology-based companies;

Madeleine (Lynn) Clark, business owner, Conference Specialists;

Ted Farron, Farron's Gourmet Butcher Shop, past Chairman of the Board, Windsor & District Chamber of Commerce; and

Sandra Papatello, Member of Provincial Parliament for Windsor West, Deputy Leader of the Official Opposition, Co-Critic Health/Long-Term Care.

"The University of Windsor is indeed fortunate to have the stalwart support of these deserving honourees," says Senior Vice-President, 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 Grand Hotel in Toronto,
For more about the recipients, go to <http://athena.uwindsor.ca/units/pac/newsrel.nsf/Index?OpenView>

Board Receives Annual Reports

The University of Windsor report, "Annual Highlights 2000-2001" and the "Best of Both Worlds Update 2000-2001" were presented to the Board of Governors yesterday by President Ross Paul.

Dr. Paul noted that the Annual Highlights has been widely circulated to prominent alumni, donors and others in the community and the province, and to universities across Canada.

Dr. Paul said the other document, the update of the strategic blueprint BOBW, has a similar design because it is related but reiterates 10 top strategic directions and is more of an accountability document, listing achievements of 2000-2000, top ten strategic directions 1999-2004, and a seven-point action plan for 2001-2002.

In summary, the president reported the university has had "another really good year by many indicators." He said some of the things that the university originally set out to improve, such as research support, are beginning to bear fruit, and noted the enrolment situation has dramatically turned around.

President posts White Paper on Teaching and Learning

President Ross Paul announced to Senate that his White Paper on Teaching and Learning can be viewed at <http://www.uwindsor.ca/teaching&learning>.

Dr. Paul said consultation on the paper will involve focus groups with faculty and a good cross-section of students. Formal discussion will take place at Academic Planning Committee and the report will come back to Senate in March, in time for the budget process.

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Campus United Way Campaign Hits Goal

On Tuesday, December 4 in the CAW Student Centre the University community celebrated the Campus United Way Campaign reaching its goal.

Campaign Chair Datta Pillay reported that \$ 86,000 has been pledged or donated to support community service program funded through the United Way, and that 43 percent of faculty, staff, administration and retirees at the University of Windsor contributed to that total.

President Ross Paul was on hand to lead the celebrations. The draw for the staff raffle was held. And Vice-President Eric Harbottle and Ms Charlotte Mackie from Housekeeping voluntarily shaved their heads for reaching the necessary participation rate. A toque was presented to each of them.

More faculty positions opening at Windsor

The university is looking to fill 70 faculty positions over the next seven months, Academic Vice-President Neil Gold reported to the Board of Governors yesterday. If successful, it will mean the university will have hired 220 new members of faculty over a four-year period, which is about 40 percent of the faculty complement.

NSERC launches University initiative in Nanoscience and Nanotechnology

Tom Brzustowski, President of the Natural Sciences and Engineering Research Council of Canada, has announced the launch of a university Innovation Platform for nanoscience and nanotechnology. "Amazing new advances suggest that these fields hold great economic opportunities for nations that rise to the challenge," he said. For more, go to http://www.nserc.ca/programs/nano_nom_e.htm

Johnson leads workshop on critical thinking

The Centre for Flexible Learning organized a teaching enhancement workshop on November 2, 2001 "How to Promote Critical Thinking," which was presented by Dr. Ralph Johnson.

Dr. Johnson is a 3M Teaching Award winner and University Professor at the University of Windsor. He helped develop informal logic which has become a basic part of logic and critical thinking courses at many universities. He is an founding editor of the journal, *Informal Logic*.

Call for nominations for top 40 Canadians under 40

David W. Strangway, President and CEO of the Canada Foundation for Innovation, notes that calls for nominations for the top 40 under 40 have been posted. He suggests some of the New Opportunities researchers and some of the Canada Research Chair holders would be highly credible candidates. To consider submitting nominations go to <http://www.top40award-canada.org/>

University of Windsor launches pinnacle in Social Justice

The University of Windsor launched its third pinnacle of excellence: Social Justice. Speaking at the launch were Monique Bégin, the university's Distinguished Visitor in Women's Studies, Martin Girash, Chief Executive Officer of Windsor Regional Hospital, and Dave Cooke, former Ontario Minister of Education and Co-chair of the Education Improvement Commission.

President Ross Paul hosted the event entitled, "Social Justice: Universities, Governments, Communities." Also speaking were Dean of Law Bruce Elman and Executive Dean of Arts and Social Science Kathleen McCrone. Deans Elman and McCrone co-chair the Social Justice Steering Committee.

