

Retirees' Newsletter

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President's Report - Alan Metcalfe

First it is important to recognize the contributions of a small but extremely dedicated group of your colleagues who have worked hard during the past six months to try to improve conditions for retirees. Their work is even more laudable when one considers that even small improvements are achieved only after expending a great deal of effort. The first group, in alphabetical order, is your executive Jane Black, Don Briggs, Stan Cunningham, John Drake, Wilf Innerd, Jim Linton, Jerry Malone and Phyllis Nolan. The executive meetings have been well attended and, in fact, have been fun. Thanks also go to the members on the Faculty Association Pension and Benefits Committee-Don Briggs, John Meyer, and Gordon Olafson. In particular, John Meyer's contribution on the Executive, the Pension and Benefits Committee and the D7 Committee deserve to be recognized. Finally, we have been extremely lucky to have Peter Burrell represent us on the potentially very important Trust Fund Committee which had its first meeting on March 19.

What then, have we been doing on your behalf? First, general statement on the major problem facing WURA - the lack of any real power. We rely on the goodwill of the Faculty Association and Administration to achieve even small goals. There are clear indications that the Administration and the Association are taking retiree issues seriously and we have established an excellent working relationship with Brian Brown and Jim Butler, in particular. However, it is unlikely that you will see major changes in the foreseeable future. In something of an irony we are, in fact, working for future retirees - the very people who have difficulty in recognizing the problems facing retirees - remember we, as a collective, did not show much interest when we were active faculty members. Let me share the things we have been trying to achieve.

There are two initiatives that have the potential to achieve some concrete results. The executive will be making proposals flowing out of two committee reports. Jerry Malone has prepared a proposal on how to get current faculty members interested in retirees issues - in other words to achieve with current faculty members what nobody achieved with us. Another committee, chaired by Don Briggs, looks at ways retirees can be involved in the academic functioning of the university. This is most timely considering the influx of the double cohort in 2003. When concrete proposals are formulated we will submit them to the membership for consideration before taking any further actions.

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Campus News

Articulation Agreement with University in China Approved by Senate

In May, Senate approved an articulation agreement that links the University of Windsor with Anshan University of Science & Technology. AUST is an institute of about 8,500 full-time students with undergraduate, Master of Science and PhD offerings. It is located close to the

Anshan Iron and Steel Company (the largest such complex in China) in the Province of Liaoning.

Agreement Signed with Hong Kong Baptist University

In late June, President Ross Paul signed a Memorandum of Understanding with Hong Kong Baptist University that will lead to an articulation agreement. The agreement will open the opportunity for qualified graduates from HKBU's Associate Degree programs to complete their baccalaureates at the University of Windsor.

Windsor Celebrates Announcement of 68 Ontario Graduate Scholarships

The Dean of Graduate Studies and Research, Dr. Sheila Cameron, announced in mid-May that 68 Windsor students have been selected to receive Ontario Graduate Scholarships. Last year, 52 Windsor graduate students were selected for the awards.

More than \$5.4 Million Offered in Scholarships and Bursaries

The University of Windsor is offering a record high of more than \$5.4 million in scholarships, bursaries and other financial support to help incoming students this fall. Almost 10,760 scholarships and bursaries have been offered this year.

Colleagues and Students Create Tribute to Erika Kuendiger

Colleagues and students in four universities are contributing to a new graduate scholarship in memory of former Education Professor Erika Kuendiger. Donations to the scholarship fund may be sent to Dr. Linda McKay in the Faculty of Education made out to "The Dr. Erika Kuendiger Doctoral Scholarship."

Scholarships Will Commemorate Sourin Dutta

The Dr. Sourindra Dutta Memorial Scholarship in Industrial Engineering will be awarded to a third-year student in industrial engineering based on academic standing and professional activities. In recognition of Dr. Dutta's work to promote linkages with the developing world, the Dr. Sourindra Dutta Memorial Scholarship for Graduate Studies in Political Science will be awarded to an international student in the Masters Program based on academic achievement and financial need. If you would like to make a donation, cheques may be made out to the University of Windsor Dr. Dutta Scholarship Fund and sent to the Office of Development.

