

The Retirees' Newsletter

***The Retirees's Association (Faculty, Librarian, Administrator)
University of Windsor, Windsor, Ont. Canada
Vol X III, No. 4, December 2003
Issue 52 Editor: Datta Pillay***

President's Report

This is a critical year for retirees. By this time next year a new Collective Agreement will be in place. It is our hope that retirees concerns will be addressed in the new agreement. These negotiations take place in a climate very different from the past. It is impossible for either the Administration or the Faculty Association to claim they were unaware of retirees concerns. During the past three years your executive and, in particular John Meyer as our representative on Faculty Association Committees, have brought to the attention of both groups the concerns of retirees. IF nothing is done for retirees then the blame lies with both groups. However, I am optimistic that SOMETHING will be achieved. We have received sympathetic hearings from both the Administration and the Faculty Association. While we did not always see eye to eye on issues we were given a hearing. Of course, there is a long way to go and it is possible that in the heat of negotiations retirees issues will disappear and once again we will gain nothing. IF we do make some gains I believe they will be small so do not set your expectations too high. What we need to achieve is acceptance by both the Administration and the Faculty Association that retirees have legitimate rights and whose concerns MUST be addressed in the Collective Agreement.

We have had some changes to the executive. Wilf Innerd, while retaining the position of Chair of the Bursary Fund Committee, has resigned. I must thank Wilf for his sage advice to me and his balanced approach in the executive. We have added two new directors - Bill Miller and Alfie Morgan. They are like a breath of fresh air and have already had a significant impact upon the deliberations of the executive. I look forward to working with them. We also decided that because of its importance in communicating with the membership the WEB Master should be on the executive and thus live in Windsor. Donovan Thomas has taken over. It is at this juncture that I must offer Ray Hermiston a heartfelt apology for my inept handling of the whole situation. Very simply my handling was unacceptable. I thank Ray for his services and hope that he can find it possible to forgive me for my handling of this issue. Your executive are meeting on a regular basis and will monitor, carefully, the negotiations for the new contract.

I was pleased to see so many of you at the 1st Retirees Christmas Lunch held at the University Club on Thursday 4 December, 2003. We owe an immense debt of gratitude to Gord Olafson and Datta Pillay for their work in putting this on. We should do this again.

Alan Metcalfe

What's inside:

President's Report (above)

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CAMPUS NEWS

Five Individuals Receive University's Highest Honor Charles J. Clark Award

Five outstanding supporters of the university were recognized with the prestigious Clark Award at the annual Holiday Reception of the Toronto Chapter of the University of Windsor Alumni Association on December 5. **The recipients for 2003 are :**

Dr. Martin Girash, President / CEO of Windsor Regional Hospital;
Anna Gupta, Professor Emeritus, University of Windsor;
Larry Stout, journalist, CTV Television;
Audrey M. Thibert, Alumni representative on the University of Windsor Board of
Governors; and

Senator Eugene Whelan.

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. This is the second of a series of profiles of this year's recipients.

Doug Stephan and NOVA Chemicals Win NSERC Synergy Award

University of Windsor Chemistry and Biochemistry professor **Douglas Stephan and NOVA Chemicals Corporation**, were the recipients of a **2003 NSERC Synergy Award** for Innovation for their work developing new and cost-effective catalysts to produce high-performance plastics. Innovation paves the road to success in the new global economy and the Synergy awards given annually by Natural Sciences and Engineering Research Council (NSERC) and The Conference Board of Canada recognize lasting partnerships in research and development between universities and industry.

Since 1995, Stephan and NOVA Chemicals Corporation have created new methods of using catalysts to produce plastics from ethylene. NOVA chemists and engineers worked closely with university researchers to explore and develop new catalyst families resulting in six U.S. patents.

Five Faculty Receive Excellence Award The University of Windsor Awards for Excellence in Research, Scholarship and Creative Activity for 2003 were presented Wednesday to:

Psychology Professor Lori Buchanan,

Mechanical and Materials Engineering Professor David Ting, English Professor Di Brandt,
and

Chemistry and Biochemistry Professors Robert Schurko and Douglas Stephan. The award winners were nominated and selected by faculty panels. In the four years the university has presented the awards, Dr. Stephan has been selected each year.