The University of Windsor is directing resources to establish leadership among Canadian universities in three pinnacle areas of study as outlined in the university's "Best of Both Worlds" strategy. Leading initiatives in the pinnacles for the Automotive Sector and the Great Lakes Environment have been established across a range of disciplines and academic programs. Now, a plan for a similar coordination of initiatives in Social Justice will be launched.

Steering committee members include Dr. Robert Babe, Communication Studies; Kate Burkhardt, student representative, Department of Psychology; Dr. Emily Carasco, Faculty of Law; Dr. Larry Glassford, Faculty of Education; Dr. Lynne Phillips, Department of Sociology and Anthropology; Dr. Bruce Tucker, Department of History, Philosophy, and Political Science; and Jennifer Suess, student representative.

Windsor to create Institute for Social Justice

One of the key roles of a proposed Institute for Social Justice at the University of Windsor will be in providing an unbiased analysis and recommendations for changing public policy.

The new institute will be created by July 2002, Executive Dean of Arts and Social Science said at a gathering to launch the university's third pinnacle for academic programming, a pinnacle in social justice. Dr. McCrone and Dean of Law Bruce Elman are co-chairs the university's Social Justice Steering Committee.

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Holman receives President's Employment Equity Award

The 2001 President's Employment Equity Award was presented to Kinesiology Professor Margery Holman at a reception where 62 professors who have volunteered as equity assessors since 1998 were also honored.

Previously, the award has been presented in the past to Pamela Milne, Lois Smedick, Mary Lou Deitz, Anne Forrest, Diana Mady Kelly and Don Thomas.

Equity assessors are volunteers who ensure procedures are followed and opportunities not missed for recruiting and considering persons from the four groups: women, minorities, persons with disabilities and aboriginal people.

Dr. Ross Paul, president of the University of Windsor, said the university is indebted to all who have been equity assessors. "It is not always intuitive to colleagues what equity means each case," he said. "Willingness to seek non-traditional candidates is becoming even more important as we move into a sellers market."

Dr. Paul notes that 34 percent of Windsor faculty are women, a huge increase from a few years ago.

Senate gives green light to MA in communications and social justice

Following recent approval of the Ontario Council for Graduate Studies, the University of Windsor's proposal to offer a Master of Arts in Communications and Social Justice program was approved by the Senate recently.

Program arrangements will go ahead following resource allocations by the university budget committee.

The program will be unique in Canada, preparing students to understand better and appraise critically the evolving social, cultural, political and technological environments in which we live, and carry on the research tradition established by such Canadian communication theorists as Harold Innis, Marshall McLuhan and Northrop Frye.

Appointments & Staff Changes

Health and Safety Manager Leigh Harold

Director of Human Resources Jim Butler announced the appointment of **Leigh Harold**, who has been appointed Occupational Health & Safety Manager.

Leigh is a graduate of Brock University with a Bachelor of Science in Chemistry and a graduate of the Industrial Hygiene Technology Program at Lambton College. Ms. Harold has worked in both educational and industrial environments before joining the University of Windsor.

She is familiar with Health & Safety Legislation, is a member of the Industrial Accident Prevention Association, is trained in First Aid and CPR. She has familiarity with WHIMIS training, WSIB, NEER reporting, Emergency Response Plans, Transportation of Dangerous Goods, Type 3 asbestos removal, spill response and Fire Code requirements.

She says many of the issues at the university workplace will be different from the industrial settings where such issues as guarding on machinery is prominent. She says she has been impressed with the university's Chemical Control Centre and with the enthusiasm and cooperation that has greeted her as she meets university staff.

University names New Co-ordinator for Employment Equity

Former Co-op program co-ordinator **Karen Roland** has been appointed Employment Equity Co-ordinator for the University of Windsor, Jim Butler, Director of Human Resources has announced.

Karen is a graduate of the University of Windsor with a Master of Education, Bachelor of Education and a Bachelor of Arts Degree in Psychology. Karen was seconded to the position of Employment Equity Co-ordinator from July to December last year to oversee an extensive Employment Systems Review. In addition, she prepared an Executive Summary which was presented to the Board of Governors. Now she moves into the role full-time.

Karen has been a Coordinator in Co-op Education and Career Services since 1994. In 1999, she acted as Co-chair of the successful campus United Way Campaign.

For more see <http://athena.uwindsor.ca/empequity>

Search on for the Following Positions

Dean, Faculty of Arts and Social Science

Dean of Flexible Learning

Director of Great Lakes Institute for Environmental Research

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Minutes of a Meeting of the Executive Committee of the Retirees' Association held on Tuesday, October 9th, 2001 at 2.00 pm in the Biology Building Room 225.

