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1928-2003

In 1972 he was brought in from Simon Fraser University as Department Head of Chemistry to revamp the unit. He held that position till 1983. As an outstanding researcher, he received many awards and medals. In 1973, he was invited by Dr. J.F. Leddy, then President to submit his name for the candidacy of Vice President, Academic. However, Dennis declined the offer to fulfill his mandate to the Chemistry Department.

Chemistry and Biochemistry Department Head Lana Lee said, "Dennis will be missed. He was known and respected by all of us, from retirees to our newest members of faculty and staff."

Beloved husband of Rosemary Jull and father of David, Simon and his wife Shonna, all of Ottawa and Gillian and her husband Jim, Georgetown. Dear Step-father of Janet Jull and her husband Scott Bishop, Stephen Jull and his wife Sara Crangle and Mathew Jull. Dear grandfather of Steven, William, Rebecca, Thomas and Maya, Po, Guthrie and Darwin. Dear brother of Marjorie Roxborough of Calgary. Predeceased by his loving first wife Rebbeca (1992).
In kindness, Memorial Tributes to the Dennis Tuck Chemistry Scholarship Fund c/o the family would be appreciated.

There does appear to be some gleams of light at the end of the tunnel. A meeting with Dr. Paul, Mr. Harbottle and Ms. Lacivita was most productive. As a result we are cautiously optimistic about the future. The administration indicated that they really are interested in the welfare of retirees, those people who have given so much to this university. Another meeting at a later date with Brian Brown, Dan Britten and Gordon Drake served to clear the air between WURA and WUFA. Naturally the WUFA representatives were concerned about the active member. At the same time they did not reject our requests out of hand and I believe there is still room for discussion. At the same time it is somewhat disturbing that our overall impression of the meeting was not positive. This is very important because WUFA are the only ones that can negotiate on our behalf, thus it is critical that we are in agreement. At the moment we are not. However, I do believe some progress was made.

Your executive have been meeting on a regular basis and I wish to thank them for ensuring that we can continue to work on your behalf. Even in the summer months we have had no difficulty getting a quorum for our meetings. The whole executive deserve your thanks. One further matter of note was John Meyer being present at the formation of CURAC at Halifax. He was appointed to the most important Pension and Benefits sub-committee. The formation of a national organization of retirees is a major step forward and we look forward to making some real progress in protecting the rights of retirees. The final item of business is the contract proposals. Your executive is working on proposals to submit to the Contract Committee of the WUFA - we would welcome any suggestions. I am a member of WUFA Contract Committee and have been most impressed with their attitude to date.

We hope you have a great summer.

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Campus News

Windsor Ready to Welcome Class of 2007

The University of Windsor is well prepared to welcome its largest ever first-year class this fall. History Professor Bruce Tucker, who has been acting as a special coordinator of preparations, provided an update of those activities for the Board of Governors.

Board Chair Chuck Wills paid tribute to the 114 faculty members including deans who took time to phone applicants. "I don't think we can thank these faculty members enough for this contribution. Speaking directly to a professor helps these young people understand their options, as they make one of the major decisions of their lives."

At this early stage the university already has a large number of confirmations for first-year placement and hundreds of those students have already registered for the classes they will attend this fall.

Dr. Tucker told the Board that the university will have hired 39 new professors this year in preparation for an estimated 4,500 students in first-year courses, which will swell total undergraduate enrolment to 11,500. He reminded the board of new programs designed to attract high calibre students, new education and residence buildings, and \$2 million in teaching laboratory upgrades.

He noted that student support services to make the library and internet more accessible are being bolstered. And, a teaching support allocation is ready to provide the flexibility necessary in September in hiring additional sessional instructors as necessary.

University Strategic Plan Taking New Shape

Ross Paul went out looking for lots of input from students, faculty, board members and the public when he began work on the next university strategic plan earlier this year, and he got what he was looking for. It's so much data, in fact, that he has had to move the release of the draft plan back a month.

"I have so much feedback on the white paper that it appears the plan will take a much different direction than the University of Windsor's current strategic blueprint, The Best of Both Worlds," President Ross Paul reported to the Board of Governors yesterday.

The draft document is now expected next month. This does not interfere with the next round of consultation, which is planned for September and October, he said. The final document is to be completed by year end, and will direct the university from 2004 through 2009.

