

The Retirees' Newsletter

The Bi-Monthly Publication of the Retirees' Association (Faculty, Librarian, Administrator)
The University of Windsor, Windsor, Ontario, Canada N9B 3P4
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Editor : Datta Pillay

President's Report

First I would like to recognize the contributions of two members of the executive who decided not to stand for office this year. **Don Briggs** has given dedicated service to WURA, thank you. In particular, I wish to thank **Phyllis Nolan** for her term of office **as Treasurer of WURA** - she has given outstanding service - thank you. At the same time, I wish to extend a welcome to **three new members of the executive; Norm King, our new treasurer, Ken Pryke and Gord Olafson**. We look forward to working with them on your behalf.

These are not particularly good times for retirees. Our health benefits under Green Shield have gone up about 38% - all the cost being borne by the retirees. Those on Money Purchase have seen a significant drop in their pensions - I personally have lost about \$7000 a year - a hard pill to swallow. At the same time, we are heavily indebted to the individuals who gained the Minimum Guarantee for us. Increasing numbers are falling back on the protection of the MG. The MG is the one gleam of light in an otherwise dark picture. Again, this year, it was increased slightly. What I have come to realize is that, for the most part, ones retirement earnings are frozen at the level of the first day of retirement - our position is frozen at that time. In other words, there appears to be very little concern about actual retirees after they retire. While faculty negotiate significant increases for themselves retirees are totally ignored. The condition of retirees is masked, to some degree, for the members on Voluntary Early Retirement - a significant number of "retirees". In fact, the real impact of retirement does not hit until they ACTUALLY retire at 65. It is my impression, although I do not yet have the data to support my view, that numbers of retirees are slowly sinking into poverty - some members MUST be having a very difficult time making ends meet - especially those who retired in the 80s and early 90s.

During the first week of December, 2002, I attended three meetings on your behalf - one was disturbing and the other two the first really positive meetings, I have attended for a long time. On December 2, 2002, I attended a pension meeting, at which the 4 managers of our funds report. What disturbed me was the change in the way of reporting and the general evasiveness of the replies to questions. The representative of Mercers used to present a graph that demonstrated how the 4 pension managers performed in comparison with all other Canadian pension managers. For the past five years they have consistently fallen below the mean. This time they did not present this information and questions that attempted to address the issue were evaded. My question is WHY? Since the managers explained their relatively poor performance as a consequence of their relatively conservative investment policy, one would expect that even in this down market they would, in fact, do better than their competitors. Why, then, did they evade the questions. The meeting left me puzzled.

On 4 December, 2002, I met with Rita Lacivita (Interim Director of Human Resources) and Cheryl Paglione, Manager of Pensions and Benefits. The transition from Jim Butler and Jim Skinner to the new administrators with direct responsibility for our affairs is complete. I was favourably impressed with the openness and willingness to share information. I do believe we will find them very helpful especially in our attempts to create a meaningful data base.

On 5 December, 2002, I attended the second meeting of the Trust Fund Committee. I came away more positive about the Trust Fund than I have ever been. The actions of the representatives of

the Administration and the Faculty Association demonstrated, very clearly, that the establishment of the Fund and its implementation are important concerns. Money WILL be placed in an account in January - approximately \$1.5 million. We are meeting again on 18 December, 2002 to consider the steps to be taken to get the fund up and running. While the fund will not address all our problems it is, very clearly, a step in the right direction. Hopefully we can build on it. In something of an irony, I don't think that present retirees will benefit significantly from the fund rather it will be future retirees that will, if the fund grows, reap the benefits.

I wish you all a happy holiday season. I hope that my next report will provide you with concrete information on the establishment of the Trust Fund.

Alan Metcalfe
President, WURA

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Campus News

Satellite Medical School Program Announced

The University of Western Ontario and its regional partners celebrated a major milestone in the development of its Southwestern Ontario Medical Education Network (SWOMEN) with the announcement of two Assistant Deans to coordinate medical training in Windsor and throughout Southwestern Ontario. Funded through the provincial Ministry of Health and Long-Term Care, the network is being established to address the critical doctor shortage in the region.

University of Windsor President Ross Paul hosted the announcement made by Dr. Carol Herbert, Dean, Faculty of Medicine & Dentistry, University of Western Ontario.

Offices for the Assistant Dean for the Windsor region will be in the Health Education and Learning Centre, under construction at Fanchette and Sunset. The new Southwestern Ontario Medication Education Network provides for a number of internships by senior medical students to be experienced at Windsor hospitals and doctors' offices.

A committee promoting the idea that included President Paul hoped that bringing the interns to the Windsor area will lead to some deciding to establish their practice in this area.

Appointments, Resignations etc

Dr. Raphael Cheung Assistant Dean for UWO Medical Education Network at Windsor

Dr. Raphael Cheung, a local doctor who is an adjunct professor at the University of Windsor has been named Assistant Dean for Windsor operations of the Southwestern Ontario Medical Education Network (SWOMEN).

Dr. Jim Rourke of Goderich was named to the position of Assistant Dean, SWOMEN/Rural-Regional. Both Drs. Cheung and Rourke will work with physicians, local health care providers and community partners to ensure the highest quality medical training for students and residents who will hopefully choose to practice in the region.

Dr. Cheung will eventually work with 24 undergraduate medical students and 20 residents in Windsor health care settings each year.

