

The Retirees' Newsletter

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

Vol IV, No. 1, March 2004

First Published in July 1991

Issue # 53

Editor : Datta Pilla

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Spring GENERAL MEETING

Hoffman Auditorium, IONA COLLEGE

Tuesday, April 20, 2004, at 2.00 p.m.

Meeting Agenda

1. Approval of Minutes
2. Remarks by President Ross Paul
3. Remarks by Brian Brown - President, WUFA
4. Remarks by Rita LaCivita - Human Resources
5. Remarks by Cheryl Paglione - Human Resources
6. Remarks by Aase Cuthbert - Student Awards
7. President's Report - Alan Metcalfe
8. Treasurer's Report - Norman King
9. Results - WUFA Amendment to Constitution
10. Committee Reports:
 - a) D7 Committee Report.
 - b) Bursary Fund Report
 - c) Pension & Health Benefits
11. Other Business
12. Adjournment

Annual Retirees' Dinner /Reunion

Friday, April 16 , 2004

Reception 6.00 p.m.

Place - Winclair A, Vanier Hall

The Annual Retirees' Dinner Reunion is sponsored by the University, Faculty Association and the Retirees' Association
Ten (10) faculty and Twenty-eight (28) staff will be retiring from the university after providing many years of service.

WURA President's Report

Once again I must thank, on your behalf, the executive committee of WURA. Since the Fall meeting they have met at least twice a month to advance the interests of retirees. I think it is important to identify these dedicated individuals - Vice President John Meyer, Secretary - Jane Black, Treasurer - Norm King, Past President - Stan Cunningham, Directors - Jerry Malone, Alfie Morgan, Bill Miller, Gord. Olafson, and Ken Pryke; Web-

Master Donovan Thomas. A special vote of thanks must go to our dedicated and hard working Editor of the Newsletter, Datta Pillay. I must also recognize the contributions of Gerry McPhail and, in particular Howard Pawley. Finally, Wilf Innerd has done an excellent job as Bursary Fund Chair.

This is a critical period of time for retirees - the development of contract proposals and eventually negotiations for the new contract which will set conditions for retirees for the next three years. With respect to the contract proposals we were represented on the Contract Committee. Retirees issues were addressed in a meaningful way and if they are included in the contract would represent significant gains. Incidentally I was most impressed with the professionalism and dedication of the Contract Committee. We could not have asked for a more dedicated group. We all realize that there is a significant difference between contract proposals and the actual Collective Agreement. What we have done is ensure that both the Administration and WUFA are very aware of retirees issues. If they are not addressed it will mean that BOTH the Administration and WUFA have decided that the well-being of retirees is NOT important. However, both the Administration and WUFA have indicated that retirees issues are important and we believe that our issues will be addressed - only time will tell if we are right. I cannot over-emphasize the importance of the next few months. We will either have embarked upon a new era in which retirees issues are recognized OR we will be discarded and thus, as an organization, face an uncertain future.

Alan Metcalfe

Campus News

President Ross Paul Gives State of University Address

The fifth annual "State of the University" address to the university community and general public, including invited community leaders, was given by President Ross Paul on Friday, January 23, in the Ambassador Auditorium beginning at 11 a.m.

The annual presentation is a report card on objectives and advancements of the previous year, and an outline of the challenges and strategic directions for the year ahead. There was an open question period at the end of the presentation.

President Paul says the public presentation is part of the university's efforts to be open and accountable. The presentation is taped by the staff of the Centre for Flexible Learning. The video and text are posted on the university website.

Whelan Announces \$2.3 million Grant To Assist Indirect Costs of Research

Local MP Susan Whelan announced that Industry Canada is providing more than \$2.3 million to the University of Windsor this year to cover indirect costs associated with federally supported research.

"Canada is looking to innovation as a source of economic growth and for solutions to health and environmental challenges," Whelan said. "Funding indirect costs of research is a key element of Canada's Innovation Strategy, which is designed to help move Canada to the front ranks of innovative countries."

"The more successful we are, the greater the cost in supporting our research programs. We are delighted with this significant support toward the cost of supporting the great range of research activities at the University of Windsor," said President Ross Paul.

University Distributes 2002-2003 Annual Report

The year 2002-03 was a banner one for the University of Windsor with nearly \$60 million in campus construction, the unveiling of exciting new academic programs, and more than \$17 million in research grants. These and other highlights have been captured in the Annual Report 2002-03, distributed to the campus community this week.