"A great deal of pride in the university has been expressed in e-mails and in consultation meetings with faculty and students," the president said. "There has also been a confirmation on our access policy and our belief that output measures are more important than input measures. People know it's an uphill battle, but worth the efforts."

Six Honorary Degrees Conferred At Spring Convocation

The University of Windsor conferred honorary degrees during Spring Convocation ceremonies in June 6 to 8 to the following six outstanding scholars and leaders who have made their mark in the world, and provided exemplary service and leadership to their community.

Buzz Hargrove, National President of the Canadian Auto Workers;

Tomson Highway, author and theatre artist;

Nancy Olivieri, medical researcher;

Harvey Strosberg, lawyer and legal reformer;

Vahid Tarokh, visionary mathematician; and

Moses Znaimer, innovator of cultural television programming.

Throne Speech Renews Commitment to Universities

In the Ontario government speech from the Throne, the government reported that it will "take further measures to prepare students for a bright future" by increasing its annual investment in colleges and universities, but also promised to demand better accountability for results.

The full text is available at <http://www.premier.gov.on.ca/english/library/thronespeech-Apr3003.asp>

The government said, that it has kept its commitment to students and parents that every willing

and qualified student will find a space in a post-secondary institution "so they can find a rewarding career and go on to fulfil their dreams of a home and a family." The government has made significant investments in post secondary institutions to accommodate the increased enrolment coming this September. The speech reports that the government is investing \$2.6 billion to create more than 135,000 new post-secondary student places and provided stability to colleges and universities through multi-year operating funding and will provide increase that funding by 21 per cent by 2005-06 over last year.

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MacLeod Among Three To Be Honoured by Assumption

Assumption University conferred the honorary degree of Doctor of Laws on internationally known theologian, Dr. Gregory Baum; longtime federal MP for Windsor West and former Deputy Prime Minister, the Right Honourable Herb Gray; and Dublin Impac Award winning author and English professor, Dr. Alistair MacLeod, at its spring convocation on Friday, April 25 at 8 p.m.

Currently Baum is professor emeritus of McGill University, MacLeod is professor emeritus of the University of Windsor, and Gray, is Chair of the Canadian Section of the International Joint Commission, an organization that oversees water and air issues across boundaries between Canada and the United States.

Alumni Hall

Rising five stories up on Sunset across from the Clark residence, is the new 348-bed suite-style residence. Now officially dubbed "Alumni Hall and Conference Centre," the new \$17.6 million residence is well on it way to completion. When completed, the 117,000-square-foot building will house 348 students and will include five especially designed suites for students with disabilities. With the addition of a state-of-the-art multipurpose room on the first floor, the residence will become a full-service Conference Centre from May to August each year. The multipurpose room will be the new home of the Leon Z. McPherson Alumni Reception Centre.

Health Education and Learning Centre

The construction of the Health Education and Learning Centre has been delayed somewhat mostly due to weather conditions. Despite this, it would appear the classrooms in the building will be ready for use in September; other parts of the building will be ready for occupation later in September and October. The three-storey facility will 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; and 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.

Dramatic Art Facility

The \$8-million Dramatic Art facility exterior is now completely bricked to match Essex Hall. Inside, workers are beginning to finish the performance, teaching and office spaces. The building will be ready for occupation on schedule at the end of June even allowing for the delays caused by the cold weather last winter.

38 Faculty Receive Nearly \$4 Million From NSERC

The Natural Sciences and Engineering Research Council of Canada (NSERC) has notified 38 professors at the University of Windsor that they will receive \$3,972,531 over five years in "Discovery" funding support for their research. In total for 2003, Windsor will receive a total of \$840,000 in "Discovery" grants from NSERC.

This funding allows many research initiatives already underway to continue, and enables 24 of those researchers to launch new programs in biology and the environment, chemistry, computer science, physics, psychology and engineering.

9 NSERC Equipment Grants Total \$462,000

The Natural Sciences and Engineering Research Council (NSERC) this year has awarded nine "Research Tools and Instruments" grants to Windsor professors totalling \$462,115 that will enable professors to purchase specialized, state-of-the-art equipment to carry out their studies.

For example, Professor Hugh MacIsaac at the Great Lakes Institute for Environmental Research, has \$117,000 for a controlled environment chamber to be used by professors and students at the institute on research ranging from species invasions to fish genetics, biogeochemistry, ecological dynamics of organic contaminants.