"The satellite campus at Windsor, with offices in the new Health Education and Learning Centre, is an exciting addition to our university and important to our community. Working closely with Dr. Cheung, Dean Herbert and many community leaders, we look forward to rapid progress over the next few years in attracting and keeping first-rate medical practitioners," Dr. Paul says.

Dr. Raphael Cheung is currently chair of the local Cardiology Research Group. Windsor Biochemistry Professor Bulent Mutus is the group's scientific director.

Dr. Cheung is a well-known Windsor physician specializing in Endocrinology, Metabolism, and Internal Medicine. With the help of resources at the University of Windsor, he will coordinate training at Windsor Regional Hospital and Hôtel-Dieu Grace Hospital, both partners in the education network. He has also been collaborating on research at the University of Windsor for many years.

Law Professor Brian Mazer Is the Interim Registrar and Dean of Student and Academic Services.

Professor Brian Mazer says his appointment as Interim Registrar and Dean of Student and Academic Services is an "interesting opportunity and challenge", with the timing in the midst of planning for the double cohort of high school graduates coming to the university next September.

Professor Mazer has spent seven years as Associate Dean of Law, and was Interim Dean of Law for more than a year, following the appointment of former dean Juanita Westmoreland-Traore to the bench in Quebec and before the arrival of current Law Dean Bruce Elman.

In his new position, he is responsible for the Registrar's office, undergraduate student recruitment and admissions, student services, and is Clerk of Senate. He chairs Senate's Student Committee and Steering Committee.

Alfa Returning to Manitoba

Associate Vice-President for Research, Dr. Attahiru Sule Alfa left the University of Windsor, to accept a prestigious research chair position at the University of Manitoba, the institution that he left to come to Windsor in January 2000. Dr. Alfa is returning to Winnipeg for family reasons

"Dr. Alfa has restructured our research services for faculty to greatly improve the support provided to them, in a straightforward, direct and efficient manner. He's done a very fine job of setting the stage for next steps in the development of our research culture," says Vice-President, Academic, Neil Gold. "We are sorry to see him go, but we sincerely wish him well and great success in Manitoba."

Total funding to support researchers on campus is adding up. It is now more than \$17.5 million a

year, and has more than doubled over the past two to three of years.

Ms Rita LaCivita Acting Director of Human Resources

Ms LaCivita, formerly Employee Relations Manager for CUPE Locals 1001 and 1393 is now Acting Director, Office of Human resources. She has been in charge since September 2002 after Mr. Jim Butler left the university to take up a position in Wilfrid Laurier University. A search is on for choosing a permanent director. WURA sends her best wishes for success.

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Daimler Chrysler Canada Donation of \$1.6 Million to the University of Windsor On December 5, 2002

Ed Brust, Chairman, President and C.E.O., DaimlerChrysler Canada announced a significant donation of \$1.6 million to the University of Windsor.

The establishment of the DaimlerChrysler Canada/University of Windsor Excellence in Engineering Education (Three "E") Fund . The Three "E" Fund will support education through the acknowledgement of excellence: **student excellence; leadership excellence; teaching excellence; and, community outreach excellence.**

The \$1.6 million fund will supply resources for student awards, teaching awards, industry exchange programs, as well as elementary and secondary school engineering awareness programs.

University of Windsor President Dr. Ross Paul said this latest generous donation from DaimlerChrysler Canada will foster excellence and raise the national and international profile of our unique automotive engineering program, and help us to attract more first-class students and faculty and to challenge them to exceed all expectations.

Beginning in the mid-1990's, DaimlerChrysler Canada and the University of Windsor developed the shared vision of forging the link between industry and academia. By 1996, vision became reality with the opening of the University of Windsor/DaimlerChrysler Canada Automotive Research and Development Centre.

Ontario Announces Annual Facility Renewal Grant

The University of Windsor will receive \$943,800 this year for facility renewal, the Ontario government announced yesterday.

Vice-President Administration and Finance said this money is the annual allotment for facility renewal program. "This official announcement that the funding is coming is important for universities to continue to upgrade and maintain their campus facilities as planned," he said.

The government divides its facilities renewal funding among universities based on the square footage of the campus plant.

CFI Opens New Competition For \$450-million Investment In Innovation In Canada

The Canada Foundation for Innovation (CFI) has approved an allocation of \$450 million for its fourth competition, which is open to all eligible universities, colleges, hospitals and not-for-profit research institutions. It builds on the \$1.32 billion investment provided in the first three

competitions.

"Canada's research community requires state-of-the-art infrastructure to tackle research that is increasingly multidisciplinary," said CFI President David Strangway. "This competition will help to create new ideas that will ultimately benefit Canadians from all walks of life."

The Government of Canada is investing with a goal to make Canada one of the top five countries in research and development performance by 2010. The CFI has been entrusted with a capital investment budget of \$3.15 billion and contributes 40 per cent towards eligible project costs, with universities identifying the remaining 60 per cent matching funds.

Industrial Research Chair Announced

The Hon. Susan Whelan was on campus to announce the fifth Industrial Research Chair at the University of Windsor to be supported by a major automotive manufacturer and the Natural Sciences and Engineering Research Council of Canada.