University of Windsor Names Dr. Cecil Houston Dean of Arts and Social Sciences

President Ross Paul has announced the appointment of Dr. Cecil Houston as Dean of Arts and Social Sciences at the University of Windsor effective July 1. A professor of geography at the University of Toronto since 1972, Dr. Houston has a long record of special service to the academy and the community. From 1993 to 1999, he was Associate-Dean, Social Sciences, for Toronto's Erindale College, and during most of those years he was also the college's Vice-Principal, Instructional Development. In 2000, he was named Special Assistant to the Principal, University of Toronto at Mississauga, and was appointed Director of the Communication, Culture and Information Program in 2001.

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New Director Named for Campus Police Services

Robert (Bob) Cowper was appointed as the new Director of Campus Police Services in May, 2002. He brings more than 28 years operational and management experience to the position. Bob was previously a staff sergeant with Windsor Police in charge of the City Centre Patrol and the Ancillary Volunteer Service.

Windsor Names New Director of Athletics and Recreational Services

The University of Windsor has appointed Gordon Grace of Mount Allison University as Director of the Division of Athletics and Recreational Services effective July 1. A native of Chatham, Ontario, Mr. Grace has an extensive background in coaching, sport management, event management, business and fundraising.

38 Campus Researchers Receive NSERC Grants

Grants for research at the University of Windsor from the Natural Sciences and Engineering Research Council of Canada (NSERC) announced in May totalled \$1,148,178. NSERC is also awarding \$245,554 for six new equipment grants to carry out some of the projects. In all, 38 researchers were successful in their applications to NSERC for this year. The full list of grants to Windsor Researchers can be found at <http://www.uwindsor.ca/research>. The 44 awards are for a total of \$4,429,926 over five years. In 2001 a total of 40 researchers were successful in obtaining \$1,250,316 in NSERC awards plus \$582,540 for equipment.

Ilcan is Windsor's Newest Canada Research Chair

Sociology Professor Suzan Ilcan was named Canada Research Chair in Social justice and Globalization at the University of Windsor, in an announcement by Canada's Industry Minister Allan Rock in March. The announcement means a total of \$750,000 in new research support for the work of Windsor's newest Canada Research Chair.

Dr. Ilcan joins two University of Windsor professors who were named Canada Research Chairs in November 2001. That announcement meant a total of \$2.2 million in new research support for the work of the two new Canada Research Chairs at Windsor. University Professor of Sociology, Dr. Eleanor Maticka-Tyndale, is the Canada Research Chair in Social Justice and Sexual Health, and Environmental Engineering Professor, Stanley Reitsma, is the Canada Research Chair in Water Resources.

Plenty of Campus Talent Behind Gold Award-winning Film

"Commedia Fantasia," a film by Gina Lori Riley Dance Enterprises, has won a Gold Award in the Performance Arts-Dance, Drama, Music category at the prestigious Worldfest 2002, Houston International Film Festival in Texas. Dramatic Art instructor Gina Lori Riley is the artistic director of the company. Worldfest is one of the largest international film festivals in the United States with some 25,000 people attending and more than 4,300 films entered in 200 categories. (50 in Performance Arts-Dance, Drama, Music)

The idea began with Gina, who was executive producer. Co-producers and co-directors were Peter Freele, producer in the Media Production Unit of the Centre for Flexible Learning, and Nick Shields, then director of the Media for a Change production unit in Communications Studies at the University of Windsor. The film was shot in six Windsor locations.

U of W supporter Leonard Neal passes

One of the University of Windsor's longest and strongest supporters, Leonard Neal died in early July. He was 86. Mr. Neal was a leader and ardent canvasser for the successful investing in Leadership campaign in the early 1990s and was presented the University of Windsor's Clark Award in recognition in 1996. The Leonard and Dorothy Neal Education Building is named in tribute of all his efforts on behalf of the University.