Present: Stan Cunningham (Chair), Don Briggs, John Meyer, Phyllis Nolan, and Datta Pillay (Secretary) Jane Black (Observer)

Absent with Regrets: Kumar Chatterjee, Wilf Innerd, Alan Metcalfe **Absent:** Gino Fracas

1. Minutes of the meeting of September 18th, 2001 - On the motion of Phyllis Nolan and seconded by Don Briggs, it was resolved that the minutes of the Executive Committee meeting of September 18, 2001 be approved.

2. Business arising from the minutes - Stan Cunningham reported that he has written to Mr Jim Butler about the Health Plan window of opportunity be extended to one year and that members who are now on a espousal plan be given an opportunity to join at a later date. He has invited Jim Butler to explain the D7 report at the Fall General Meeting.

John Meyer pointed out that Brian Brown was frustrated that his letter to Stan was not circulated. Stan assumed that it was only addressed to him personally. Brian Brown is also attending the Fall General Meeting.

3. Announcements - Next WURA Fall General Meeting on October 16, 2001 at 2.30 pm in Hoffman Auditorium, IONA College. Two colleagues Martin Basic and Ripu Daman Singh passed away this month. Donations of \$ 50 each will be sent in their honor to the Bursary Fund by the Treasurer.

4. Correspondence - a) email from Pat Galasso regarding D7 report will be dealt by the new executive.

b) Response from Brian Brown, President WUFA - His assertions are not true.

c) Brown Trust Fund Letter - It was suggested that WUFA representatives on the Trust Fund Monitoring Committee be all retirees.

5. Agenda - Fall General Meeting

It was observed that a notice of motion for constitutional amendment was sent to all members. The amendment is to create a position of Vice-President, who will be president-elect. Dr. Ross Paul is attending the meeting.

6. Committee Reports: a) **Pension & Health Benefits** - John Meyer presenting the report stated that he was on the agenda of WUFA Executive and Council meetings. He explained pension performance as per his conversations with Jim Skinner. Pension performance was 0.85%. Therefore MP retirees will receive 6% - 0.85% = minus - 5.15% cut as of November. Instead of retroactive cuts to July 1, it will be pro-rated as of November 1, 2001.

He said that the Trust Fund Committee should be operating by November. He also suggested that WUFA Pension & Benefits committee should meet right away - membership to include Meyer, Briggs and Olafson. He said WUFA has set up all their committees and Ann Forrest is the Grievance Chair.

b) **Trust Fund Committee** - John suggested that membership should be equal - 2 University, 2 WUFA and 2 WURA members. plus one alternate. Committee should elect their own chair. He suggested some term of reference as follows.

- to determine policies for the improvement of the retirees' health benefits.
- to determine the distribution of the benefits over the life of the Collective Agreement (2001-2004)
- to protect the spirit of the "Letter of Understanding" in the current Collective Agreement through duly moved and approved policies and decisions of the committee.
- to submit a report (minutes) of the Committee meetings to the WUFA Retirement and Benefits Committee in a timely manner.
- Other terms to be determined by Trust Committee and representative parties.

Moved by John Meyer and seconded by Don Briggs that above terms be approved. Carried.

c) Report of the Treasurer was received and forwarded to the Fall General Meeting.

d) Report of the President was received and forwarded to the Fall General Meeting.

e) Nominating Committee - Phyllis Nolan and Don Briggs presented the report of the Nominating Committee.

John Drake was proposed for the position of Director. Full slate was approved to be presented at the Fall General meeting on the 16th of October.

7. Other Business - None

Date of next Executive Committee meeting October 24 - tentative.

10. Adjournment. Meeting adjourned at 3.00 pm

Minutes of the Fall General Meeting held on October 16th, 2001 at 2.30 p.m. in Hoffman Auditorium, IONA College.

Members Present: J.K. Bewtra, Don Briggs, John Callaghan, Bob Chandler, Kumar Chatterjee, Olga Crocker, George Crowell, Stan Cunningham, Mary Louis Drake, Hugh Edmonds, RC Ferraro, Wendy Fraser, Reinhard Helbing, Ted Hirota, John Huschilt, Henry Janzen, Ross Johnston, Aranka Kovacs, Jan Laba, Jim Linton, Louis MacKendrick, Eugene McNamara, Jerry Malone, Mahesh Mehta, Alan Metcalfe, John Meyer, Gerard Monforton, Helen Moore, Dick Moriarty, Ralph Nelson, Phyllis Nolan, Howard Pawley, Bill Phillips, Datta Pillay, Kenneth Pryke, Dev Purushotham, Idalia Rappe, Conrad Reitz, K.alyan Sarkar, Stuart Selby, K. Sridhar, Cormac Smith, Don Stewart, Maurice Taylor, Pat Taylor, Peter Wilkinson, W. Youdelis, Mike Zin

1. Minutes of the Spring General meeting of March 15th, 2001 - On the motion of Kumar Chatterjee, seconded by Pat Taylor it was resolved that the minutes of the Spring General Meeting of March 15th, 2001, be approved as distributed. Carried.