Dr. MacIsaac, who is quoted in the June 2 cover story in Maclean's, Nature Under Siege, is an internationally recognized expert on ecological effects of exotic species. He is speaking next week at the Aquatic Invasive Species Conference at the Cleary International Centre.

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Plans Drawn For Centre For Environmental Health

President Ross Paul will sit on an interim five-person board whose purpose is to oversee the creation of a **Centre for Environmental Health for the Windsor, Essex County community**. The major step in the creation of the centre was announced at the office of the Great Lakes Institute for Environmental Research by Ken Bondy of CAW Local 444. The local has pledged \$100,000 to create the centre and yesterday Nicole Mahler was named to coordinate the formation of a permanent centre.

Bondy said the centre would identify available knowledge for dealing with environmental threats to health that should be put to use, and support its implementation.

Dr. Paul said the proposed centre is very much part of the University of Windsor's vision for the future and that it is important that the university support the initiative.

Haffner Research Noted In Maclean's

Maclean's magazine's June 2 cover story, Nature Under Siege, includes a section on the work **Doug Haffner** has been doing on frogs in Essex County and Point Pelee. (page 30). Dr. Haffner is a professor of biology, member and former director of the Great Lakes Institute for Environmental Research, and holds the Canada Research Chair in Great Lakes Ecology.

Appointments, Promotion

University Advancement

Under New Leadership

It is the beginning of a new chapter in community relations as University Advancement appointees **Mr. Michael Walker as Vice-President**, and **Ms. Amanda Gellman as Associate Vice-President and Special Assistant to the President** being their new duties.

"I am very excited by these outstanding appointments which underline the importance of increasing the University's profile and building its reputation at this time" said Dr. Ross Paul. "This institution has an extremely promising future and I look forward to working closely with Mike and Amanda and the other members of our Senior Management team to help us realize that potential."

In addition to his responsibilities for Public Affairs and Communications, Development and Alumni Affairs, Mr. Walker brings valuable experience in government relations to his post. In her new post, Ms. Gellman will have primary responsibility for Development and Alumni Affairs.

Kirby Heads Food, Housing And Conference Services

Vice-President, Administration & Finance, Eric Harbottle, is pleased to announce the new appointment of **Anna Kirby** as the **new Director of Food, Housing, and Conference Services**.

Anna Kirby is an alumnus of the University of Windsor. She earned her Honours Bachelor of Commerce in 1985 and earned her Chartered Accountant designation in 1990. Before joining the University of Windsor in 1997 as Chief Accountant, she worked for the Pointe West Group and Ernst & Young. At the University, she assumed the position of Associate Director of Finance in 1998. She believes strongly in community involvement and is currently the Vice-Chair of the Board for Victim Services of Windsor and Essex County.

New Team Member Joins Human Resources

Rita LaCivita, Director of Human Resources is pleased to announce that **Stephanie Miller** has joined the department as Pensions, Benefits and Records Administrator, replacing Barb Beaulieu, who will be taking a one year maternity leave. Miller will be working closely with Cheryl Paglione, Manager of Pensions and Benefits.

Miller has worked in the department of Human Resources in the reception area, as well as in the Odette School of Business. She is available at ext. 2049 or by e-mail, to respond to pension and benefit inquiries

Search Begins for Vice-Provost, Students and Registrar

The search committee for the Vice-Provost, Students and Registrar was formed at the last Senate meeting and are looking for input from the campus community.

The Vice-Provost, Students and Registrar is responsible for the Division of Educational Development and Support, Senate Secretariat, the Office of the Registrar, and Student Liaison and Recruitment.

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Membership News

Minutes of the Spring General Meeting held on April 15, 2003 at 2:00 p.m. in Hoffman Auditorium, IONA College

Members Present: J.Black, B. Chandler, K. Chatterjee, E.Crowley, S. Cunningham, B. Ferraro, G. Fracus, W. Fraser, J. Gregor, E. Habib, J. Hackett, F. Holuj, J. Huschilt, W. Innerd, H. Janzen, N. King, B. Kroeker, B.McGarvey, J. Malone, M. Matthew, M. Mehta, A. Metcalfe, J. Meyer, H. Moore, B. Morgan, G. Olafson, D. Pillay, K. Pryke, D. Purushotham,, I. Rappe, S. Selby, K. Sridhar, M. Starets, W. Youdelis

1. **Minutes of the Fall General Meeting, Oct 16, 2003.** Moved and seconded to approve the minutes. Carried.