CFI announces nearly \$250,000 In New Support For Windsor Research

Four research support grants for the University of Windsor were announced yesterday by **Dr. David Strangway, president of the Canada Foundation for Innovation (CFI) and federal Industry Minister Allan Rock**, that were part of an investment of \$24.3 million to support 124 infrastructure projects in 38 universities across Canada. These recent additions to CFI support for research at Windsor include:

- **\$49,980 to Professor Dennis Higgs** for an integrated field and laboratory facility for underwater acoustic sampling and analysis;
- **\$99,609 to Professors Jerald Lalman and Rajesh Seth** for instrumentation for an environmental engineering and biotechnology laboratory;
- **\$48,685 to Professor Luis Rueda** for a research facility for pattern recognition and data compression with applications to bioinformatics, microarray data analysis, data storage, data classification and computer graphics; and
- **\$49,600 to Professor Jichang Wang** for developing an integrated facility for the study of spatiotemporal dynamics in chemical and biochemical systems.

St. Denis Centre Renovations Completed

After months of construction and a **\$900,000 re-design**, the **newly-renovated lower level of the St. Denis Athletic and Community Centre is ready to showcase**. This the first major refurbishment of the facility since 1981 when the joint partnership between the University of Windsor Student Alliance, the Community Use Agreement and Athletics and Recreation Services was initiated. "This renovation is a significant step forward for the St. Denis Centre and ARS Services", said Gord Grace, Director of Athletics. "In the near future we will be going to a referendum to ask students for assistance in building a long overdue fitness centre beside the current St. Denis Centre. Shortly thereafter, we will be announcing our plans for the construction of the new University of Windsor Stadium which will play host to some major athletic events including the 2005 Pan-American Junior Games."

Business School Forges Alliance With Notre Dame The Odette School of Business has begun building a promising relationship with the University of Notre Dame's Mendoza School of Business thanks to an exciting and educational past weekend. Six University of Windsor students took part in a challenging debate on the effect of the North American Free Trade Agreement in Canada, the United States, and Mexico. The debate forced the students to look at the international environment, a fact not lost on the members. "It was pretty exciting to be part of an international partnership and debating an international issue that affects all of us", said Jarrett Bezaire, a third-year International Relations, Development Studies student. "We really presented ourselves well, and were well up to the task of our American counterparts", said Mayank Kajaria, a third year Finance student. *The debating team included, from left: Jarrett Bezaire; Mayank Kajaria, Steve Cocchetto; Brent Semande; Art Ramsey and Julian Obeid.* The partnership is part of the Odette School of Business' strategy to branch out and increase their recognition in other markets outside of Windsor. "This partnership looks to be one of the cornerstones of our new direction," said Steve Cocchetto, a third-year Finance student. "For the strategy to begin with such a prestigious US school, such as Notre Dame, only reinforces our school's credentials." The relationship is not all one-sided, however. Odette School of Business plans on having the students from Notre Dame visit Windsor next semester to return the favor

Leddy Library Hosts Reading The University of Windsor Department of English Language, Literature and Creative Writing presented writer, activist, and educator, **Ashok Mathur** who read at the Leddy Library. Mathur is the head of Critical and Cultural Studies at the Emily Carr Institute of Art and Design. He has published many books including *The Short, Happy Life of Harry Kumar* (2001), which was short listed for the Canada/Caribbean region Commonwealth Best Book Prize. **Professor Emeritus Eugene McNamara and Carlinda D'Alimonto read poetry at Leddy, as part of Windsor Review's 'A Literary Quickie' Series .**

Leon Z. McPherson Reception Centre Opens With Much Fanfare

The new Leon Z. McPherson Alumni Reception Centre was dedicated with a well-attended celebration that culminated in the raising of a glass of Glenfiddich in a toast to McPherson's unswerving devotion to the University of Windsor Alumni Association. The new facility is located in the new Alumni Hall and Conference Centre on Sunset. Speaking about the positive impact McPherson had on the University of Windsor were University President Dr. Ross Paul, Alumni Association President Diane Rawlings and McPherson's daughter, Barbara Kuker. A large drawing to be hung in the room was donated by artist and family friend John Noesthedon '93. The reception was attended by many McPherson and Kuker family friends, colleagues and members of both the University Board of Governors and the Alumni Association Board of Directors. There were even a few individuals who had attended the dedication of the original Leon Z. McPherson Alumni Reception Centre atop Electa Hall.

UW Showcase Day University Search for High-Schoolers

The University of Windsor hosted hundreds, perhaps more than 1,000, high school students and their families for the information they need to choose the university program and environment that is right for them. Some students will want a large urban university, some will not. Some will want to leave home to study, others will want to stay close to home. Many will be from local schools, but many will also come from across Ontario as they attend a series of similar events at other

campuses being held this week, "There is no best university for all students," says President Ross Paul. "There is only a best university for each individual." "Some visitors will be finding their way and may appreciate some friendly information from campus people," says Zora Sanson, a Showcase Day organizer at the Liaison Office. <http://www.uwindsor.ca/showcase>. *The University of Windsor Liaison and Student Recruitment office wants to thank the more than 75 staff and faculty who helped at the 2003 Showcase Day, that was attended by nearly 1,500 prospective students with family and friends attended. It is an important part of the process for young people to find the university and the program that fits their needs and interests. The fall recruitment season gets into full swing at the Ontario Universities Fair in September. During the fall, eight Liaison and Student Recruitment Officers travel, mainly in Ontario but also to some major centres across Canada, to inform students about the University of Windsor.*