2. Remarks from President Ross Paul - Dr. Paul opened his remarks by stating that he would like to hear from the retirees as he shares their concerns. He briefly outlined the state of the University, as he was in his second half of his term as President. He said that enrolment was up by 10.3 % this year and the level of international students has reached it 10% goal, within 3 years i.e in advance of the target date - 5 years. He outlined plans for 3 new buildings - a classroom building housing Nursing Faculty and IONA College and the New Medical wing, Dramatic Art and the Centre for Automotive Research and a new residence building. He thanked the retirees for their contributions to United Way and appreciated the efforts of Datta Pillay as United Way Campaign Chair for the past three years. He said that he was aware of the dissatisfaction among retirees about how they were treated by the University. He wished to pursue the matter and have an open discussion. Although, he was optimistic about the recent Contract proposals, such optimism was not visible at the negotiating table. In

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response to a question about the new Trust Fund for retirees, he deferred to Mr. Jim Butler's presentation which would cover this issue. Dr. Paul stated the transition from being an active faculty member to a retiree is abrupt. The retirees pool being a real resource, he welcomes their participation as Sessional instructors, in academic advising and counseling. Given that all the baby boomers are retiring, there is a shortage of Ph.D's to be appointed as faculty and the University is vulnerable as some of the good faculty may be lured away by other institutions. He appreciated the opportunity to come to the meeting and said that he is willing to meet more than once a year with the retiree groups.

3. Remarks of Brian Brown - Prof. Brown stated that he wished to provide some clarifications and hear from the retirees. A copy of his letter to Stan Cunningham has been distributed to all members at the meeting. He said that the comment "Negotiating Team made no effort to speak on behalf of retirees" was simply not true. On the contrary, he said that the Negotiating team's provisions to establish a Trust Fund was a significant one.

He explained how the trust fund would be set up. First he said that the \$ 1.5 million held in escrow as per the memorandum of agreement was in fact not there, since it was held as a contingency reserve, which will be folded into the new surplus, whenever it is finally determined. Out of this sum, \$ 2.4 million will be for contingency reserve and the rest divided between the WUFA and the University (1/3 and 2/3 respectively). One half of that will be set up as a Trust Fund, plus about \$ 145-150,000 in GST rebates and all future GST rebates will go to the Trust. The interest from this Trust would be used to address Retirees' benefits. He said that the current pension holiday will end February 2002 and from then on the active faculty will be on ½ pension holiday. He said the WUFA did not abandon retirees but would like to work with WURA in a collegial manner.

He further stated, that WUFA put in place a number of changes - amending WUFA constitution to appoint retirees to Executive committee, Council, Contract committee and give them status as associate members. Thus retirees have a voice.

4. Remarks of Mr. Jim Butler - Director of Human Resources - Mr. Butler stated that the D7 clause existed for many years, but it was not operative until after the 1998 contract, when it was invoked to examine the adequacy of pension plan. The committee after its deliberations concluded that Windsor plan design was adequate. Jim Skinner visited Carleton and Queen's universities to consult about their plans. The committee agreed that Windsor plan was favorable and there was no need for change. He stated that the concept of a reserve was a problem at Windsor. MP pensioners do well or poorly based on market performance. The MG net is advantageous for retirees. He informed the meeting that the staff plan did not have a MP component. Mr. Butler further stated that a large part of the 1998 surplus was used for Voluntary Early Retirement and post retirement benefits are expensive for the university and all professional advice he got was not to touch this matter. He said however, that surplus could be used for post retirement benefits, if it is legal and optimal from the tax point of view. He corrected the assertion that the University did not put forward any plan for the retirees. He said the D7 report was tabled at the Negotiations, but it did not go far because of costs. Next he also outlined the Trust Fund and guidelines he is seeking from consultants to set it up immediately. He is open to governance model and composition of the committee.

5. Remarks of Ms Aase Cuthbert - Director Students Awards Office

The Faculty Retirees' Scholarship, established in 1998 with matching grants through the Ontario Student Opportunity Trust Fund, is currently valued at \$57,858.93 (capital and expenditure accounts). This sum supports three one-thousand dollar awards to students each year.

She stated that WURA scholarship committee requested, that the terms of reference for the award be amended to require that student candidates be full-time, have previously completed at least five University of Windsor courses, and have attained at least a 10.0 cumulative average. The application deadline for our general bursary program is October 31. After this date we will select a number of students' applications who fit the new criteria and submit them to your committee for consideration.