Maev Named to Industrial Research Chair Specialist in Acoustic Imaging and Materials Characterization

The University of Windsor has its sixth Industrial Research Chair -- the fifth in partnership with a major automotive manufacturer.

Dr. Roman Maev was named NSERC/DaimlerChrysler Canada Industrial Research Chair in Applied Solid State Physics and Material Characterization. The Natural Sciences and Engineering Council (NSERC) is providing \$875,000 over five years, with DaimlerChrysler Canada contributing a further \$850,000 to support the work of the chair.

Dr. Maev is a professor of physics at the University of Windsor with a unique background and an extraordinary talent for innovation. He has been working closely with DaimlerChrysler on a range of projects in the past few years, specializing in the development of new high frequency acoustic and acousto-optic imaging technology and in developing innovative systems and applications for this technology.

The additional funding and other support from the government, the company and the university will allow Dr. Maev and his team at the Centre for Imaging Research and Advanced Materials Characterization (IRAMC Centre) to make advancements in manufacturing technology.

Taylor Named Acting Associate V-P Research

Dr. Keith Taylor, the environmental biochemist who is head of the Department of Chemistry and Biochemistry, has been named Acting Associate Vice-President, Research. Dr. Taylor has been with the University of Windsor for 25 years, and has been active in faculty recruitment and administration as well as teaching and research. His research in recent years has been in collaboration with Environmental Engineering Professors Nihar Biswas and Jatinder Bewtra. They have developed a biochemical method for removing contaminants from industrial waste, which has been proven in the experimental stage and is now being developed as large scale technology.

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DailyNews Gets New Editor

Brenda Rudiger, a seasoned communication specialist, recently joined PAC and has taken over responsibility for the DailyNews as well as other internal public relations activities. John Carrington, who has been editor since the beginning of the DailyNews, will now focus on external media relations geared at raising the university's profile locally and nationally. Brenda is from Edmonton, Alberta where she was the public relations officer for the Department of Music at the University of Alberta and more recently, the communications manager for Metro Community College. Since relocating to Windsor, Brenda has worked with the Faculty of Law and the Great Lakes Institute on a number of projects.

\$3.6-million Support For Four New Canada Research Chairs

Four more University of Windsor professors were named Canada Research Chairs. With the announcement will come additional research funding totaling \$3.6 million.

The new Canada Research Chairs are:

Professor of Psychology, **Dr. Lori Buchanan**, Canada Research Chair in Psycholinguistics

Professor of Industrial and Manufacturing Systems Engineering, **Dr. Hoda ElMaraghy**, Canada Research Chair in Manufacturing Systems,

Professor of Earth Sciences/GLIER, **Dr. David Fowle**, Canada Research Chair in Biogeochemistry, and

Professor of Biochemistry/GLIER, **Dr. Robert Letcher**, Canada Research Chair in Environmental Chemistry and Toxicology.

Writer-in-Residence Dumont Settled In

Marilyn Dumont, a Metis poet from Alberta, is enjoying her tenure as the Canada Council Writer-in-Residence, since coming to the University of Windsor last August.

According to Ms. Dumont, a very enjoyable part of her role is the one-on-one coaching of writers from the university and the community whom she meets. "I try to help writers develop confidence about themselves and their work. In the writing community there are people who were very supportive of me as a writer," she says of her own early experiences. "The misconception about writing that you must know what you want to write before you start, short circuits the writing process."

She is also working on five short fiction stories, a challenge which she describes as, "A whole different process than writing poetry, like moving to a new place, you have to get grounded and figure out what you want to do with the writing."

University Joins "Thanks Herb" Festivities

Herb Gray Days were celebrated in Windsor on November 20th and 21st. The festivities began on the 20th with a reception at the Capitol Theatre. Immediately followed by A Community Celebration of Herb Gray, dinner at the Ciociaro Club.

Herb Gray Distinguished Lecture Series Created

University of Windsor President Ross Paul wrapped up two days of celebrations and tributes to the Rt. Hon. Herb Gray by announcing the creation of the Herb Gray Distinguished Lectures at the University of Windsor. The lecture series to begin in the fall of 2003 will be organized by the Department of Political Science and the Faculty of Law.

Dr. Paul said the lectures are designed to acknowledge the enormous contribution of Mr. Gray to Canada, the city of Windsor, and the university. Dr. Paul thanked Political Science Head Tom Najem, Professor Lloyd Brown-John and others for their work in creating the series.

President Speaks At Windsor Rotary

"Health, Education and the Environment: A 2020 Vision for Windsor/Essex," was the topic of a speech delivered by President Ross Paul to the Rotary Club early in December.

Health, Education and the Environment:

A 2020 Vision for Windsor/Essex

University of Windsor President Ross Paul invited the community to share and get behind a vision for a unique medical school at the University of Windsor that would be based on the core concept of environmental health.

Dr. Paul outlined his vision at the Rotary Club of Windsor. Attending the presentation were Mayor Michael Hurst, and members of the ad hoc community committee, that proposed the medical education network now taking shape in this community.

"With strong continuing links to its current parent, the University of Western Ontario, we can establish a school that develops a reputation for preparing physicians for rural and smaller centres; developing specialties and expertise in environmental health issues, especially those relevant to Windsor and Essex County; and developing strong interdisciplinary research in the relationships between health and the environment in close collaboration with physicians and faculty in Southwestern Ontario and Detroit," President Paul said.