Hull New Canterbury Principal

Rev. Donald Hull is the new Principal of Canterbury College, the Anglican Church of Canada affiliated college at the University of Windsor. A local minister, Dr. Hull has served 14 years on the college board and is no stranger to the university, having previously represented Canterbury on the university's Board of Governors. As Canterbury's fourth new principal, Hull has plans for the college to bring back theological education, historically a big part of Canterbury's activity. He also wants students to be able to earn undergraduate as well as graduate degrees in theology.

Canterbury College also offers a range of residences for University of Windsor students.

Provost and Vice President Academic

During an in-camera discussion at the September Board of Governors meeting, **Professor Neil Gold was formally re-appointed to the position of Provost and Vice President, Academic for second six-year term.**

New Vice-President For University Advancement Appointed

President Ross Paul announced that **Amanda Gellman** is the University of Windsor's new Vice_President, University Advancement. Gellman has been Associate Vice_President, University Advancement. She joined the university two years ago as Executive Assistant to the President since March. She was also a member of the Board of Governors. Gellman has an extensive background in development both in Canada and the United States.

The Vice_President, University Advancement, is responsible for Alumni Affairs, Development, and Public Affairs and Communications.

Michael Walker Leaves The University

Former Vice_President, University Advancement, Michael Walker, who was appointed a few months ago, ended his tenure with the university, as he has accepted an appointment from the Government of Canada as a Citizenship Judge.

Ms Gwen Ebbett To Be Re-Appointed As Librarian

The Search Committee for the University Librarian position will be recommending to the Board of Governors, at its next meeting, that Ms Gwen Ebbett be re-appointed.

Searches For The Following Positions Continue

Vice-Provost, Students and Registrar

Vice-President, Research

Director, Centre For Flexible Learning

Recent Academic Administrative Appointments:

Dr. Brenda Pelkey, Head Visual Arts, Faculty of Arts and Social Sciences

Dr. Ihsan Al-Aasm, Head Earth Sciences, Faculty of Science

Dr. Brent Angell, Head, Social Work, Faculty of Arts and Social Sciences

Dr. Lori Buchanan, Head Psychology, Faculty of Arts and Social Sciences

Dr. Gordon Drake, Head, Physics, Faculty of Science
Dr. Elaine Duffy, Dean, Faculty of Nursing
Dr. Philip Dutton, Associate Dean, Faculty of Science
Dr. Ralph Johnson, Head, Philosophy, Faculty of Arts and Social Sciences
Dr. Diana Kao, Associate Dean, Academic Operations, Odette School of Business
Dr. Dietmar Lage, Head, Languages, Faculty of Arts and Social Sciences
Dr. Leo Oriet, Head, Industrial and Manufacturing Systems Engineering, Faculty of Engineering
Dr. Douglas Stephan, Head, Chemistry and Biochemistry, Faculty of Science
Distinguished Visitor in Women's Studies
Michele Landsberg, one of Canada's best-known feminists and social justice activists, was the 2003 Distinguished Visitor in Women's Studies at the University of Windsor. Ms Landsberg took part in an intensive schedule of event for two weeks. **A major highlight of the visit was a keynote address at the Caboto Club on October 21, 2003.** The title of her talk was ***Mothering in a Cold Climate: Why Women Everywhere Can't Do the Job They Want To Do.***
New Writer-in-Residence
Mansel Robinson, an award-winning writer from Saskatoon is the University of Windsor's writer-in-residence for 2003-2004. He is the author of several plays including Street Wheat and Ghost Trains as well as a novella, Slag.

MEMBERSHIP NEWS

Address Changes / Corrections

Wendy Frazer, 8787 Riverside Dr E, #1001, Windsor, ON N8S 1G3
 Bernard Kroeker - 6097 Natalie Court, LaSalle, ON N9H 2P5
 George McMahon - 2336 Lamont St, Windsor, ON N9E 4X3
 Esio Marzotto - new email - esiom@shaw.ca
 Peter Sonnenfeld - Add Phone No - 416-598-0469
 Roger Thibert - change to Roger J. Thibert