"This is a very exciting era for Ontario universities and the University of Windsor is positioning itself well to compete effectively in a very dynamic new environment," says President Ross Paul in his Message from the President. The Annual Report document provides a report on Dr. Paul's five-year strategic plan, "The Best of Both Worlds", as well as an action plan for 2003-04.

Designed and produced by the Public Affairs and Communications office in University Advancement, the Annual Report also covers the areas of research, campus and community, academic achievement, honorary degrees, campus expansion, financial highlights, governance, and offers a number of facts at a glance.

The report is also available on the web.

Prime Minister impressed with ARDC

Prime Minister Paul Martin toured the University of Windsor / Daimler Chrysler Canada Automotive Research and Development Centre (ARDC) with officials from the university and company. Following the tour he told reporters the ARDC is exactly the kind of education/industry partnership the Canadian economy needs to remain competitive in the 21st century. University President Ross Paul said the impression the facility is able to make first-hand is far greater than any presentation or report that the Prime Minister might receive. "We are extremely pleased that we were able to show our students and faculty working in this marvelous facility alongside the Daimler chrysler staff. There is no facility in the country that can match this one."

The ARDC was created with a \$35-million investment by the then-Chrysler Corporation in 1995 in a facility owned by the university with the support of all three levels of government. The idea was born from a bench marking tour by company and university leaders of technical education facilities in Europe.

Since then, the company has invested more than \$500 million in the facility that test concept vehicles, develops improved manufacturing methods, advances vehicle safety initiatives among other initiatives. With education of university and college students integrated in every project, the facility is unique in North America and considered a win-win for all partners.

Wireless Networking Comes To Campus

Laptop computer users with wireless **network** cards can now gain access to the University of Windsor network in selected areas of the campus. Over the last several

months, the Wireless Committee has installed wireless access points in areas where students, faculty or staff congregate--including the Leddy Library, CAW Student Centre, and the lounges in the Odette and Ianni Law Buildings. These antennae provide users network access without needing to plug into a data jack.

Currently, only Microsoft Windows-based machines are supported, but IT Services is working to offer this service to Macintosh and possibly PDA devices shortly.

Anthony P. Toldo Health Education Centre

The University of Windsor's newest academic facility and centre for medical education has been named the Anthony P. Toldo Health Education Centre in honour of Dr. Toldo's commitment and generous support to health care in the community, President Ross Paul announced .

Ontario Premier Dalton McGuinty, plus provincial, federal and municipal representatives and officials, and others from health care and education in the community attended the announcement.

The Anthony P. Toldo Health Education Centre contains the offices of Dr. Rapheal Cheung and staff of the Southwestern Ontario Medical Education Network (SWOMEN), and offices for the Dean and Faculty of Nursing including laboratories for the collaborative baccalaureate Nursing Program and the Nurse Practitioner Program. The facility also accommodates more than 1,000 students at a time in its six lecture theatres, which feature the most advanced electronic teaching technology including teleconferencing.

Construction of the Anthony P. Toldo Health Education Centre was made possible through the Ontario Super Build Program and private support from Dr. Toldo and others through the University of Windsor's "To Greater Heights Campaign." A celebration to wind-up the campaign and show appreciation to all the donors is being planned for later this year.

The facility features modern hands-on teaching laboratories for Nursing students including students in the Nurse Practitioner Program. Four of its new lecture theatres were ready for use at the beginning of the Fall 2003 semester. All six are in use this Winter semester. The centre also contains the university's new premiere meeting room which will be used by the Board of Governors and the University Senate.

\$1.9 Million to GLIER For Large Lakes Ecosystems Facility

A group of environmental researchers at the University of Windsor will receive \$1,966,420 from the Canada Foundation for Innovation (CFI) to develop A Facility to Quantify and Model the Impact of Multiple Stressors on Large Lake Ecosystems. The project was submitted to CFI by the university's Great Lakes Institute for Environmental Research (GLIER) and will further develop GLIER's mission and the university's environmental pinnacle, said Acting GLIER Director Brian Fryer. Researchers from the university's Biology and Earth Sciences programs are also involved, along with collaborators at the University of Western Ontario and Laval University in Quebec City. "These new facilities will support the research of many Windsor scientists, but also serve as regional and national facilities and further develop GLIER's role as the leading

aquatic research institute in the Great Lakes region,.