The president said that now is the time to act on a Vision for 2020. The health care crisis to come with the aging of the baby boom generation has not yet peaked and new and innovative solutions are being sought.

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CLARK AWARDS

The Clark Awards have been presented annually since 1994. Named for former University of Windsor Chancellor and 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.

Clark Awards presented to five long-standing 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 recipients for 2002 are:

Joseph Ouellette, Group Chairman and Director of Research, Acrolab Group of Companies;

Thomas Knowlton, Dean, Faculty of Business, Ryerson University;

Vince Bassman, Chartered Accountant and President, Alumni Association Board of Directors;

Sue Sheldon, Principal, The Learning Continuum; and

Larina Heath, Manager, Special Accounts, Business Development Bank of Canada.

"Each year the Clark Award adds distinguished recipients to its impressive roster and this year's honourees are no exception. All have blessed their alma mater with contributions involving hard work for their university and distinction in their fields of endeavour. We are proud of each and every one," says Dr. Paul Cassano, Vice President of External Affairs.

CAMPUS UNDER CONSTRUCTION:

Health Education and Learning Centre

By next summer, the University of Windsor will have, on Sunset Avenue, an outstanding new \$18-million Health Education and Learning Centre. The three-storey facility will enable the university to provide additional seating for almost 1,100 students during a single class session in six classrooms ranging from 100 seats up to a 268-seat lecture theatre.

The centre will house the Faculty of Nursing with undergraduate and graduate programs for

nurses and nurse practitioners; six major new classrooms; state-of-the-art communications technologies. Offices of the Associate Dean and administration for the new Windsor interns program of the Southwestern Ontario Medical Education Network (SWOMEN) will also be in this building.

A wing within the 66,000-square-foot academic building will be dedicated to the new initiatives in medical education and a high tech board room connected via WEDnet and ORION high speed computer networks to research and teaching facilities across the Province.

New Residence On Time And On Budget

The new University of Windsor Student Residence building is a key element in the strategy to manage the increase in student population resulting from the double cohort of secondary school graduates, the last of the five-year stream and the first of the four-year stream.

When complete, the new residence will be a 117,000-square-foot, five-storey brick building, which will house 348 students. It is designed with full accessibility and will have five suites for persons with physical disabilities. The building design is energy efficient and will incorporate important personal productivity tools such as high-speed internet access in each suite.

Dramatic Art Building

One of the more challenging construction projects on the University of Windsor campus is the new 33,000-square-foot, two-storey Dramatic Art facility that will wrap around north and west sides of the Essex Hall Theatre.

Designed for the university's renowned School of Dramatic Art, it will replace much of the space in the current Drama Building with new offices and studios for instruction in acting, movement, drama in education, and voice, plus a Studio Theatre for public performances. The building will be outfitted with sound abatement and high-tech lighting for the rehearsal spaces and ready to be occupied by next June.

Cheryl Paglione New Pensions & Benefits Manager

Ms Cheryl Paglione our new Pension Benefits & Manager, who is a replacement for Jim Skinner has joined the University, Human Resources Department on November 25, 2002. In the brief time, she has been here, she attended a few meetings with WUFA and WURA Committees and already impressed the participants with her fresh sincere approach.

Ms Paglione comes to us with 15 years experience with HEINZ Co in Leamington, where she held positions as Manager in Pension and Benefits and Payroll. She received her training from Humber College, Toronto in Pension Plan Administration Certification (PPAC) and CEB certification.

She also teaches courses for the Canadian Payroll Association, and other people who are new to payroll in Human Resources and Financial services people.

She was born in Hamilton, Ontario, moved to the Leamington area at the age of eight.

The Executive and members of the Windsor University Retirees Association extend a warm welcome to her in her new position and to the university community.

Mr. James Butler and Mr. James Skinner Recognized by Retirees Association

At the recommendation of the **WURA Executive**, the **General Membership**, unanimously **approved a resolution acknowledging the services and contributions of both Jim Butler and Jim Skinner, at their Fall General Meeting, on October 16, 2002, to the Retirees Association and also for their advice and individual counseling to retirees.**

A certificate was presented to each of the two and delivered in person to them at the Human Resources Department.

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Association News

Minutes of the Fall General Meeting held on October 16, 2002 at 2:00 p.m. in Hoffman Auditorium, IONA College

Members Present: J. K. Bewtra, J. Black, D. Briggs, J. Callaghan, H.B. Chandler, K. Chattergee, S. Cunningham, A. Doctor, T.L. Estrin, B. Ferraro, G. Fracas, W. Fraser, J.Hachett, I. Helbing, R. Helbing, T. Hirota, F. Holuj, W. Innerd, H. Janzen, B. Kadeker, N. King, B. Kroeker, J. T. Laba, J. LaGaipa, W. P. Lam, J. Malone, E. McNamara, J. McIntosh, M. Matthew, A. Metcalfe, H. Moore, M. Morf, R. Moriarty, P. Nolan, W. North, G. Olafson, R. Pazik, H. Pawley, D. Pillay, K. Pryke, J. Quinn, I. Rappe, K. Sarkar, S. Selby, W. Skakoon, C. Smith, W. Sondurlund, K. Sridhar, R. Stager, R. Whitehurst, W. Youdelis

1. Minutes of the Fall Spring General Meeting of April 30, 2002 - It was moved and seconded that the minutes be approved as distributed. Carried.