She thanked the Retirees Association for their ongoing support of our students.

6. Business arising from the minutes - None

7. Report of the Treasurer

Professor Phyllis Nolan presented the Report for the period - **October 1, 2000 to September 30, 2001**

Report of the Treasurer-October1, 2000 - September30, 2001

Opening Balance (Oct.3, 2000) \$ 3,418.13

Membership Fees(2000-2001) \$ 620.00 **\$ 4,038.13**

Expenditures

Printing \$ 653.98; Postage Stamps \$ 634.78;

General meeting 50.00; Miscellaneous Expenses \$ 290.60

Contingencies - 3 plaques \$ 172.50

Bursaries - Memorial Fund \$ 200.00

Sub-total \$ 2,001.86 **Balance on hand \$ 2,036.27**

On the motion of Phyllis Nolan seconded by Ross Johnston, the Treasurer's report was approved as presented.

7. President's Report - Stan Cunningham

A copy of the President's report was circulated with the agenda material. Stan invited any questions and comments from the members and he offered to soften his remark in the report after hearing the presentation of WUFA President, Brian Brown. Stan said he is stepping down as President and welcomed Al Metcalfe as the new president. He paid tributes to members of the Executive, in particular Phyllis Nolan, John Meyer, Bob Chandler or WEB master and Datta Pillay for what he called was the backbone of WURA and his right hand.

8. Progress Reports of Committees:

(i) **Contract Committee** - Alan Metcalfe stated that he was very impressed with the WUFA Contract Committee for their understanding, support and willingness to help retirees. He pointed out four major items that were included in the contract proposal, but the Negotiating Team chose to ignore them at the table.

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ASSOCIATION NEWS

(3) Agreement that \$ 1.5 million held in escrow to be used for helping retirees' benefits

(4) Under Article F 3. Of the Contract Proposal that 50% of Health Plan costs for retirees be paid by the university

Stan thanked Al Metcalfe for his excellent work as a WURA representative on the Contract Committee.

(ii) **D7 Committee Report:** Information was covered by Mr. Jim Butler, Director Human Resources in his presentation earlier in the meeting

(iii) **Pension & Benefits Health benefits:** John Meyer stated that he spent 30 hours in meetings of WUFA and WURA committees. Low numbers subscribing to health plan keeps cost high. He urged members to sign up immediately to some plan after retirement. Although the Green Shield plan is the best we have, he said cost will go up annually at 10-15% increase in premiums. He referred to the pension reports from the University pension Committee and said that Ed Henrie a retiree member on that committee provides excellent reports. He expects the pension performance for the next quarter would be a disaster because of September 11, 2001 terrorist activity. In a survey, he found 16 universities in Canada had a better health plan for retirees.

B: Bursary Fund - Deferred to next meeting

9. Report of Nominating Committee:

a) The constitutional amendment was deferred to next meeting

b) The new slate of officers was presented by Kumar Chatterjee, Chair of the Nominating Committee and invited further nominations. Since there were no further nominations, on the motion of Kumar Chatterjee, seconded by Phyllis Nolan, the slate was accepted as presented.

10. Adjournment - The meeting adjourned at 4.40 p.m on the Motion of Al Metcalfe seconded by Kumar Chatterjee.

Minutes of a Meeting of the Executive Committee of the Retirees' Association Wednesday November 14, 2001, Human Kinetics Building Conference Room

Present: Alan Metcalfe (Chair), Stan Cunningham, John Drake, Jerry Malone, John Meyer, Phyllis Nolan and Jane Black. Regrets: D.Briggs, W. Innerd

1. **President's report** - Alan met separately with President Ross Paul, Faculty Association President Brian Brown, and Neil Gold, VP Academic. They seem to be genuinely concerned and support the retirees. The

committee needs to look at how to get more involved with the University and submit recommendations to the Faculty Association. Retirees are now serving as Equity Assessors, which is a beginning.

Alan will report within a month on the Presentation Committee for the current Retirees' Dinner which is tentatively scheduled for April 6, 2002, Ambassador Auditorium, CAW Centre. It has been recommended past retirees be included. Gordon Olafson and Alan represent WURA on the Committee. Alan will meet with Eric Harbottle tomorrow to discuss the Trust Fund and report to the Committee. This is the #1 priority over the next year.

2. Treasurer's report - Phyllis Nolan reported that 106 members out of 205 on the list have paid their dues, which is barely over 50 per cent; however, there is usually an influx of payments in January. A notice will be sent and this should be mentioned in the next newsletter. Expenses should be submitted to her.