"This funding represents the international reputation and leadership in freshwater environment of our team of scientists and scholars at GLIER," said President Ross Paul. "I am sure the entire campus joins me in congratulating GLIER and celebrating this important development for our campus and our community."

Computer Science Upgrade New Programs Link To Market Needs

The University of Windsor is introducing a new Bachelor of Science degree program in Computer Science with a specialization in networks and security. The new program is part of initiatives at the School of Computer Science to stay current with changes in the industry and to ensure the school remains strong, Vice-President, Academic, and Provost Neil Gold told university Senate..

Senate Hears Status Reports On Academic Plans

Remarkable, fundamental program changes in Classical and Modern Languages, Literatures and Cultures received praise from the Vice-President, Academic, and Provost yesterday as Senate began a review of academic program five-year plans.

Senate also received reports this month on reviews from Biological Sciences, Business, Chemistry and Biochemistry, Computer Science, Dramatic Art, Economics, Education, English, French, History, Kinesiology, Law, Mathematics and Statistics, Music, Nursing, Philosophy, Physics, Political Science, Psychology, Sociology & Anthropology, Social Work and Visual Arts.

English has strengthened its graduate programs, its creative writing program, and overall undergraduate enrolment. Now English is putting forward a request for increased resources.

Law has increased its enrolment over the past four years by more than 100 students, which is more than 20 per cent. This is mostly due to the success of the reintroduction of the joint LLD/JB program with University of Detroit Mercy. The Windsor law school has reached full capacity in its Windsor facility.

Charlie James Returns To Faculty of Law

The position of **Secretary of the University and the Board of Governors and General Counsel** was first established in January 1985 under President Ron Ianni. During the past 20 years Charlie developed this position and served as the University's First In-House legal advisor for all internal and external matters. With time, he became quite indispensable and many demands were placed on his time, sound advice and patient listening skills. Regardless of the ever increasing workload, Charlie's pleasant mannerisms and friendly relationships won much admiration not only from the entire campus community, **but also from the local Windsor community.**

"It would be an understatement to say that the university owes a huge debt of gratitude to Charlie James who has been absolutely invaluable to so many of us at the university over the past 20 years," Dr. Paul said. "He will be a very hard act to follow for the many years of the kind of advice and support we have come to expect from Charlie."

University Names New Counsel

Paul Fox, the **university's new general counsel**, says his new job is more than just a trip down the highway from his hometown of London. "I'm familiar with Windsor and I'm very happy to be here," he says. "I think what (University of Windsor President) Ross Paul and the rest of the people here are doing is quite exciting and I'm glad to be a part of it." Fox replaces Charles James, who is returning to the Faculty of Law after many years in the position.

A double graduate of the University of Western Ontario, Fox brings an unusually broad range of legal experience in both the university and private sector to his new post. He spent most of the 1980s at Bell Canada where he was, variously, International Legal Counsel, Assistant Corporate Secretary and Director of Legal and Contract Tracking Operations in Saudi Arabia.

From 1991 to 1998, he was Legal and Contracts Officer at the University of Western Ontario, where he was principally involved in research agreements, industry liaison and intellectual property. Most recently, he has served simultaneously as Counsel to General Motors of Canada and Associate General Counsel to General Dynamics Land Systems in overseeing a major and complex series of agreements between the two companies.

Jane Boyd New Secretary To The Board of Governors

Charlie James's second role, as Secretary to the Board of Governors, has been assumed by **Jane Boyd**, recently appointed **Administrative Assistant to the President**.

Jane was formerly Executive Assistant to the Former Mayor Hurst of Windsor. She was also involved in the Hospice of Windsor for many years.

2004 Retiring Colleagues

Elizabeth Abson, Biological Sciences
Judith Assef, Faculty of Human Kinetics
Paul Cassano, External Affairs *
Sharon Countryman, Leddy Library
Helen Danby, Housekeeping
Lucretia Edwards, Bookstore *
Mary Kaye Fawdry, Faculty of Nursing *
Diana Fleming, Registrar's Office
Margaret Foster, Faculty of Nursing *
Azra Francis, School of Dramatic Art *
Ann Marie Gallant, Communication Studies
Orville Houser, Human Resources
Donna Hreceniuk, Faculty of Nursing
Edmondo Iacobelli, Physical Plant *
Barbara James, Leddy Library *
John Kidd, Medical & Health Services
Dorothy Kinsman, Leddy Library
Bonnie Krakana, Medical & Health Services
Rodica Lazar, Great Lakes Institute
Murty Madugula, Civil & Environmental Engineering
Diana Mady Kelly, School of Dramatic Art
Adele McLennan, Leddy Library
Madeline Mekis, Research Services
Linda Menard-Watt, Information Technology Services
Margaret Montague, Telecommunications
Susan Murray, Faculty of Law *