Senior Vice-President Paul Cassano remembers Mr. Neal as one of the community's philanthropic leaders, giving generously to education, health and arts institutions. "He was one of our best critics and a loyal and enthusiastic supporter," Dr. Cassano said.

Mr Neal was president and CEO of Tamco Limited and a past chairman of the Automotive Parts Manufacturers Association. He is survived by his wife Eleanor Wallace-Neal, who is also a friend and strong supporter of the University of Windsor.

Pension & Benefits June 24, 02

By John Meyer, Chair of pension & benefits committee of WURA (retirees)

Health Benefits: (mostly "good news")

With the cooperation of Jim Butler and as of May 1st, a new category of "couple" and a "fourth" option ("dental") have been introduced resulting in lower premiums for those previously in the "family" category. Letters have been received from the Office of Human Resources explaining the new category in our Green Shield plan. See below the new schedule of rates and the four options offered upon normal retirement (65yrs) and at your own expense.

COVERAGE	OPTION 1	OPTION 2	OPTION 3	OPTION 4
	TOTAL PACKAGE	NO DENTAL	NO DRUGS	DENTAL ONLY
INDIVIDUAL	\$213.73	\$190.99	\$71.03	\$22.74
COUPLE	427.43	381.96	142.03	45.47
FAMILY	577.15	514.63	184.73	62.52

As predicted, Green Shield premiums have increased for the year (05.01.02) by about 10%. An analysis of the health benefits, premiums, and limitations of 12 health benefit/insurance carriers has been completed and will be available for your information on both WURA's website/listserv and as paper copy for those requesting. This provides a useful comparison with our current Green Shield retirees' plan.

Efforts are underway to update any improvements in new collective agreements of Canadian universities. Compared to the 16 Canadian university health benefits surveyed last year, Windsor's collective agreement provides the least beneficial package with only 50 % of the dental premiums provided. Gord Olafson, John Meyer, and Debbie Noble are conducting this initiative.

The committee responsible for the benefits Trust Fund provided by the current collective agreement has now had its first meeting and is awaiting information from external consultants concerning governance and tax implications. Official estimates indicate that from the total pension performance and evaluation (every three years by Mercer Inc.) of \$6,082,000 there will be \$1.6 million for the trust fund and it has been deposited in an account. Retired economics professor, Peter Burrell, is WURA's representative.

We continue to explore ways and means of creating more critical mass or volume for our current and future health plans in order to provide lower premiums. Unification of the 10 or more University plans is also being explored.

Dispensing fees for prescriptions vary, as many of you know. I found Sobey's, Zehrs, and Walmart to offer the least expensive fees.

Green Shield has now moved to a new location in Tecumseh on South Service Road East.

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Pension:

Jan-March quarter pension \$ performance from the four fund managers was a +2.5 %, but that was lost with a very volatile second quarter. Quarterly reports may be viewed in the Faculty

Assoc. Office and in the Office of Human Resources. The unfortunate news is that after an examination of fiscal year of 2001-2002 July 1, 01 - June 30, 02) we might expect a - 2 - 4 % decrease in the money purchase portion of the plan. This takes into account the - 6 %, always subtracted for the actuarial estimates for the stability of the plan.

So, if in fact this is accurate, you are forewarned that your monthly money purchase factor will decrease by a certain % this coming fiscal year.

Northern Trust will appropriately send you a statement whenever any changes occur. This most recent statement apparently reflects a slight increase based on some tax alterations.

Further information that has recently emerged is that 71% of the University Pension Plan (c. \$355 m.) is academic participation and 29% is staff (3 CAW unions) participation shared with the University contributions. The CUPE union has now withdrawn their portion and administer it themselves.

Both Faculty Association committees (D7 & Retirement/Benefits) have been meeting collecting information, and preparing reports. Each of these committees has WURA representation (D7=A.Metcalf & J. Meyer, R&B= D.Briggs, J. Meyer, G. Olafson).