New Members of WURA

Dr. John Ditsky, 18235 Oak Drive, Detroit, MI 48221
Dr. Gail Heald -Taylor, 2890 St. Clair Rd, Stoney Point, ON N0R 1N0
Dr. Purna N Kaloni, 3470 Huntington Ave, Windsor, ON N9E 3M8
Dr. Placido Lavalley, 1616 Elrose Ave, Windsor, ON N8Y 3X7
Dr. William Miller, 9595 Kerby Road, Windsor, ON N8R 1K1
Govind Raju Publishes Book

Dr. Raju, Professor Emeritus published - Dielectrics in Electric Field -An exceptionally crafted field reference or text for seniors and graduate students in power engineering tracks! Contains more than 800 display equations. The book is published by Marcel Dekker Inc, New York. January 2003 / 592 pages - \$ 175.00. **Congratulations to Dr. Raju.**

April 2004 Retirees' Dinner

Watch for the announcement of the 2004 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 2004 Newsletter.

More Kudos, Cash for Alistair MacLeod

Professor Emeritus and World-renowned author Alistair MacLeod has been awarded the **Lannan Literary Award and its \$ 125,000 US prize.** Established by the Lannan Foundation of Sante Fe, NM in 1989, the Lannan Literary Awards celebrate excellence in poetry, fiction and non-fiction and recognize writers worldwide who have made a significant contribution to English literature. Over the 15 years, the foundation has awarded 165 writers more than \$ 8.3 million US in awards and fellowships. **MacLeod has previously won the 2001 Dublin Impac Prize, worth**

about \$ 150,000, for his 1999 novel "No Great Mischief". It has brought MacLeod numerous international and Canadian awards including the naming as a **Fellow of the Royal Society of Canada.**

Professor Emeritus Roger J. Thibert

On November 26, 2003 at the Annual General Meeting of the University Alumni Association **Dr. Thibert received the Excellence in Mentoring Award** which was **established in 2002 by Patrick Palmer, Class of '70.** Excellence in Mentoring Award is for his efforts with clinical chemistry students from recruitment to graduation and beyond. Thibert's continuing interest in his former student's careers and his commitment to the promotion of life-long learning to his students is a common theme in the many letters of support received for his nomination. **Thibert is a former recipient of the Alumni Award for Distinguished Contributions to University Teaching and the Alumni Award of Merit.**

Audrey Thibert Receives Charles J Clark Award

Audrey Thibert was the **first woman President of the Board of Directors of the University of Windsor's Alumni Association** and has served on various committees of the Alumni Association since 1950. Today, Thibert is a member of the "To Greater Heights Campaign" committee focused on raising funds for the new Health Education Centre on campus and continues to be an active volunteer, sitting on numerous committees ranging from the Community Strategic Plan Committee for the City of Windsor to a variety of roles in her community of Southwood Lakes. She has worked as a canvasser for the Cancer Society and several other non_profit health groups.

A Windsor native, she has been active on the University of Windsor campus since she arrived as a member of the first class with both men and women at Assumption College in 1950. In 1952 she graduated from Detroit Memorial Hospital School of Radiologic Technology, Detroit, Michigan and until 1955 did postgraduate work in X_Ray, Cobalt and Isotope Therapy in Boston, Massachusetts. She lectured to students on X_ray and Nursing Procedures at Detroit Memorial Hospital from 1952 until 1957.

She graduated with a BA from Assumption University in 1962. She has received numerous academic awards and in 1972 received the University of Windsor Alumni Association Award of Merit for her outstanding contributions to the University and Alumni Association.

Professor Emerita Anna Gupta Receives Charles J. Clark Award

In her 18 years of service at the University of Windsor, Anna Gupta developed the nursing program, now known as the Faculty of Nursing, into a significant part of the university. Since her retirement, **Professor Emerita Gupta** has continued to organize seminars, counsel students and support the nursing alumni in their activities.

She joined the faculty at the University of Windsor School of Nursing in 1968 to help start a new integrated professional undergraduate degree program. In 1970, she became Director of the School.

Her own nursing education began in India at the Christian Medical College in 1939. She completed studies there in 1946, joined the staff at the institution, and later became Dean of Nursing with the first Bachelor of Science in Nursing program in India. After 21 years with the Christian Medical College, Gupta went to Wayne State University for post RN BScN and Masters degrees. In 1960, she became the first Indian Principal of the Rajkumair Amril_Kaur College of Nursing and Head of the Department of Nursing at Delhi University. After eight years of service, she decided to relocate to Canada.