Catherine O'Brien, Maintenance Services
Liz Phipps, Finance Department
Michael Prince, Odette School of Business
Gerald Romsa, Political Science *
Byron Rourke, Psychology
Jane Seguin, Leddy Library *
Diane Sinnott, Telecommunications
Linda Urquhart, Registrar's Office
Adrian van den Hoven, French Language & Literature
Diethard Von Merveldt, Building Maintenance
Helen Wilson, Faculty of Law *
Norman Wilson, Mechanical, Automotive & Materials Engineering *
Elizabeth Yarwood, Leddy Library *

WURA Executive Meetings

Minutes of the Executive Committee Meeting – Faculty, Librarian and Administrator Retirees' Association, University of Windsor, Tuesday, December 9th, 12:00 p.m., Human Kinetics Building Room 200

Present: Alan Metcalfe (Chair) Jane Black, Stan Cunningham, Jerry Malone, Alfie Morgan, Gord Olafson, Datta Pillay, Kenneth Pryke, Don Thomas, Gerry McPhail, Howard Pawley

G. Olafson thanked D. Pillay for the successful Retirees Christmas Luncheon. A. Metcalfe thanked the Committee for the Strategies and Outcomes which were sent to him.

The retirees contract proposal package will be discussed next Tuesday at the Contract Committee Meeting.

Discussion – Strategies and Outcomes:

As there is unanimous agreement on the outcomes, the discussion focused on strategies. How much longer do we appeal to WUFA . Appeals began in the 1990s and a grievance was turned down. There is no point in repeating arguments, or asking along traditional lines, unless we have a new approach. The meeting route has been followed; there is never a quorum for WURA issues. These steps were made in good faith. The paper trail is long with history and documents. Nothing has come of it, therefore, legal opinion was sought.

In the short term inform active members that retirement is a precarious situation and how they will be affected. Timing is critical. Hold a follow-up open meeting with a pension and retirement information session. A telephone campaign is a possibility. A letter to faculty with case studies outlining situations for future retirees was mentioned. W. Miller, A. Morgan and D. Pillay will compile the case studies. S. Cunningham has prepared a summary letter and will try drafting a letter with bullets, a capsule historical document, and a quantitative data sheet.

Minutes of the Executive Committee Meeting – Faculty, Librarian and Administrator Retirees' Association, University of Windsor, Thursday, January 8, 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, Norman King, Gord Olafson, Datta Pillay, Wilfrid Innerd

Regrets: K. Pryke, D. Thomas

Announcements:

Bob Billingham, a member of WURA since its inception, has passed away. A donation to the Bursary fund was moved, seconded and unanimously approved. ACTION: J.

Black, N. King

J. Meyer will have to leave early to attend the WUFA Executive Meeting and A. Metcalfe has a meeting at 11:30. The order of the agenda was revised to accommodate them.- G. Olafson announced the Active/Retiree dinner will be held April 16, 6:30 p.m. at Vanier at a cost of \$25.00 with free parking in Lot C. The Christmas dinner will be discussed in the future.

Minutes: The minutes of Dec. 2nd and 9th were approved with a correction for Dec. 9th to read under Discussion, paragraph 3, last sentence: S. Cunningham will prepare a one page summary with bullets.

Business arising: J. Meyer introduced a proposed motion from G. Drake to the WUFA Executive for a retiree on the Negotiating Team who will represent not just retirees but the entire membership of WUFA. WURA must have a guaranteed representative. There are over 300 stakeholders. In addition, a retiree could make a contribution to obtain a strong pension package.

Motion: To change the WUFA Constitution to include a retiree with full participation, elected by WURA.

D. Pillay/G. Olafson Unanimous

CURAC questionnaire: They have requested information regarding Health and Benefits. ACTION: J. Meyer to complete the form. A. Metcalfe was unable to attend the last WUFA contract committee meeting. They have started on Health and Benefit issues and have suggested they be negotiated into the Trust fund. He will have more information after they meet next Tuesday. We still do not have an answer to the request on costing for retiree Health and Benefit proposals.