2. **Business arising from the minutes: None**

3. **Correspondence: None**

4. **Remarks by President Ross Paul:** Dr. Paul said he would go right to the point - the letter from the WURA Executive Committee. While every year the frustration grows, there is a commitment to discuss issues. Some are daunting, e.g., the cost arising from opting in and out of Green Shield. One point is strongly made - retirees concerns are not in the forefront when the chips are down. How to address this? He said he went through the issues one by one with R. LaCivita and E. Harbottle. He then mentioned the Senate Committee on Retirees - and that he was disappointed on the outcome on mandatory retirement. The need for academics will be worse in five years. The next strategic plan will be presented as a discussion paper in May followed by consultation with finalization in November. It will not be the same quality product as earlier, with the cut backs, etc.

Retirees are a growing group and should be strengthened. Regarding the six items [in the letter] he said he will meet, go through them, and come back to be accountable [to the retirees]. He can't raise expectations, but he said he will deal with each issue honestly and openly. He is sorry it has taken so long, but said that is not a good excuse. A question was raised if the Trust Fund exists. He replied that they have met two or three times and brought in a consultant for information, but it is not in any form. Another question was raised on pensions. He was asked if it would make more sense to represent ourselves. He said that would have to be accepted by both sides. Dr. Paul was thanked for his remarks.

5. **Remarks by Brian Brown, President of WUFA:** B. Brown thanked the group for inviting him and by his own admission said he had not prepared very much for this. He mentioned two things to note - the retirement dinner and the WUFA-WURA pre-retirement seminar, and two major things - the UofW at the bottom of the list in McLeans, and that he met with Dr. Paul and R. LaCivita regarding WURA concerns. He said R. LaCivita would fill us in on the Trust Fund Committee. He was asked about the Faculty Association Pension and Benefits Committee.

6. **Remarks by Rita LaCivita, Human Resources:** She said she is honored to be before us and thanked D. Pillay, G. Olafson and A. Metcalfe for their assistance and the number of issues they have raised which are valid points to address. She mentioned the pre-retirement seminar and said in the future they are planning one on post-retirement. The Green Shield premium did not go up this year. She remarked that " we want you to feel good" e.g., the Retirees' dinner, and there are new people at HR to get answers for you. Question: Some retirees live in the U.S. Has anything been done with Green Shield in conjunction with medicare? In the U.S., all you have is the 50% dental and you do not have what is covered by OHIP. It was mentioned that the retirees want the pension performance results available every quarter.

7. **Remarks by Cheryl Paglione, Human Resources:** She was was pleased to be here as Pension and Benefits Manager and appreciated the support and mentoring of G. Olafson, A. Metcalfe and D. Pillay. She is aware the need to enhance communication and is proposing a post-retirement seminar- a lunch and learn - to provide information relevant and useful, along with agencies to help retirees. Her main focus is the learning curve now, and she appreciates the support of the University. She wants to expedite the Pension and Benefit information, repeating that the retirees are not forgotten.

There was a question from the floor that the CPP and the Minimum Guarantee are not integrated. She will provide an analysis of the pension plan, quarterly returns, materials with overviews, and answers retirees want. Regarding the amalgamation of University Pension and Benefit Plans - she said there are ten plans on campus and each has been negotiated. The union groups do not want to give up anything. If all the plans were integrated it would be a cadillac plan and no one could afford to negotiate with Green Shield to maintain costs.

8. **Remarks by Aase Cuthbert, Student Awards:** There is \$60,736 in the Retirees' Bursary fund. Applicants numbered 111 this year and there were three awards of \$1,000. She announced there is a new web search engine for scholarship seekers.

9. **President's report:** A. Metcalfe said his report in the newsletter to the members was negative. The trust fund and the D7 committee are so far just promises. As soon as money is involved, it is over. The administration appears serious anyway to sit down with us. We shall be cautiously

optimistic. It will be a slow process. The past history is not that good. The executive is discussing alternatives. The proposal to appoint a retiree to the negotiating committee was brought to the Association and tabled. WUFA is against a member on the negotiating team. The WUFA President and WUFA Executive are not accountable and will do nothing. There is lack of support from both the Faculty Association and the Administration, but the Faculty Association is the greater failure. McMaster went to court and the pension surplus money was redistributed to all retirees.