Association News

Minutes of the Fall General Meeting held on October 21,2003at 2:00 in Hoffman Auditorium, IONA College

Members Present: J. Black, K. Chatterjee, E. Crowley, S. Cunningham, A. Doctor, M. L. Drake, B. Ferraro, J. Hackett, E. Habib, J. Hanson, P. Hudec, J. Huschilt, N. King, J. Laba, J. Lagaipa, J. Linton, B. McGarvey, J. Malone, J. McIntosh, M. Matthew, A. Metcalfe, J. Meyer, R. Moriarity, R. Nelson, G. Olafson, H. Pawley, D. Pillay, K. Pryke, E. Rosenbaum, K. Sarkar, T. Smith, W. Soderlund, R. Stager, M. Sarets, D. Thomas, A. Turek, E. Watson, R. Whitehurst, P. Wilkinson, M. Zin

1. Minutes of the Spring General meeting, April 15, 2003. Moved and seconded to approve the minutes. Carried.

2. Business arising from the minutes: None.

3. Correspondence: None.

4. Remarks by President: Dr. Ross Paul sent regrets.

5. Remarks by Cheryl Paglione, Human Resources:

There will be a Retirement Seminar Nov. 7 for active faculty 59 years and older who are approaching retirement. The new pension software is 70% functional. Retiree pension information will be loaded by summer. In January or February she will be contacting retirees for data verification. The pension letters are in a different format this year for clarity of the indexing. Green Shield benefit cards will be issued in plastic. The group number no longer appears as the unique number is sufficient. She thanked the retirees for their support the past year.

6. Remarks by Rita LaCivita, Human Resources:

She welcomed the new retirees on behalf of the Dept. of Human Resources. Another staff member has been added with responsibility for several of the CAW collective agreements. New measures will be added to the accessibility plan of the Ontario Disability Act. The Open Pension Meeting will be held the end of November or early December. Suggestions from the Executive Committee are to be included in the format. The Trust Fund money is there, with interest accruing, and they are working with WUFA and WURA. She said A. Metcalfe has been consistent and prodding.

7. Remarks by Aase Houser, Student Awards: Three scholarships were awarded from the Retirees' Bursary. The deadline is October 31 this year and general applications total 1296 so far. There is \$55,000 in the fund. A short list of 12-24 will be available for the selection. With the current market it is not advisable to consider increasing the number of awards. The Board of Governors reviews the number of awards every five years.

8. Remarks by Brian Brown, President, WUFA: The 16,500 students registered this year have drastically increased the faculty work load. There are 240 sessionals with 747 members in the WUFA bargaining unit. The contract expires June 30, 2004. They are currently looking at proposals which will go to the membership in early January. The negotiating team has not yet been struck. The Trust Fund Committee is still meeting, and trustees are to be named in the future. He said that the Trust Fund is to improve retirement **benefits** as stated in the collective agreement. S. Cunningham raised the benefit issue from the floor. Only 1/3 of the retirees subscribe to the health benefits and it would be an injustice if 2/3 received nothing – those outside the province, the country, or with spousal plans. B. Brown said they are working to find a way to use the money so it is not taxable. S. Cunningham: the general word benefit is not clear in the collective agreement. Health is a suggestion. There is a history of miscommunication and a danger of future gross injustice. B. Brown reiterated the intent of the negotiating team is health benefits, to **help future retirees with benefit plans**. E. Habib asked if this is a one shot trust. B. Brown said the intent is a permanent trust with monies from the surplus and GST rebates. J. Meyer stated with universality, an equivalent is obligated. It should be equitable and universal. M. Matthew noted that the surplus some years ago went to increasing net income for active faculty getting pension holidays.

9. President's report, Alan Metcalfe: He thanked the Executive Committee for their work. Even though progress is slow and frustrating, there are steps forward. The Administration and WUFA are discussing something concrete, but real proof will be the contract. The Trust Fund is finally going to be set up. Bill Miller will represent us. D. Britten, not known for support, made an impassioned plea.

H. Pawley presented a suggestion he received for consideration at the WUFA executive that someone assume responsibility for retirement issues and concerns. A. Metcalfe said that it will be taken under advisement.

10. Treasurer's Report, Norman King: The only income source is the members' dues. In short, we took money in, spent money and some is left.

Report of the Treasurer, October 1, 2002 – September 30, 2003

Opening Balance, October 16, 2002; \$3,156.05

Membership fees \$3,817.94

Expenditures

Printing and Mailing Newsletter \$2,144.54

Postage Stamps 73.82

Supplies 27.78

General Meeting 140.00

Bursaries-Memorial Fund 175.00

Membership in CURAC 110.00

Conference Travel Expenses 784.76

Retirees Dinner 459.81

Sub-total \$ 3,915.71

Balance on Hand (September 30, 2003) \$ 3,058.28

Norman King Treasurer, October 14, 2003. The report was moved, seconded and approved.

11. College & University Retirees Association of Canada (CURAC), K. Pryke: The founding meeting was held in May and J. Meyer represented WURA. The Constitution is on their Web site. The Annual Meeting will be held in Winnipeg next year.