Bursaries: W. Innerd, committee chair, distributed the Retirees Bursary Awards list for 2003-4 and the justification for the decisions. It was mentioned we should discuss the criteria at some future meeting.

Motion: To approve the proposed recipients. D. Pillay/N. King Unanimous

S. Cunningham Chronology: He distilled his chronology of last summer on the areas of oversight by UW and WUFA to one page. In summary, we have been ignored. A dramatic presentation was suggested to make a stronger case. It would include columns for Year/ WURA action/ WUFA response/Result.

Cunningham will rework the material, provide information, and A. Morgan will do the tables and include one for the D7. This could go as an attachment with any future letters. The agenda concluded at no. 8 (2). Items 8 (3-8) and nos. 9 and 10 will be discussed in the future. The Meeting adjourned at 11:53.

Next Meeting: January 15th at 2:00 p.m. Focus: Timetable and handout for the WUFA Spring General Meeting.

Editor's Note:

WURA Executive Committee held several meetings in the last three months. Due to the space constraints not all the minutes have been published in the Newsletter.

Most of the important discussions have been recorded in these pages.

Minutes of the Executive Committee Meeting – Faculty, Librarian and Administrator Retirees' Association, University of Windsor, Thursday, January 15, 2:00 p.m., Human Kinetics Building Room 200

Present: Alan Metcalfe (Chair), Jane Black, Jerry Malone, John Meyer, William Miller, Norman King, Gord Olafson, Datta Pillay **Regrets:** S. Cunningham, A. Morgan, K. Pryke D. Thomas

Minutes: The minutes were approved as circulated. Business arising: J. Meyer reported he sent the CURAC form.

Contract, Trust Fund Committees: A. Metcalfe reported Health Benefits will be tied to the Trust Fund. Each year of the contract \$250,000 plus GST will be put into the fund along with an intent to cover for the premiums. If there is an interest shortfall, the amount will come from the Trust Fund. The pension issue will be discussed next week. The Trust Fund Committee meets January 20 with a Green Shield representative present to speak directly to retiree options. Brian Brown sent a letter saying he met with Ross Paul Dec. 8th and there has been no action. A. Metcalfe will acknowledge B. Brown's letter.

Motion: Request B. Miller, A. Morgan and A. Metcalfe appear before the Faculty Association Council in Feb. Meyer/King Unanimous Action: A. Metcalfe (today)

This provides for two recent retirees and the WURA president to enlighten colleagues and for colleagues to ask questions. A meeting will be held prior to council, dedicated to preparation for this.

R&B Committee: The Drake Motion will be discussed Monday. The previous WURA motion of Dec. 2002 was tabled, off the table and without a quorum, re- tabled. It is to be removed from the table, modified and brought forward. WURA is constitutionally the official representative of the retirees and is open to all retirees. The constitutional language for the motion is Associate [retired member] to be appointed by WURA.

BOG pension Committee Representative: No response since Sept. B. Miller will serve if we get representation. .

The Meeting adjourned at 3:45 p.m. Next Meeting Thurs. Jan. 22, at 2:00 p.m.

Minutes of the Executive Committee Meeting - Faculty, Librarian and Administrator Retirees' Association, University of Windsor, Thursday, February 10, 2:00 p.m., H. K. Building, Room 200

Present: Alan Metcalfe (Chair), Jane Black, S. Cunningham, Norman King, Jerry Malone, John Meyer, Alfie Morgan, Gord Olafson, Datta Pillay, Don Thomas **Regrets:** W. Miller, K. Pryke

Guests: Brian Brown (President WUFA), Dan Britten (WUFA)

Minutes: Approved as circulated.

Brian Brown and Dan Britten joined the meeting to discuss the WUFA - WURA relationship. B. Brown wishes to clarify the misconceptions about what WUFA is trying to do for retirees. He tried to do something positive in the last contract. and sees us working together for current and future faculty.

D. Britten spoke about the surplus and that WUFA has a say because it negotiates. He was reminded that retirees are shareholders and were not included or consulted. This is the fundamental disagreement. B. Brown said it is not necessary to consult WURA. B. Brown

admitted “we probably could have done something” and that WURA was not raising the issues. The surplus was doled out to active members – they would not do this again.