2. Remarks from President Ross Paul -Dr. Paul opened his remarks with the **pension issue** and said he is "**committed to open this soon, working with the Faculty Association.**" **If the issues are not resolved, he would appreciate a follow-up from the Executive.** All universities have signed estimated enrolments for this fall and next and the money has been identified for the double cohort After 25 years, funding is there for enrolment growth. There is a place for every motivated and qualified student, not perhaps within their discipline. New buildings on campus, scheduled for completion July 2003, include a new residence, a Health, Education and Learning Centre, and an addition to the Dramatic Art facilities. The university has been successful in obtaining 10 research chairs out of 10 applications. There are 28 teaching and learning committees with student representation. He is pleased to see retirees at events on campus. Dr. Paul was congratulated on his reappointment.

3. Remarks of Brian Brown, WUFA President- Prof. Brown mentioned the trust fund is up and running. With the changeover in Human Resources there has been a delay. How the fund will be formalized still needs to be worked out. He said this should be done within the next four months. The money from the surplus and GST rebates is to be determined by the trustees. In answer to questions about how much is in the fund? is it being used? how? (towards investment shortfalls?) what kind of monitoring is in place?, Prof. Brown said he is "in the dark." In reply, S. Cunningham urged the Faculty Association to take a vigorous approach to the Trust Fund and ensure the figures come out on schedule.

4. Remarks of Ms Asae Cuthbert, Director, Student Awards - The WURA Bursary Fund is now over \$57,000 with Government matching funds. Three \$1,000 scholarships are available. There is a new government initiative that is proposing matching funds and she will keep WURA posted. The awards are on the website and students can apply on-line. There are 87 applications. Awards are based on financial need and merit. W. Innerd thanked Ms. Cuthbert for the terrific job she is doing. He also mentioned he received a nice letter from the students.

5. Business arising from the minutes - none

6. Report of the Treasurer - Professor Phyllis Nolan presented the Report, which she moved, seconded by S. Cunningham / Carried.

Bank Balance (01-10-16) \$ 2, 036.27

Memberships \$ 2, 491.54

Total \$ 4, 527.81

Expenditures:

Printing \$609.69

Postage 675.70

Supplies 409.08

General Meetings 120.00

Bursaries 100.00

Misc. 97.04

\$ 2, 011.51 Minus \$ 2, 011.51

Bank Balance (02-09-30) \$ 2, 516.30

7. Remarks of the President- A. Metcalfe thanked the executive and in particular P. Nolan who has been a tremendous asset. She is stepping down after four years as treasurer. He mentioned the difficult times for the retirees, especially those on money purchase pensions. Progress has been slow, but Green Shield now provides us with three categories, the Trust Fund is working toward the future and there is committee representation (A. Metcalfe, N. King and D. Leslie) to explore ways to be involved in teaching. The executive is developing strategies for change and members are urged to submit ideas on how to be a part of the university. D. Pillay has returned as Newsletter Editor.

8. Notice of Motions-

Motion One - The WURA executive recommends that the General membership approve that the three main issues, on which the WURA Executive should focus, be the following:

a) Improvements to pension through D7 Committee and WUFA

b) Improvements to Health Benefits

c) Trust Fund

W. Innerd/ S. Cunningham . Carried.

Motion Two - The WURA Executive recommends that the General Membership support in principle the formation of **CURAC (College and Universities Retirees Association of Canada)**.

W. Innerd/S. Cunningham. Carried.

Motion Three -The WURA executive recommends that the General membership recognize the contribution and services of Mr. James Butler, Director of Human Resources and Mr. James Skinner, Manager, Pension and Benefits, to all retirees' issues and award each of them a Certificate of Recognition, on behalf of WURA.

W. Innerd/S.Cunningham. Carried.

9. Progress Reports of Committees (The entire reports were distributed at the meeting)

a) Pension and Benefits

(i). D7 Committee - A. Metcalfe was elected Chair. One member from the Faculty Association is on sabbatical, and J. Skinner and J. Butler have left so the Committee will need to be restructured. A need analysis is expected by Nov. 7.

(ii). Trust Fund - P. Burrell reported that for a variety of reasons, a meeting of the Committee has not been called.

(iii). Pensions - J. Meyer reported the growth is not good and the past quarter may be worse. There is a 6% deduction established by the accounting firm to ensure the fund is stable at the minimum guarantee.

(iv). Health- J. Meyer reported a comparative analysis is on the WURA web page. There are no benefits out of Province. The Handbook for future retirees and spouses will be added to the UWFA website and there will be a paper version.

10. Report of the Nominating Committee - Moved by S. Cunningham (Chair) and seconded by J. Sunderlund. Carried.

11. Other Business -

-The Retirees dinner will be held every April. There were 325 at the dinner last spring.

-A seminar will be held within the next six months for future retirees sponsored by WUFA.
- Parking tickets (10) are available for \$12.00.
-A. Metcalfe thanked the recent retirees who attended and added we need people to generate memberships.
The meeting adjourned at 3:25 p.m.

Minutes of a Meeting of the Executive Committee of the Retirees' Association Tuesday, October 8, 2002, Human Kinetics Building Conference Room

Present: Alan Metcalfe (Chair), Stan Cunningham, Wilfred Innerd, John Meyer, Datta Pillay, Jane Black (Secretary)

Regrets: D. Briggs, J. Malone

Minutes: The Minutes of September 4, 2002 were approved as circulated.