12. Constitutional Amendment, Datta Pillay: The notice for the amendment was circulated four weeks prior to the General Meeting. **Amendment: The present complement of Four Directors to the WURA Executive be expanded to SIX Directors effective October 2003, after approval by the General Membership.**

D. Pillay/ E. Rosenbaum Carried

13. Committee Reports:

a. D7, A. Metcalfe. He said the D7 was his failure.

b. Bursary Fund, W. Innerd. Absent –see report of A. Houser,

c. Pension and Health Benefits, J. Meyer. The report appears on p. 6-7 of the handout.

Paragraph one should read -5.29%. CURAC continues to negotiate with Johnson Inc., a major Canadian insurance carrier. Greenshield is a David among Goliaths and, as a non-profit, the institution carries the liability. A. Metcalfe recognized the immense work of J. Meyer on the Executive.

14. Report of Nominating Committee, S. Cunningham: Proposed slate of officers: Committee is the same except for three directors: **A. Morgan replaces W. Innerd (W. Innerd continues as Bursary Fund Chair). William Miller and Donovan Thomas (Webmaster) are the two additional directors** . The slate was moved, seconded and carried. There were no nominations from the floor.

It was moved, seconded and carried that a letter of thanks be sent to R. Hermiston for serving as Webmaster for two years.

15. Other Business:

Mary Louise Drake distributed University Club cards and announced that retirees were entitled to all the stars and discounts. She also mentioned the Drama Dept. fund raising for new seats for the University Players Theatre.

J. Meyer thanked and congratulated M. L. Drake for the information and club privileges. He expressed a word of appreciation to A. Metcalfe, as President, D. Pillay for all his activities on behalf of the Executive and the Newsletter, and to H. Pawley as a representative on the WUFA council.

G. Olafson mentioned the Blue Parking pass, 10 for \$12.00, which became available after a September meeting with E. Harbottle.

16. Adjournment: The meeting adjourned at 3:05.

Minutes of the Executive Committee Meeting-Windsor Retirees Association, Thursday, November 20, 2003 10:00 a.m. in the Human Kinetics Building Room 200.

Present: Alan Metcalfe (Chair), Stan Cunningham, Norm King, Jerry Malone, John Meyer, William Miller, Alfie Morgan, Gord Olafson, Datta Pillay, Kenneth Pryke, Don Thomas, Howard Pawley (Observer)

1. Approval of the Agenda – With agreement to combine items 6 and 8 the agenda was approved.

2. Minutes of the Meeting of November 4, 2003 – Approved as circulated.

3. Business arising from the minutes- a) G. Olafson and D. Pillay presented details of the luncheon to be held on December 4, 2003, at the Faculty Club Dining Room. A. Metcalfe expressed thanks to them on behalf of the Executive for their work on the arrangements.

b) J. Meyer addressed the ongoing issue of the Trust Fund. He stated that WUFA Council meeting of November 11, 2003, supported a motion to have D Britten proceed on structuring a new group health plan for retirees using the Trust Fund.

c) H. Pawley stated that his sense is that current retirees would not benefit and those who move out of province would not receive any benefit. He said another issue raised at the Council meeting is WUFA's position that none of the surplus was generated by the 6% contributions of the membership and therefore retirees have no claim to it. To his question does WURA want to develop a strategy and make an issue of WUFA's approach to the Trust Fund it was stated that our strategy is centred on universality and seniority. H. Pawley asked to see the wording of the Trust Fund Article and asked if it excludes those who retired before the current Contract was signed? In response to A. Metcalfe's request for the Executive's views on this matter of the language of the Article, the option of filing a grievance, and in particular the issues involved in seeking legal advice were discussed in detail. A. Metcalf suggested that the meeting proceed since what was being discussed at this point falls under another agenda item.

4. Announcements- D. Pillay stated that the Pre-Retirement Seminar was successfully held on November 7 with 70 people present. D. Pillay also informed the meeting that Don McKenny had recently passed away and that Aranka Kovacs and Peter Sonnenfeld are residing in nursing homes.

5. Correspondence- None

6. Approval of letters to Ross Paul and Brian Brown- For the letter to Ross Paul it was suggested to identify "we" in the second sentence as WURA, and to identify the source of information from Queens University. It was also suggested to send letters on this matter, rather than copies, to E Harbottle and N. Gold. Copies of previous correspondence with Dr. Paul should be enclosed with the letter to N. Gold and copies of the letters to E. Harbottle and N. Gold should be sent to R. Paul.