Other:

We are awaiting the completion of information documents on retirement benefits (pensions and health benefits) that form a "handbook" that will be placed on the respective web sites. Those persons using the University of Windsor's Internet services can easily request that the University "Daily News" be delivered on line. (www.uwindsor.ca) click on "news". Those wishing details about CPP and other federal benefits go to the website: www.hrdc-drbc.gc.ca (click on "seniors"). CARP (Canadian Association of Retired Persons) for a low membership fee offers many services and an excellent magazine (Fifty Plus). Phone: 800-363-9736 800-363-9736 .

Retirees' Trust Fund

By Peter Burrell

Background

Members will recall that the recent Collective Agreement between the University and the Faculty Association (WUFA) provided for the establishment of a Trust Fund to help subsidize the benefit costs of retired members of the pension plan. The Fund will be funded principally from a portion of the pension surplus in excess of an agreed contingency reserve. Funds will be transferred on a monthly basis beginning in November. The total amount to be transferred to the Fund will ultimately be somewhat in excess of \$1 million. In addition the GST rebate from some pension-related services will also be added to this Fund. The income earned by the Trust Fund will be available to partially subsidize benefit costs.

The University and WUFA agreed to establish a Retirees Trust Fund Committee to develop recommendations concerning the structure, governance and operation of the Fund. The University appointed Jim Butler (Director of Human Resources) and Dale Horniacheck (Financial Services); WUFA appointed Dan Britten (Mathematics) and Peter Burrell (representing WURA) to this Committee.

Progress Report

The committee held its first meeting in late March. The committee decided to have specialist consultants Watson-Wyatt prepare a report reviewing the various types of 'vehicles' which might be used to implement the Fund (including tax implications) and to outline the governance and operational issues which need to be addressed. This report has just been received by the

Committee and it will now be possible to move forward towards developing specific recommendations.

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Membership News

MacLeod on "HC" circuit

Professor Emeritus and award-winning author Alistair MacLeod seems to have been on what could be termed the *honoris causa* degree circuit. The winner of the Dublin IMPAC Award in Literature last year received honorary doctorates from four different Canadian universities this spring: the University of Prince Edward Island, the University of New Brunswick (where he had earned his Master's degree), the University of Alberta, and McGill University.

This brings Dr. MacLeod's collection of honorary doctorates to seven, having in previous years been honoured by the University college of Cape Breton, Saint Francis Xavier University (where he had earned his Bachelor's degree), and, in the Fall of 2000, the University of Windsor.

Dr. MacLeod is the author of the volumes of short stories, *The Lost Salt Gift of Blood* (1976), and *As Birds Bring Forth the Sun and Other Stories* (1986). Stories from those books appear in the recently released bestselling collection, *Island*. The IMPAC award was for his novel, *No Great Mischief*, released in 1999.

Engineering

Professor Emeritus in Materials Engineering Bill Youdelis is the 2002 recipient of the prestigious Canadian Metal Physics Award, which was presented at the recent joint Canadian Materials Science Conference and Canadian Metal Physics Conference at the University of Manitoba. The award is for "outstanding scientific contributions in the area of metal physics and distinguished service to the Canadian materials science community." Dr. Youdelis also presented the paper, "Nucleation Entropy and Grain Refinement" to the Graduate School in Mechanical and Materials Engineering while he was in Winnipeg.

Communication Studies

Stan Cunningham, Professor Emeritus, Department of Communication Studies, has published *The Idea of Propaganda: A Reconstruction* (Praeger). Hitherto, propaganda scholarship has been dominated by the social sciences. In *The Idea of Propaganda*, Prof. Cunningham argues that philosophical analysis--a "philosophy of propaganda" is necessary in order to arrive at an adequate understanding or "concept" of propaganda.

Call for Nominations

The WURA Nominating Committee will shortly begin its work of reviewing and nominating candidates for possible openings and positions on the Executive Committee [President, Vice-president, Treasurer, Secretary, four Directors], and for WURA representative on Faculty association committees [WUFA Executive, Council, and Contract Committees]. Nominations and applications should be sent, by September 16, to Stan Cunningham (2277 Lincoln Rd., Windsor, N8W 2R3)