Report of the Nominating Committee: Moved to accept: Cunningham/Nolan. Unanimous.

Agenda for AGM, October 16: Approved.

Motions: CURAC: To support the formation of CURAC in principle. Innerd/Nolan. Unanimous.
Information about CURAC can be found on the website and also in the Newsletter (Sept.2002). A number of questions need to be answered.

Three main issues for WURA: D. Pillay will formulate the motion for the three main issues (**Health, The Trust Fund and Pension Benefits**). There is unease about the Trust Fund.

Correspondence: S. Cunningham will reply to the letter from W. Romanow regarding the status of retirees outside Ontario.

Other business:

An Analysis of Health Benefit Plans for WURA (J. Meyer) is on the website under reports.
The Retirees' Handbook for Members of the Faculty Association (J. Meyer, ed., J. Malone, D. Noble) will be put on the WUFA website.

Human Resources - the Retirees' concerns about this position have been expressed and A. Metcalfe will also write to the Chair of the Search Committee. The use of pension funds for staffing in Human Resources as a part of the operational costs was noted.

J. Meyer will bring the constitutional amendment motion regarding the membership of the negotiating team to the R&B Committee on Oct. 10.

Sympathy cards were sent to the families of Peter Halford and Leo Miernicke and a donation of \$ 50.00 each was sent in their honor to the Bursary Fund.

A certificate of recognition was proposed for J. Butler and J. Skinner.

Phyllis Nolan was thanked for her contribution to the WURA Executive Committee as Treasurer for four years.

The meeting adjourned at 2:50 p.m.

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Association News

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Motions: CURAC: To support the formation of CURAC in principle. Innerd/Nolan. Unanimous. Information about CURAC can be found on the website and also in the Newsletter (Sept.2002). A number of questions need to be answered.

Three main issues for WURA: D. Pillay will formulate the motion for the three main issues (**Health, The Trust Fund and Pension Benefits**). There is unease about the Trust Fund.

Correspondence: S. Cunningham will reply to the letter from W. Romanow regarding the status of retirees outside Ontario.

Other business:

An Analysis of Health Benefit Plans for WURA (J. Meyer) is on the website under reports. The Retirees' Handbook for Members of the Faculty Association (J. Meyer, ed., J. Malone, D. Noble) will be put on the WUFA website.

Human Resources - the Retirees' concerns about this position have been expressed and A. Metcalfe will also write to the Chair of the Search Committee. The use of pension funds for staffing in Human Resources as a part of the operational costs was noted.

J. Meyer will bring the constitutional amendment motion regarding the membership of the negotiating team to the R&B Committee on Oct. 10.

Sympathy cards were sent to the families of Peter Halford and Leo Miernicke and a donation of \$ 50.00 each was sent in their honor to the Bursary Fund.

A certificate of recognition was proposed for J. Butler and J. Skinner.

Phyllis Nolan was thanked for her contribution to the WURA Executive Committee as Treasurer for four years.

The meeting adjourned at 2:50 p.m.

Minutes of a Meeting of the Executive Committee of the Retirees' Association Tuesday, November 12, 2002, Human Kinetics Building Conference Room

Present: Alan Metcalfe (Chair), Stan Cunningham, Wilfred Innerd, Norman King, Jerry Malone, John Meyer, Gordon Olafson, Datta Pillay, Jane Black

Regrets: Kenneth Pryke

Agenda

- 1. Welcome to new members** - Alan welcomed Norman, Gordon and Ken (in absentia) to the committee and thanked Datta for returning to the committee and publishing the newsletter.
- 2. President's Report** - Alan has spoken twice to Eric Harbottle. There is a new appointment for J. Skinner's position and it is hoped we will meet with her soon. Peter Burrell has resigned from the Trust Fund. The committee is to give thought to a new appointment and Alan will act as interim if necessary.
- 3. Major foci of action 2002-2002 - Health, Pension and Trust Fund**

4. Development of strategies to address these issues - Strategies are key. We have held up our end of the bargain. The following were discussed:

- A paper trail - a letter was proposed identifying the failure and inactivity to WURA requests with documented chronology to accompany the letter. D. Pillay and S. Cunningham agreed to prepare the chronology.

Moved: that a document be prepared of a chronological nature identifying all actions and inactions that have occurred to be received at the next meeting and that this be used as a basis for communication in a letter to the President with copies to Brian Brown and Eric Harbottle.-

Innerd/Malone - Unanimous

- Issues have to be raised in the various WUFA committees. We can make suggestions through the Faculty Association. Who are the representatives for the D7? Few UWFA members attend committee meetings. The Trust Fund Report and the Wyatt Report on Retiree Benefit Options never got to WUFA until J. Meyer took the reports to them. The Trust Fund Committee is critical. The Contract Committee meets in April and the chair, Jang Singh, is receiving ideas. We need a meeting on strategy with the Association. The R&B Committee meets Dec. 11. Agenda items include the change in the WUFA Constitution for members on the negotiating team and it is hoped this will pass in Feb. If a quorum is not present then there will be a written submission. They did not cost an incremental increase in the formula for WURA, saying it was too costly. The range is 1.1 - 1.5 and not all retirees are at the same level, therefore, the cost is not that great. We need facts to put the R&B Committee on notice and to push for a formula improvement. This will make a case for justice.