3. Pension and Benefits Committee report - John Meyer said this committee will report to the Faculty Association Dec. 5 with information on the Trust Fund legalities, the status of the Pension surplus, and report on a review of the Green Shield plan in terms of revision. He noted a number of Association web sites include their pension plans. York has increased benefits with 100% for dental and 50% restorative with a deduction of \$130 per person. It was clarified that a surviving spouse can opt into the University plan. It is important to note that if retirees have an address change, the University Office of Human Resources must be notified.

4. Establishing Priorities and Courses of Action -

A. D7 - Stan distributed a sheet on D7 issues for review and discussion, among them the plan improvement for current retirees, the issue of health benefits, and compensation for those not in the plan. The benefits need clarification and must be published in the WURA newsletter. Two representatives are needed on the Committee for equality in numbers with the Faculty Association. John Meyer was nominated by Stan and seconded by Jerry, and Alan was nominated by Stan and seconded by John M. Both were elected unanimously. An alternate will be elected at the next meeting. Meanwhile there should be a meeting of the Committee as soon as possible.

B. Trust Fund- John Meyer reported that there is no information on the legal aspects. Alan and Eric Harbottle will be discussing this tomorrow.

C. Campaign to inform active faculty members - Jerry Malone agreed to prepare a white paper for the next meeting and members of this committee should give input to him. Faculty Association web sites are useful for issues and procedures.

D. Other - Discussion focussed on relations with the Faculty Association and ways to keep the pressure on for retirees. Articles for the Faculty Association newsletter would be useful. The meeting adjourned at 2:50.

Next Meeting: Wednesday, December 5, 2pm H.K.

Minutes of the Executive Committee of the Retirees' Association Wednesday December 5, 2001, Human Kinetics Building Conference Room

Present: Alan Metcalfe (Chair) Don Briggs, Stan Cunningham, James Linton, Jerry Malone, John Meyer, Phyllis Nolan and Jane Black Regrets: J.Drake, W.Innerd

1. The minutes of the meeting November 14th were approved with a change in item 3 to read:

The 2nd meeting of WUFA's Pension and Benefits Committee will be held December 5. That agenda will provide information on the Trust Fund, the status of the Pension Surplus and a review of the Green Shield plan...

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It was clarified that a surviving spouse can opt into the University of Windsor Plan.

2. President's Report

The pension surplus amount will not be known until January or February. The data was submitted the end of October.

A Committee has been established by the President to organize the Faculty Retirement party April 6. Gord Olafson and Alan are representing WURA. It is proposed that all retirees be invited; this would replace the Retirees Dinner held annually at St. Clair College.

People need to be identified to serve on the Trust Fund Committee and the Committee for Involvement of Retirees at the University. Don Briggs volunteered to serve on the Involvement Committee and he will contact Mary Lou Drake. It was suggested that this committee should send a report to the VP Academic in the future.

The annual University Pension Meeting was held at the University November 29. Connor, Clark and Lunn have been replaced by McLean, Budden. All returns from the four managers are beneath the media. A quarterly report on the Pension Fund Performance from the Faculty Association as of Sept. 30 was distributed.

3. Treasurer's Report

Phyllis reported that 17 more members paid their dues with a total now of 119 paid and 3 for next year. She will obtain a list of all the number of retirees for future contact.

Mrs. Joan Singh sent a thank you note to the Retirees Association which was circulated.

4. Report on Trust Fund, R&B Committee

- John Meyer reported on the 2nd meeting of the Faculty Association Retirement and Benefit Committee. The next meeting will be Feb. 7, 2002. John, Don and Gordon Olafson represented the retirees. Jim Butler represented Jim Skinner.

- It was noted by Dan Britten that the WUFA Executive had decided that representation on the Trust Fund Committee would consist of two from WUFA and one from WURA. The motion was debated without John's presence. This fund was established in the collective agreement for the retirees and they should have significant representation. There was a discussion in the Committee and a motion was made, with unanimous support, that the executive of WUFA reconsider this decision and reconsider their position. It was moved that two members of WUFA and one of WUFA serve as committee members for the Trust Fund and that the motion should be on the next WUFA Executive Committee Agenda. Alan will contact Brian Brown to explain our position.

Diane Russet from Green Shield attended the meeting and reviewed the plan with suggestions.

The retirees have one of 10 different plans. It was decided to hold a WURA Executive Meeting dedicated to discussing the Green Shield Plan. John will provide a summary. Copies of the "University of Windsor, Group 5231, Faculty Retirees Cost Containment Suggestions" which were distributed at the R & B Committee were distributed also to the WURA Executive for review prior to the meeting.

- Retirees who are partially employed at the University are required to pay Faculty Association dues without any benefit other than being members of the Collective Bargaining Unit.

John distributed a paper titled "Some questions to ask of retirees' associations". If anyone has questions or changes for the questionnaire they should contact John.