He said active members are more aware of retiree concerns and are now headed in the right direction. He was reminded that the WURA motion for a member to represent WURA on the negotiating team was defeated. The contract committee is looking at your concerns, he said. We are moving but not overnight. We need to work as a team. B. Brown said the contract proposals will have to be prioritized and many do not see the light of day.

He was reminded the surplus must be looked at in terms of the plan. WUFA needs to be more pro-active in retiree issues. WUFA and WURA can work together. When asked about the status of the Trust Fund, D. Britten said very little was done and that it is worthless. Could WUFA push something through – e.g., breach of contract? We have to move forward and educate the active faculty with retirement examples. In conclusion, a joint committee of WURA and WUFA was suggested to look at ways to educate younger faculty on retirement issues.

Motion: That our representatives to the Faculty Council meeting in March provide a presentation and an information package, designed by an appropriate committee, and follow the meeting with wine and cheese. Meyer/Morgan Passed: two opposed.

Committee to develop article for collective agreement – to meet as soon as possible to incorporate all retiree issues in one article (Meyer, Malone, Olfason, Pillay). A. Metcalfe with take it to WUFA.

The meeting adjourned at 3:45.

Next Meeting: March 4th, H.K. Room 200. Note time : 2:30.

Association News

Baxter Receives Governor General's Award

Professor Emeritus Iain Baxter of the University of Windsor's School of Visual Arts will receive the Governor General's Award for his contributions to Canadian art. *Artist Iain Baxter is announced as a recipient of the Governor's General Award at the Art Gallery of Windsor recently.*

Baxter, one of six winners in the Visual Arts and Media category, will receive a \$15,000 prize. Baxter received his award March 11 at a ceremony at the National Gallery in Ottawa. Some of his work will be displayed there from March 12 to May 1.

Baxter is renowned for the formation of the N. E. Thing Co. in the late 1960s. It was one of the first artist collectives in Canada and produced conceptual art which focused on environmental and industrial issues. His ground-breaking and often controversial conceptual art incorporates various media such as photography, light boxes, painting, video, earth works, and multimedia installations.

Scholarship to Honour Dr. Michael Petras

The university community was saddened to learn that Michael Petras, a former head of the Biology Department, died Friday, February, Dr. Petras taught at the University of Windsor for over 40 years before his retirement in 1996.

"We will miss his guidance which we continued to seek on those occasions where we needed wise counsel," said David Cotter, interim head of biology. "Mike supervised many graduate students who went on to establish careers based on the solid training they received in his laboratory."

A scholarship has been established in his name at the University of Windsor by his colleagues, family and friends.

Professor Emerita Anna Gupta

A correction/addition to Charles J Clark award citation in the Daily News/WURA Newsletter-December 2003

“ During her tenure at Christian Medical College, Vellore, she went on study leave to Wayne State University, Detroit, Michigan to obtain her Post RN BScN and Masters in Nursing (MN) in 1956. Subsequently, she returned to CMC Vellore and remained there until 1960 when she became the 1st Indian principal of Raj Kumari Amrit-Kaur College of Nursing in Delhi, India.

John B. Kennedy,

Address change; 3585 Rosemary Heights Crescent, Surrey, B.C. V3S 0P2

Dr. Trimbak Shastri...

Presently a Visiting Professor, School of Business, University of Louisville, Louisville, Kentucky has the following two papers published recently.

1. Revisiting Materiality (with W.E. Gist) , CPA Journal 2003, Vol LXXIII, No 11
2. Assurance Services in a changing environment. (With A. Levitan), CPA Journal, 2003, Vol LXXIII, No 5

WURA Efforts To Seek Representation on WUFA Contract Negotiating Team Fail by 11 votes to get 2/3 Majority

For the past couple years WURA forwarded motions through the WUFA Pension & Benefits Committee, to seek representation on the WUFA Contract Negotiating Team. The recommendations from Pension & benefits Committee to WUFA Executive was turned down and a modified motion was put forth by Dr. Gordon Drake, was approved, which would allow a Retiree's name to be included in the list of candidates for the Negotiating team..

This motion was sent out by mail ballot to to all faculty and librarians for a WUFA Constitutional Amendment.

We were unable to secure a two-thirds majority vote result to change the constitution to allow a retiree to be included on the list of candidates for the Negotiating Team. Even so, WURA would like to thank the WUFA members who took the time to cast votes.

The fact that over 200 members cast ballots was gratifying, and demonstrated an interest in retirees' issues. Even more gratifying was the fact that 128 voted FOR the

amendment as opposed to 80 AGAINST. The amendment failed to get the required 2/3 majority by only 11 votes.