Moved: that our representatives bring forward the request to the Retirement and Benefits Committee that there be costing for a pension incremental increase.

Cunningham/Pillay Unanimous

- Every newsletter will contain a report on the three areas of foci.

Other business - The Trust Fund will be discussed at the next meeting. The Wyatt Report provides five options, two are viable, one is an unsegregated account. Copies of the May document and J. Meyer's (rationale) and P. Burrell's (Guidance) reports were distributed.

The meeting adjourned at 2:45 p.m.

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MEMBERSHIP NEWS

MEMBERSHIP FEES DUE

For October 2002 - September 2003

Please forward your cheques - \$ 20

to the attention of the Treasurer,

Retirees' Association

c/o University of Windsor Post Office

For Additional Information

Please Call the Secretary, Jane Black at 519-973- or send an email - jblack@uwindsor.ca

Address Changes of Members

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 ROMANOW, Walter, 9105-143 Street, Edmonton, AB. T5R 0P5. (780) 489-5620 (780) 489-5620
 Wiromanow@shaw.ca
 HUSCHILT, John, 4630 Matchette Rd, LaSalle, ON. N9C 2A4
 Tel - (519) 966-2282 (519) 966-2282 jhusch@uwindsor.ca

New Members of WURA

The following 15 out of 21 - 2002 retirees have joined WURA

P.Y Abraham	Govinda Raju
M.R. Haque	Robert Rumfeldt
Ingrid Helbing	Walter Skakoon
J.L. Hencher	Walter Soderlund
Norman King	David T.A. Symons
W.P. Lam	Barbara Thomas
Paul Manley	Alden H. Warner
William McConkey	

Kennedy Wins Prestigious ASCE Award

Contributions to engineering from all disciplines carried out across North America were considered and the one picked as most valuable to the profession in 2002 comes from **Dr. John B. Kennedy. A Professor Emeritus of Civil and Environmental Engineering at the University of Windsor**. Dr. Kennedy received the 2002 State-of-the-Art Civil Engineering Award from the American Society of Civil Engineers (ASCE) on November 6, at the annual general meeting in Washington, DC

Dr. Kennedy's career spans more than 45 years in engineering practice, teaching and research. He has two doctorate degrees, published more than 100 technical papers and written three books.

April 2003 Retirees' Dinner

Watch for the announcement of the 2003 Retirees' Annual Dinner in April. Gord Olafson is our WURA representative on the organizing committee. Under new provisions, it is now possible to reserve Tables to accommodate your own group. The cost is expected to be around \$ 20.00 per person. A detailed announcement will be made in the March 2003 Newsletter.

Windsor University Retirees' Association
 New Office Bearers 2002-2003

President Dr. Alan Metcalfe
 Vice President Dr. John Meyer
 Secretary Ms. Jane Black

Treasurer Dr. Norman King
Past President Dr. Stan Cunningham
Director Dr. Wilfrid Innerd
Director Mr. Jerry Malone
Director Dr. Gordon Olafson
Director Dr. Kenneth Pryke

Ex-Officio
Founding President Prof Norman Shklov
Bursary Fund Dr. Wilfred Innerd (Chair)
Pension & Benefits Dr. John Meyer (Chair)
Editor - Newsletter Dr. Datta Pillay
Social Committee Dr. Gordon Olafson
Meet Your New Members
of the WURA Executive Committee

Jane Black joined as Secretary of WURA in October 2001. Her announcement was missed last year. She retired as Professional Librarian, after serving ten years at the Leddy Library. Prior to coming to Windsor, she worked at the Ottawa National Museum Library. Before Ottawa she worked at seven other libraries.

Wilfrid Innerd is now elected as Director. He has been on the Executive for two years and continues to Chair the Bursary Fund Committee.

Norman King is our new Treasurer. He joined the University in the Department of Religious Studies and later moved to Classical Languages & Literature. He has been at the university for many years before he retired in 2002.

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Association News

Alan Metcalfe was re-elected as President WURA 2002-2003

John Meyer who has been on the Executive as Chair, Pension Benefits Committee since 1999, is now elected as Vice President, a new position created under constitutional changes

Gordon Olafson served informally as Social Chair last year after he retired. He is now elected Director. He joined the Faculty of Human Kinetics in and continued teach and do research until his retirement in 2001.

Kenneth Pryke joined the University History Department in 1963, after spending a few years in RMC and Laurentian University. In 1971 he became full professor. He also served as Faculty Association President 1975-76, as Department Head for several years and many years on the University Senate. He is the author of several articles and a book.

Pension

There was an open meeting for all members of the pension fund on Dec. 2 nd in Vanier Hall.

Pres. Alan Metcalfe attended on behalf of the Executive. The results reported were:

" The quarter from July-September was down about -10% to -11% which reflects the volatile and dismal market; the current quarter has improved somewhat and the fund managers indicate that the market is on the ascent;

* Last year's performance as reported at the general meeting was around the -1% and with the addition of the -6% required in the formula to keep the fund solvent, we lost -7% + So this will obviously be reflected in the absence of surplus or small surplus in the future;

" It is to the credit of our pension fund managers that they continue to out perform most of the numerous indices which are the basis of comparison.