10. Treasure's Interim report: October 1, 2002 - April 15, 2003

Opening balance (September 30, 2002) \$2,036.27

Membership Fees (2002-2003) \$3,118.88

Expenditures

1. Printing \$1,141.24

1. Postage \$ 73.82

1. Supplies \$ 27.28

1. General meeting \$ 70.00

1. Miscellaneous Expenses \$ 110.00

1. Retirees Dinner \$ 459.81

Sub-Total \$ 1,182.65

Balance on hand \$ 3,272.50

Norman King, Treasurer

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Membership News

11. College and University Retirees Association of Canada - CURAC: A constitution has been written and the first meeting will be held in Halifax in May. WURA can join as a founding member. K. Pryke studied the documentation and made a presentation to the Executive which then approved WURA join in principle. The cost is around 50 cents per member. A member asked what advantage is there to join? The reply was a stronger voice for retirees. Moved: That WURA join CURAC as a founding member. Pillay/Innerd. Unanimous.

12. Committee Reports:

D7 - A. Metcalfe, chair, has called four meetings with no response. He hopes to have a meeting prior to the contract committee meeting.

Bursary Fund - W. Innerd said A. Cuthbert was an enormous help in reducing the 111 applicants to 22 for him to make the selections. It is possible in the future that either the scholarship amount will be increased or the number of scholarships.

Pension and Health Benefits - J. Meyer reminded members that we pay for everything. He said not to underestimate the power of the four committees where we have representation. They do provide a focus. The Pension Plan has always had four managers. There has been some reallocation of asset holdings from Scepter to the other three. A request has been put forward to the Faculty Association for a cost analysis to bring all increments to 1.5 for the Minimum Guarantee. Wilfred Laurier has negotiated increased benefits for retirees and they already have good benefits. For U.S. residents, the dental plan is the only benefit that applies at a cost of \$45.00 per month for a couple.

13. Other business: J. Malone explained the Leddy Library Card problem, which some retirees have experienced. Cards from 2000 onwards are automatically adjusted once a year. For those prior to 2000 there is an expiration date. Anyone who retired before 2000 should see J. Dalton or G. Hunt. They will manually put in the new expiry date - Dec. 31, 2050.

E. Habib thanked the members for the awards to P. Nolan, K. Chatterjee and himself.

14. Adjournment: The meeting adjourned at 3:25.

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Minutes of a Meeting of the Executive Committee of the Retirees'

Association Friday, May 9, 2003, Human Kinetics Building Conference Room

Present: Alan Metcalfe (chair), Stan Cunningham, Wilfrid Innerd, Jerry Malone, John Meyer, Datta Pillay, Kenneth Pryke

Minutes: The minutes of April 8, 2003 were approved as circulated.

CURAC Meeting: Moved: that J. Meyer represent WURA at the CURAC meeting later this month in Halifax. Cunningham/Innerd Moved: that J. Meyer seek a seat on the CURAC Executive for WURA. Innerd/Pryke Unanimous

President's Report: A. Metcalfe reported on the meeting held on

May 5 with President Ross Paul, E. Harbottle and R. LaCivita stating that he believes we are now on a common road. Alan further stated that he believes that R. Paul sees the retirees as a legitimate body that must be heard.

Discussion of Meeting with Ross Paul: A. Metcalfe asked S. Cunningham and D. Pillay to give their impressions of the meeting with R. Paul. S. Cunningham reported that WURA representatives received a very good reception. It was evident at the meeting that the University Administration appreciates the distinction between the Trust Fund and benefits and agree to the importance of the D7 Committee. At the meeting E. Harbottle introduced the idea of a side table to discuss retirees' issues at future contract negotiations. D. Pillay stated that R. Paul was very

genuine in asking how he may help retirees. R. Paul is willing to put into writing what was discussed at the meeting.

Some discussion took place as to what the side table is for and how it would function. It was pointed out that we have nothing yet. The Administration and WUFA will have to agree to the principle that retirees will not be ignored. J. Meyer stated that D7 is currently included in the Contract as a letter of understanding and that we should work toward getting it in the Contract as an article. A. Metcalfe agreed saying that is one of the main points in today's discussion and the meeting with R. Paul. We now have to follow this up with WUFA.

Moved: that A. Metcalfe contact B. Brown to meet with the original 3 representatives of WURA, and J Meyer if WUFA Executive or some members thereof are not present at the meeting.