MOTION: To approve the letter to R. Paul. Olafson/Cunningham. Unanimous

MOTION: To approve the letter to B. Brown. Meyer/King. Unanimous

7. Other Business - J. Meyer said that the R&B Committee needs to know if we want a representative on the Negotiating Committee and it was agreed that we must deal with this at the next meeting.

It was agreed to invite H. Pawley to the meeting of December 2

8. Adjournment: The meeting adjourned at 11:15 am.

Minutes of the Meeting of the Executive Committee of the University of Windsor Retirees' Association, Tuesday November 25th, 10:00 a.m., Human Kinetics Building Room 200

Present: Alan Metcalfe (Chair), Jane Black, Stan Cunningham, Jerry Malone, John Meyer, William Miller, Alfie Morgan, Gord Olafson, Datta Pillay, Kenneth Pryke, Don Thomas

Agenda - Approved with agreement to move item 7a to Business arising.

Minutes of the Meeting of November 20, 2003 - Approved as circulated noting H. Pawley (Council Representative) was a guest at the last meeting. **Business arising from the minutes** –

A. Metcalfe sent letters to Dr. Paul and B. Brown. He **will send a separate letter to N. Gold.** Pension Meeting questions will be discussed next Tuesday.

J. Meyer outlined the history of the proposed WURA amendment to the WUFA Constitution to include a WURA representative on the WUFA Negotiating Team restricted to retirement issues. The motion of Dec.12, 2002 was sent to the Committee and tabled in January. In August, WURA decided to go forward with it. In Sept. it went to the WUFA Executive and they sent it back to the R&B Committee. The Committee meets next week for discussion and action.

MOTION: To submit a motion to the Retirement and Benefits Committee that we wish to amend the constitution to add one more representative to the negotiating team elected by the retirees. Meyer/Cunningham (Unanimous)

MOTION: We recommend the Retirement and Benefits Committee submit the motion to council. Meyer/Cunningham (Unanimous)

J. Meyer will submit the motion and discussion.**Announcements:** To date 46 plan to attend the Retirees' Christmas Luncheon.

Correspondence - None

Outline of plans for the coming year – A. Morgan distributed "A Scorecard system for evaluating Faculty Association Representation regarding Retirees concerns.

MOTION: To accept in principle the paper as presented. A.Morgan/S.Cunningham (Unanimous)
A. Morgan also presented a paper on "Retirement at the University of Windsor: What a Nasty Surprise". The purpose is to awaken colleagues who are nearing retirement so that they pressure the Faculty Association into action on behalf of the retirees. It was suggested some concrete examples be provided. **MOTION:** To adopt the paper in principal and to send it to active members with examples included. A.Morgan/ D.Pillay (1 abstention).

D. Pillay, A. Morgan and W. Miller will work on the details.

Other business – Membership on Board of Governors' Pension CommitteeG. Olafson and J. Meyer met with E. Harbottle on Sept. 12 and asked about the Board of Governors' Pension Committee and WURA representation. E. Harbottle then submitted this to C. James. C. James was called three times, with no response. R. Paul supports WURA representation. The Board meets Thursday.

MOTION: That A. Metcalfe write a letter to R. Paul asking him to send this issue to the Board with copies to C. James and E. Harbottle.

D.Pillay/S. Cunningham (Unanimous)

Relationship with WUFA re WURA efforts –

The WUFA executive decided in September that they would not respond to the letter of R. Paul to us, nor to R. Paul. They formed a committee of D. Britten, B. Brown and A.Hall but no action was taken. The R&B Committee decided D. Britten and B. Brown would be available to talk with the WURA Executive. WUFA then, should make the next move.

K. Pryke mentioned some CURAC items: Pension (circulated), Article "What is a University?" and "Retirement: What can be done? It was suggested these items should be mentioned in the Newsletter and on-line via UFLAR.

MOTION: To place these items on the agenda when Ken returns from India. (Unanimous)

The ballot will be included in the Newsletter to be issued next week.

A. Morgan proposed a discussion on strategies to attract more active members, and seminars on aging, e.g., health, for the January agenda.

G. Olafson asked how do we get information on the subscriber rate for active and retiree members on Green Shield – what is the premium the University pays? R. LaCivita should have this information.

We have full commitment from a member of the Executive to serve on the Negotiating Team.

Mortality tables – they can be adjusted. The Actuary looks at the experience of the plan.

J. Meyer will be going to Serbia Dec. 7 – Jan.6 for CIDA. K. Pryke leaves for India Jan.7 for five weeks.

J. Meyer is meeting in Toronto on Thurs. Nov. 27th with the chair of the CURAC subcommittee on Benefits and Johnson Inc. to discuss a national benefit policy.

Adjournment: The meeting adjourned at 12:00.

Next Meeting: Tuesday afternoon, Dec. 2 at 2:00 p.m. Room 200 HK Building.