5. Report on contacting active faculty members

Jerry distributed the paper he prepared for a discussion of a proposed sub-group of associate members of WURA. Members of the committee agreed to review the paper for discussion at a future meeting.

6. Other business

- It was clarified that the life insurance is now in effect as long as the faculty member is actively employed. The mortality rate stated in the plan is not clear, members are not informed; therefore, it needs to be more specific. **This is something to consider for the next collective agreement.**

Gordon and John are on the Pension Surplus Committee. An alternate is required with a financial background. Don will approach a possible alternate. The bulk of the work will begin shortly and continue for several months.

Jim Skinner will be leaving soon. It was decided that Alan send a letter to the President, Eric Harbottle and the Chair of the Board of Governors on behalf of the retirees advocating greater assistance in the area of benefits and pensions for members as one person in Human Resources is not enough to provide timely service.

Key people need to be invited to executive meetings to provide a more efficient flow of information, e.g., the person replacing Jim Skinner, Diane Russet from Green Shield.

The meeting adjourned at 3pm

Next Meeting : Discussion of Green Shield plan for Retirees, Dec. 11, 1 pm, HK Building.

Dr. Krishan L. Duggal

Dr. Duggal Professor Emeritus - Department of Mathematics, Statistics and Economics has recently published the following two papers :

K. L. Duggal, Warped Product of Lightlike Manifolds, Nonlinear Analysis: Theory, Methods and Applications, 47(5), 2001, 3061-3072.

K..L. Duggal., Ianus, S (Romania) and Pastore, A. M (Italy), Maps interchanging f-structures and their harmonicity, Acta Appl. Math., 67, 2001, 91-115.

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MEMBERSHIP NEWS

John Walker Whiteside

University of Windsor Honours

Founder at Fall Convocation

A man who was instrumental in the creation of the University of Windsor, who was elected to the original Board of Governors, and who continues to serve students as a teacher and an example, was honored at the **university's 76th Convocation, Saturday, October 13, 2001.**

The University of Windsor conferred upon Professor Emeritus of Law John Whiteside an Honorary Doctor of Civil Law Degree in recognition of five decades of service to the university, and to the community.

In the 1950s, John Whiteside went to Toronto with his father, Walker Whiteside and Rhys Sale (then President of Ford of Canada), to negotiate the creation of Essex College, which would offer degree programs in business, pure and applied sciences and nursing in affiliation with Assumption University. He was then named to the Board of Governors of Essex College prior to the creation of the University of Windsor. When the public university was created by an act of the Ontario legislature in 1963, Professor Whiteside was elected as one of its founding Governors.

More than a decade later, in 1975, Professor Whiteside joined the University of Windsor as a professor after serving 25 years in the practice of law. He is now Professor Emeritus in the Faculty of Law. The Emeritus title is reserved for outstanding professors who wish to continue at the university after retirement. In that capacity, he also serves as Senate Parliamentarian, a position that recognizes his expertise in parliamentary procedure and good judgment.

At the university, his tremendous impact on the many students whom he has taught is widely known, if not legendary. One former student commented that, "Professor Whiteside has been a role model of professional responsibility for thousands of us. We, in turn, will pass that on. I cannot imagine a more significant contribution to our legal profession."

"Knowledge, experience, wit and wisdom - Dr. John Whiteside's contribution to the University of Windsor is virtually impossible to measure," says University of Windsor President Ross Paul. "We are proud to bestow this degree upon such a distinguished elder statesman among our ranks."

Throughout his career, he has devoted a great deal of his expertise and energies to community service. Some examples:

Professor Whiteside was a long-standing member and chair of the Windsor Police Services Commission and chaired the Ontario Municipal Police Authority;

Professor Whiteside was instrumental in arranging for and negotiating the complex and difficult merger between IODE Western Hospital and Metropolitan Hospital into Windsor Regional. He then became the

founding Chair of the new hospital;

Professor Whiteside served as Chair of the Windsor Media Council -the first established press council in Canada; and he has also held many positions in the Anglican Church.

David Wurfel

Professor Emeritus of Political Science, and presently Senior Research Associate, Joint Centre for Asia Pacific Studies, York

University of Toronto will be a visiting professor at the University of Hawaii in the winter term, filling the **Arthur Lynn Andrews Chair in Asian and Pacific Studies**, teaching mostly on the Philippines. He also gave a paper at the European Philippine Studies meeting at Alcala de Henares, Spain, in September.