Malone/Meyer Carried

Discussion of Alternative Approaches: At this point B. Miller joined the meeting to provide information to help us chart the direction for WURA. He briefly outlined some aspects of past negotiations and pointed out that there is some precedent for retirees receiving additional money. We have to be at the table to protect our interests and must have a structure to insure this. Some fraction of the budget must be there for retirees and be used as WURA decides as the best value for the money involved. Retirees' issues must not be treated as give-aways. We must bring to the table evidence of the value of retirees to the University. Does the University have a responsibility to retirees is the basic question and if it does work must be done to meet these. Along the same line what are the legal responsibilities of WUFA to WURA? When these questions are answered then a vehicle to deal with retirees' issues can be established. WURA needs a formal report on the status of the pension plan but first we must identify what figures we require in order to have a report that will meet our needs. The University oversees the pension fund but has this fund been mismanaged by the contracted managers? B. Miller was thanked for his helpful suggestions.

Report on WUFA Retirement and Benefits Committee: J. Meyer presented a report from the Committee's meeting of May 2. The R & B Committee is to present items to the Contract Committee and at that meeting J. Meyer said that he and G. Olafson would be presenting some things on behalf of WURA. He asked for suggestions from the members. A. Metcalfe will send a letter of thanks to D. Noble for her work on the retirees' dinner, the retirement planning seminar and her recently completed survey. J. Meyer reiterated the importance of having WUFA to request officially a report on pension performance similar to that recently done for Laurier University, and to have a cost analysis for pension increments done.

Other Business: G. McPhail will be contacted and asked if he would be willing to serve as WURA representative at Council and Executive meetings when J. Meyer is away.

Next Meeting: Tentatively scheduled for Wednesday, May 28.

The meeting adjourned at 3:35 p.m.

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MEMBERSHIP NEWS

Dr. Charles Fantazzi

For the past five years, Dr. Fantazzi has been the **Thomas Hariot Distinguished Visiting Professor of Humanities**, at the **College of Arts and Sciences, East Carolina University**. From May to December 2002, he was a **Fellow at the Royal Flemish Academy in Brussels**. In addition to these activities, he has completed three editions and translations of Erasmus; two of correspondence of Erasmus are in press; collected works of Erasmus in the University of Toronto Press. Congrats Charlie.

Crowell Speaks On Social Justice

Dr. George Crowell, professor in the former Department of Religious Studies, spoke on "Concern for Social Justice in the Present Crisis." at Bedford United Church, 3340 Sandwich Street, at 11:30 a.m. on Sunday, April 13. For more information call 250-6684.

Symons New Title: Iron Man of Senate

Professor Emeritus David Symons said good-bye to Senate after attending meetings for most of the past 22 years. And he did so with a smile. For many years, Dr. Symons served as representative of the former Geology department in the Faculty of Science. For the past 13 years, he has been a member of Senate in his capacity as Principal of Canterbury College, the Anglican Church of Canada affiliated college at the University of Windsor.

"I only missed a couple of years when I was on sabbatical, and there was a couple of years gap in the 80's," he said of his 22 years on the university's academic governing body.

5 Join Ranks of Professors Emeritus

Five professors retiring from the University of Windsor this year will continue to teach and add to the pool of knowledge as Professors Emeritus. They are **Dr. Puma Kaloni** and **Dr. Chi Song Wong** in Mathematics and Statistics, **Dr. Bill Miller** in Electrical and Computer Engineering, **Dr. Dan Watt** in Mechanical, Automotive and Materials Engineering, and **Dr. Wai Lam** in the Odette School of Business. The emeritus appointments have been approved by the Board of Governors. Dr. Lam's takes effect in July, the others in September.

The rank of professor emerita/emeritus is a privilege conferred on a faculty member who has retired or ceased employment at the university at a late career stage, normally at the rank of professor, and who has contributed significantly to the university in research, teaching, creative activity, or academic leadership.

Morgan Retires After 34 Years at Business School

Alfie Morgan intends to continue with his community service after retirement. Dr. Morgan is committed to seeing small business entrepreneurs achieve success, and will continue to serve them through the Windsor Chamber of Commerce.

"I have a vision of starting master classes for small business owners where they can learn from senior entrepreneurs how to run a business efficiently and more profitably", says Morgan at an Odette School of Business faculty luncheon Friday in honour of his retirement. Beyond that he says, "I will stop to smell the roses more frequently and pause longer."