President Dr. Alan Metcalfe
Vice President Dr. John Meyer
Secretary Ms. Jane Black
Treasurer Dr. Norman King
Past President Dr. Stan Cunningham
Director Mr. Jerry Malone
Director Dr. Alfie Morgan
Director Dr. William Miller
Director Dr. Gordon Olafson
Director Dr. Kenneth Pryke
Director Dr. Donovan Thomas
Ex-Officio
Founding President Prof Norman Shklov
Bursary Fund Dr. Wilfred Innerd (Chair)
Pension & Benefits Dr. John Meyer (Chair)
Social Committee Dr. Gordon Olafson (Chair)
Editor - Newsletter Dr. Datta Pillay
WEB Master Dr. Donovan Thomas

Meet Your New Members of the WURA Executive Committee

William Miller joined the University in 1968 in the Electrical Engineering Department. He has been active in research and teaching and was responsible for setting the CAD/CAM Centre at the Engineering Faculty. His expertise in pension matters and monetary issues has made him the chief Negotiator in monetary issues for most of the WUFA Contracts.

Alfie Morgan joined the Odette School of Business in 1968 and retired after serving the university for over 35 years. Alfie was very dedicated to his teaching career and also continued to be the spokesperson in the community on several issues. His expertise has been in Small Business Operations.

Donovan Thomas joined the University Biology Department in 1968 and rose to the rank of full professor. He was very active in teaching innovations in the Department and at the University level. He recently served as Acting Associate Dean of Graduate Studies for a year. He is the author of numerous articles and supervised several Ph.D and Masters' theses.

Nominations to WUFA Committees Election / Ballot

WUFA Executive Committee John Meyer

WUFA Council John Meyer

Howard Pawley

Gerald McPhail (Alternate)

A Ballot is enclosed. *Please vote and return by mail in the self addressed /stamped envelope*

MEMBERSHIP FEES DUE...

For October 2003 - September 2004

Please forward your cheques - \$ 20

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**

519-973-5920

519-973-5920

In Memoriam

William Holland, a professor of Chemistry and Biochemistry who retired in 1984 after serving the

University of Windsor for 20 years, passed away on October 9, 2003, at the age of 83. Since his graduation with a B.Sc from Queen's University, he obtained a Masters and a Ph.D. from Wayne State University and became Chief Chemist at R.P. Scherer for ten years, before joining the University of Windsor. Survivors include his wife Rita of 58 years, son Bill Holland and his wife and daughter Arlene Beneteau and her husband Robert and several nieces and nephews.

Donald McKenny passed away Wednesday, November 5, 2003 after a courageous battle with ALS. Beloved husband of devoted and loving wife Joan, Children Jennifer, Jocelyn and Daniel and five grandchildren. Dr. McKenny was a longtime faculty member of the University of Windsor and distinguished professor of Physical Chemistry. He will be fondly remembered by all his former students and deeply missed by his colleagues at Windsor and across Canada.

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

Fax:(519) 972- 8304 OR: Use his email address:

pillay@ server uwindsor.ca

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: Jerry Malone; William Miller, Alfie Morgan, Gordon Olafson, Kenneth Pryke, Donovan Thomas
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: Donovan Thomas
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>; see Campus Services/ Retirees' Association
Newsletter on-line: <http://www.uwindsor.ca/Campus Services/Retirees' Association/News>

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 2004.

Retirees Christmas Luncheon

On December 4, 2003 , 72 retirees and university administrators celebrated the **first Christmas Luncheon arranged by WURA**. Guests included **Dr. Ross Paul, Vice Presidents Neil Gold, Eric Harbottle and Amanda Gellman, Rita LaCivita, Cheryl Paglione from Human Resources and Debbie Noble and Jean Roath from the Faculty Association.**

Wilf Innerd Steps Down From Executive But Remains Bursary Fund Chair

Wilf Innerd's wise counsel and humor will be missed on the WURA Executive. However, WURA is grateful that he agreed to continue his work on the Retirees Bursary Fund and evaluate the applications.

Thanks To Ray Hermiston

WURA and I personally extend our gratitude to Ray Hermiston who served as our WEB Master for two years. We all appreciate Ray's efforts to keep the WEB page current and informative.

Retirees' Concerns

I would like to echo the remarks of our President Alan Metcalfe on the first page of this newsletter. This is a crucial year for all of us with the approaching Contract Negotiations. Both the University and WUFA representatives are aware of our concerns and there is a strong desire to address the issues. However, whether it is to the satisfaction of WURA members is another matter. Let us be patient and wait for the outcome.

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.. 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 Houser, Director of Student Awards".

Datta Pillay