Trust/Benefits Fund

The latest information is: as of the end of December the entire surplus designated will have been deposited into the Fund since last April. The more accurate amount is \$1.2+ million. Due to circumstances beyond our control, the Committee established last May has finally met for the second time to determine terms of reference and to make decisions about the future disbursements of the fund based on internal and external advice. Pres. Alan Metcalfe is currently the interim representative on the Committee pending the appointment of a replacement for Peter Burrell.

At present there are only some 329 retired members of the pension fund. It will be to our advantage to avoid any negative tax implications income from what appears to be minimal benefits for all eligible members. Suggestions and proposals are always welcome from our members. Health Benefits

We can certainly expect another percentage increase come April in our Green Shield Retirees Plan. If you are moving out of the Province of Ontario or currently living out-of-Province (Ont) on a permanent basis, there is little advantage and probably a disadvantage to be in our Green Shield Plan.

The Faculty Association now has available copies of a pre- retirement and retirement guide

that all an abundance of information on various aspects of retirement planning and numerous sources of information. Many or most of you will already have experienced the implications of such information. The Government of Canada has also produced a new guide pamphlet for seniors and their families. Contact any of their offices or 1-800- 622-6232 or the website canada.gc.ca If you are 65 and over, Bell Canada permits you to register for no fee directory information services. Contact their business office or Bell phone centres. This is applicable only in Canada.

In Memoriam

John Blake Gertz, a professor of Business Administration who retired in 1983 after serving the University of Windsor for 34 years, passed away on November 17, 2002, at the age of 86. Since his retirement he lived for the past 19 years in Port St Lucie, Florida. He served in the Army during World War II as a Captain in the Signal Corps. Survivors include his wife Diane of 53 years, four sons and eight grand children. Prior to coming to Windsor he taught at Canisius College in Buffalo NY from 1948 to 1957. For many years, he put on the Annual Seminar on Effective Labor Relations, bringing in noted Labor Relations experts to campus.

Mrs Soofi Haque, wife of retired professor M.R. Haque passed away on November 7, 2002, at the age of 62, after a brief illness. A memorial service was held in the Windsor Mosque on November 8, prior to the funeral ceremony.

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 Datta Pillay

Send items for inclusion, to

Datta Pillay,

4015 Villa Borghese,

Windsor, ON. N9G 2K3.

Tel: (519) 972-1247 (519) 972-1247

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The Retirees' Newsletter

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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

Vice-President: John Meyer

Secretary: Jane Black

Treasurer & Membership : Norman King

Elected Members of the Executive

Committee: ; Wilfrid Innerd, Jerry Malone;

Gordon Olafson, Kenneth Pryke

Editor Newsletter: Datta Pillay

Ex Officio Members:

Immediate Past President: Stan Cunningham

Founding President: Norm Shklov

Committee Chairs:

Social Committee: Gordon Olafson

Bursary Fund Committee: Wilfrid Innerd

Pension & Benefits: John Meyer

WEB Master: Ray Hermiston

The Association's Address is:

Faculty, Librarian, Administrator Retirees' Association (WURA)

University of Windsor Post Office,

Windsor, ON. N9B 3P4

Email: pillay@uwindsor.ca

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

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

Seasons Greetings and Happy Holidays

I wish to extend my sincere greetings for the Holiday Season to fellow retirees, their spouses and to all associate members. Hopefully, you will have a nice Christmas and a Happy New Year. My good wishes to all of you to remain healthy and in good cheer in 2003.

Three WURA Executive Committee Members Retire

Don Briggs served as Director for two years and decided to step down this. We thank him for his service.

John Drake served as Director for a year and he also decided to step down this year. Again thanks for his brief time on the executive.

Phyllis Nolan - our Treasurer gave dedicated service to WURA for four years and kept all of us honest with accounts. In particular, I had great pleasure in working with her very closely as Secretary and Editor of Newsletter, updating the Membership Dues database. She was a delight to work with.

Three Major Retirees Concerns

As you peruse these pages of Newsletter, you find updates on Pension, Trust Fund matters, D7 Committee activities, Health & Benefits matters, in the President's Report on page 1 and on page 9 - which is essentially a summary prepared by John Meyer - Vice President, WURA.

Membership Drive and \$ 20 Dues: The call for Dues in the last Newsletter had a good response, with many of you paying the dues for 2001-2002 and 2002-2003. There are still a few who need to send the cheques. The small membership dues has been put to good use by the Retirees Executive Committee, particularly in publishing 4 issues of the Newsletter and being extremely stingy in spending the money.

Retirees Bursary Fund - This fund has surpassed the \$ 57,000 mark in just six years, since its establishment. This year your Executive will again offer Three bursaries. I am pleased to echo the pleas in previous editorial column requests to contribute to the Bursary Fund. It's certainly a matter of great pride for the Association to have accumulated over \$ 57,000 in such a short time. This year, the on-line applications for bursaries exceed a hundred. However, the awards office has screened them to twenty, for WURA to select three recipients.

Contributions are payable to "University of Windsor-Retirees' Bursary Fund" and addressed to the Office of Student Awards, University of Windsor, Windsor, ON, N9B 3P4- Please Mark envelope - "Attention of Ms. Aase Cuthbert, Director of Student Awards".
Datta Pillay