Dr. Morgan, originally known as Megeed Ragab, is retiring from the university after 34 years. He has not only been a valued teacher to many, and an active supporter of local business, he has also provided his expert comment on many occasions on Canadian -- US business issues to local news and national Canadian news media, CNN and other media in the United States.

Report from: John Meyer, V.P. & Chair, Benefits/Pension Comm.

CURAC: A new national organization for "College & University Retirees Association of Canada" was officially approved and founded at the meeting in Halifax, N.S., May 25-27, 03. WUFA is one of the 22 founding member associations of retirees. A Constitution, objectives, structure, governance, have been approved by the assembly. **A detailed report of the founding meeting is available on their web site = WWW.CURAC.CA.**

I was pleased to be your representative at this meeting. Last year was an exploratory and initial organizational meeting held at the U. of Toronto and attended by Alan Metcalfe. WUFA membership approved of our affiliation with CURAC at its general meeting.

There are six regions identified with contact persons on the executive from those regions (Atlantic, Quebec, Ontario, Manitoba/Sask, Alberta, BC). The major concerns are health benefits and recognition of contributions of retirees. Some universities are just beginning to organize their retirees. I am pleased to report that WUFA is one of the earliest and most active of associations.

The first task to be initiated by CURAC is to identify and relate to health insurance carriers who might provide better group benefits at lower premiums due to volume. A subcommittee of three has been established and I have been appointed a member largely due to our previous work on comparison of benefits plans. The Executive (number 12) is cross-national in representation with one position vacant for a rep. from the college sector. The Executive is making a concerted effort to increase the number of member associations.

MEMBERSHIP NEWS

We look forward to increased activity from CURAC and invite you to submit any requests or suggestions to us or directly to CURAC as noted in their web pages. The meeting next year is scheduled for Winnipeg again preceding the Learned's Assembly.

PENSION ISSUES

The latest information is that a projected deficit of -5% on the **annual** performance will be realized by the end of this quarter (June 30). This includes a +1% annual performance - 6% required in the formula. The months of May-June were up about 20% which saved us from a more extreme deficit. We continue to press for accurate and timely valuations. The WUFA pension and benefit committee continues to meet on a regular basis with requested cooperation of HR. As with many pension plans, our plan experienced an underfunding due to the last few years of volatility and market declines. This has been rectified by the University.

HEALTH BENEFITS

Recent settlements at York and Toronto indicate that they have experienced an increase in benefits for retirees. We continue to monitor improvements. If any of our members or readers have discovered relevant information from other institutions, please do inform me. Our HR department is investigating several avenues for potential efficiencies. Many insurance companies are now offering "Critical Illness" insurance with premiums conditional upon age and one's health condition. CARP is one of the more aggressive and interesting plans.

Benefit Claims and Payments

If you occasionally experience difficulty in claiming costs, refusals have occurred, or certain drugs can be adjusted do not hesitate to **inquire** from your doctor, dentist, pharmacy, carrier, or other service providers that you are getting the best price for the product/service and that your claims are duly honored or clarified.

Trust Fund

is still undergoing development plans though we are somewhat encouraged that a \$ are in a separate account with accrued interested. All parties are concerned that a mechanism will be approved that will not incur taxation on allocations.

Address Changes

Peter Sonnenfeld - # 305 -280 Simcoe Street, Toronto, Ontario, M5T 2Y5 Tel:
Samuel Stollman - P.O. Box 7598, 91074 Rehavia, Jerusalem, Israel

New Members of WURA

Jens Hanson - 243 Esdras Place, Windsor, Ontario N8S 2M4
jhanson@uwindsor.ca
Ljubo D. Majhanovich - 98 Rollingwood Circle, London
Ontario M6G 1P7 Tel:
majhano@uwindsor.ca
Alfie Morgan - 5888 Huron Church Line, RR # 3
LaSalle, Ontario N9A 6Z6, Tel:
amorgan@uwindsor.ca
Donovan D. Thomas - 1140 Crestwood Ct, Windsor, Ontario, N9E 4K2,
dthomas@uwindsor.ca

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
or send an email - jblack@uwindsor.ca

Edwin Habib, Kumar Chatterjee and Phyllis Nolan Honored

Former Presidents of WURA, Drs. Edwin Habib(1995-97) and Kumar Chatterjee (1997-98) and Former Treasurer) Professor Phyllis Nolan (1998-2002) were honored for their dedicated service to WURA at the Annual Retirees and Reunion Dinner, on April 11, 2003 at the Ambassador Auditorium. The event was a great success with over 300 people attending the dinner. The three WURA members were each given a Certificate of Appreciation and a Gift.