The Newsletter

The Retirees' Newsletter is put out by the Faculty, Librarian Administrator Retirees' Association of the University of Windsor, four times per year: -- in March, June, September 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 James Linton

Send items for inclusion, to

James Linton,

12762 Riverside Drive East

Tecumseh, ON N8N 1A3

OR: Use his email address:

jml@server.uwindsor.ca

In Memoriam

Dr. E. Martin Basic - 82 of Windsor passed away at home of natural causes on September 26, 2001. Survived by two daughters and a son and three grand children. He was a retired professor from the Faculty of Business Administration. He was a World War II and Korean War veteran and past president of the Greater Windsor Foundation and a member of the White Hats Veterans Club.

Dr. Ripu Daman Singh - died suddenly on September 30, 2001 at the Windsor Regional Hospital. He is survived by his dear wife Joan and many nephews and nieces. He was Professor Emeritus - Biological Anthropology, in the Department of Sociology and Anthropology and a Fellow of the Human Biology Association. He was the recipient of the Majumdar Memorial Gold Medal (1998) for continued research and publications in Biological Anthropology during his 40 years of active career and research assignments in India and Canada and commitment to field work. He was the author of several books, one of which received the Birbal Sahni Award for scientific publications in Hindi. He joined the University of Windsor Sociology and Anthropology Department in 1970 and retired in 1993. He received his Master's degree from the University of Lucknow, India and his Ph.D. from the University of Oregon, Eugene, Oregon.

Major Sunil Gupta - husband of Professor Emeritus Anna Gupta, a former Director of the School of Nursing, passed away on November 7, 2001 peacefully. He was 94 years old and a dentist by profession, who retired from the Indian Army, and followed his wife to Windsor, Canada, where she took up the position in the School of Nursing. Major Gupta was a very disciplined man and remained physically active until a few years ago, when he would do a six-mile daily walk from his home to the Windsor Public Library. He was a very sociable and witty person and a highly respected person of the Windsor community.

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EDITORIAL PAGE

The Association

The Retirees' Association (Faculty, Librarian, Administrator -WURA) 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 have been kept at the level of \$20 per year. This includes four issues of The Retirees' Newsletter .

Officers of the Association are:

President: Alan Metcalfe

Secretary: Jane Black

Treasurer & Membership : Phyllis Nolan

Elected Members of the Executive

Committee: Don Briggs; John Drake

Jerry Malone and John Meyer

Ex Officio Members:

Immediate Past President:

Stan Cunningham

Founding President: Norm Shklov

Committee Chairs:

Social Committee: Vacant

Bursary Fund Committee: Wilf Innerd

Pension & Benefits: John Meyer

Editor of Newsletter: Jim Linton

WEB Master: Ray Hermiston email bj7;@uwindsor.ca

The Association's Address is:

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Email: jblack@uwindsor.ca

Home Page: <http://zeus.uwindsor.ca/newsstnd>

uwflra/index.html

Newsletter online:

<http://zeus.uwindsor.ca/newsstnd/ /uwflra/news.htm>

Datta Pillay Steps Down as Editor

After serving as Editor of the Retirees Newsletter from January 1998 to December 2001 and having edited 19 issues, I have decided it is time to pass on the torch of editorship. Fortunately, the Association has found an able individual in Professor Jim Linton, a retired Communications Studies professor with considerable experience in journalistic skills. He will begin his term as Editor in the New Year, with the March 2002 issue of the Newsletter.

Status of WURA

During the past few years, I had the pleasure of also serving as Secretary of the Retirees' Association, along with a group of very dedicated retiree members, who spent many hours in meetings. In the first year of my Secretaryship, I enjoyed working with **Dr. Kumar Chatterjee**, who as President, guided the association very ably, tackling many critical issues of concern to all of us retirees. During the next three years, under the presidency of **Dr. Stan Cunningham**, WURA has laid a solid foundation, so that retirees' voices are heard in many places on campus - in the Faculty Association, The University and the Human Resources Department. As a result, The Faculty Association constitution was amended to allow retirees to become associate members. In addition, WURA had representatives, on the WUFA Executive, Council, and Contract Committee. WUFA Pension and Benefits Committee always had three retirees on this committee.

The D7 Committee was activated, which met several times over the year and produced its very first report, that was presented to the University and the Faculty Association.

I am very pleased that the current Executive has several new members who are dedicated and our new President **Dr Alan Metcalfe comes with an established reputation, as the conscience of the Senate, its rules and regulations and as a fearless leader during his active career on campus.**

WURA is in very capable hands and the next few years will certainly make gains and address many concerns of retirees. I wish the new executive my very best.

Membership Drive and \$ 20 Dues

This plea is on behalf of our Treasurer to gently remind those who have not paid the dues for 2001-2002 to please forward their cheques .to the Treasurer, WURA, C/O University of Windsor Post Office, University of Windsor, Windsor, ON N9B 3P4

Datta Pillay