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Association News

WUFA Contract Committee 2004

The Faculty Association has designated the following as members of the 2004 Contract Committee. With the committee now in place, they will soon invite suggestions and comments from the faculty at large and other interested parties, including the Retirees' Association. WURA Executive will forward their suggestions, through the WUFA Pension and Benefits Committee shortly. Details of the proposal will be published in the September Retirees' Newsletter.

Daniel Britten
Brian Brown
Maureen Irish
Frank Lemire
Alan Metcalfe
Mita Sen-Roy
Julie Sando
Jang Singh - Chair
Peter Zimmerman
Debbie Noble - Secretary

Other WUFA / WURA Committees

WUFA / WURA Pension & Benefits Committee

Johanna Foster - Chair - WUFA
Paul Anglin - WUFA
Daniel Britten - WUFA
Nancy Ursel (Sabbatical) - WUFA
Lucia Yiu - WUFA

Donald Briggs - WURA
John Meyer - WURA
Gordon Olafson - WURA
Rita LaCivita - Ex-officio - HR
Cheryl Paglione - Ex-officio - HR

Brian Brown - Ex-officio - WUFA
Gordon Drake- Ex-officio - BOG
Edward Henrie - Ex-officio - BOG

WUFA - D2 - Retirement Committee to Administer Pension Plan - Section (15.01)

(2001 - 2004)

Nancy Ursel
Daniel Britten
Gordon Drake

D7 - Joint Retired Members' Pension Committee

(2001 - 2004)

Johanna Foster - WUFA
Adrian Van Den Hoven - WUFA
John Meyer - WURA
Alan Metcalfe - WURA - Chair
Rita LaCivita
Other Members from the University

Pension Committee of the Board of Governors

(2001 - 2004)

Gordon Drake - WUFA
Edward Henrie - WUFA (Retiree)
Other Members of University & BOG

Trust Fund Retired Members

Daniel Britten - WUFA
Alan Metcalfe - WURA
Donald Briggs - WURA (Alternate)
Other Members from the University

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:
Fax:(519) 972- 8304
OR: Use his email address: pillay@ uwindsor.ca

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ASSOCIATION NEWS & 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

Editorial

Letter to President Ross Paul from WURA

His Response

In the **March issue 49 of the Retirees' Newsletter**, the entire text of the letter written to President Ross Paul was published. The concluding paragraph listed six items of concern and interest to all retirees. At the Spring General Meeting, on April 16, 2003, Dr. Ross Paul made a special effort to relate to that letter and the concerns therein.

Subsequently, a special meeting was arranged by him to review the contents of our letter, on May 5, 2003 in his office. **Representing the University were Dr. Ross Paul, Vice President Eric Harbottle and Director of Human Resources Ms Rita LaCivita. The WURA representatives were Drs. Alan Metcalfe, Stan Cunningham and Datta Pillay.**

The meeting was very cordial and the University representatives were very sympathetic and genuinely interested in alleviating the frustrations of the retirees and pledged to find ways to do it. At the end of the meeting, Dr Paul agreed to put in writing the University's position on the six points.

On May 29, 2003, he forwarded a memo to the three WURA representatives confirming the position of the University, as agreed at the meeting of May 5, 2003.

I must say, in my 40 years at the University, this is the first time a University President has laid out in writing, his intentions to address the retirees' concerns. The memo is very promising, and addresses all the issues raised by WURA representatives, and

additionally, the University has taken an initiative on our behalf, which is very encouraging.

The WURA representatives also met the Faculty Association representatives, **Prof. Brian Brown, President, Drs. Dan Britten and Gordon Drake, on May 9, 2003.** The tone of the meeting did not match the sympathetic approach of the administration that we experienced on May 5, 2003. However, your WURA representatives made a strong case on the six points on your behalf, in spite of, the less than conducive environment. Although, we impressed upon the WUFA representatives, that we expect a written response, to date we have not heard from them. In the meantime, Dr. Ross Paul has forwarded a copy of his May 29, 2003 memo addressed to the retirees to the WUFA President Brian Brown.

Needless to say we are eagerly awaiting WUFA response.

Datta Pillay