WURA is concerned about current faculty's future retiree benefits. With that in mind, WURA will be sending a factual information package on the FINANCIAL realities of retirement to all faculty and librarians. This is being done to ensure that the current faculty and librarians do not have to repeat the mistakes of our collective past.

MEMBERSHIP NEWS

McConkey Wins Prestigious Will Allis Prize for Physics

Physics Professor Emeritus Bill McConkey has been awarded the very prestigious Will Allis Prize by the American Physical Society. Dr. McConkey received the prize "For his innovative experimental studies of electron collisions with atoms and molecules which have significantly advanced our understanding of collisional and radiative processes in ionized gases at the microscopic level."

Although nominations are open to scientists of all nations regardless of the geographical location at which the work was done, this is the first time that the prize has been awarded to a physicist outside of the United States. The prize will be presented to McConkey at the annual meeting of the Division of Atomic, Molecular and Optical Physics of the American Physical Society on May 27 in Tucson, Arizona. The prize consists of \$5,000 and a certificate citing the contributions made by the recipient.

Retired Professor Alfie Morgan Appointed Windsor City Manager

When business professor Alfie Morgan retired from the University of Windsor last year, he said he intended to continue his community service. That's just what he promises to do after his appointment Thursday as Windsor's interim city manager. Morgan will act as chief administrator for the municipal government while the city undertakes a search for a permanent replacement for Dennis Perlin, who has moved to head a new agency, Enterprise Windsor. Calling his new position "an exciting opportunity," Morgan said he hopes to bring stability to city employees. He taught business strategy and entrepreneurship at the university for 34 years before his 2003 retirement.

In Memoriam

Robert Gordon Billingham

Passed away at age 86 on December 21, 2003 at Hotel-Dieu Hospital. Beloved husband of late Margaret (Peggy) Dear father of Craig and Laurie, Kent and Denise, Clark and Sue, Kirk and Donna and Carol. and seventeen (17) grandchildren. Dear brother of Ellwood and Marie. Robert was a Professor Emeritus and Former Assistant Dean of Engineering at the University of Windsor. He spent many years at the University of Windsor and its predecessor Assumption University.

He was also Head of the Engineering Materials Department prior to his appointment as Assistant Dean. He was a longtime member of the Kiwanis Club of Windsor. He was also a faithful member of Riverside Presbyterian Church.

Michael L. Petras,

The University community was saddened by the passing away of Mike Petras, who is survived by wife of 47 years Doris and their four children and seven grandchildren. Mike spent 40 years at the University of Windsor as a professor in the Biology Department, as well as serving as Head of

the Department for 5 years. He was dedicated to his research in the area of Population Genetics and has numerous publications to his credit. He thoroughly enjoyed his teaching career and was liked by and respected by his colleagues and students. He served on the Board of Governors at St. Clair College for many years and was an active member of St. Gabriel's Parish. In retirement he enjoyed golfing and photography

Peter Sonnenfeld

Professor Emeritus of Windsor University, passed away peacefully on April 1, 2004 in Toronto after a long illness. He is survived by his wife Jean, son Stephen of Edmonton and daughter Margaret (Alan Karcz) of Ottawa and grandchild Aaron Karcz. Peter founded the Department of Geology in 1966 and remained Head for many years and retired in 1988. He was a dedicated researcher and world authority on salt evaporates. He has authored numerous articles and books on the subject. Peter was always in much demand on the international scene because of his expertise often acting as a reviewer or providing keynote addresses at conferences.

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

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ASSOCIATION NEWS & EDITORIAL PAGE

Editorial: 2004 WUFA Contract Proposals

For the past few months, the Faculty Association (WUFA) was busy putting the final touches to the Contract Proposals for the new Collective Agreement beginning 2004. In this connection, the WURA Executive and the WUFA Pension and Benefits Committee have been meeting regularly over the past three months to forward proposals to the Contract Committee of WUFA.

It should be pointed out, that both members of the University Administration and Faculty Association Committees have been giving serious consideration to a number of retirees' concerns, put forward by your WURA Executive. In general, several of these concerns were addressed in the new contract proposals. It is up to the Negotiating Committee to bargain them at the table. However, the luxury of pension surpluses as in the previous three contracts, may not be at their disposal.

The WUFA Contract Committee after reviewing all the Sections and Articles dealing with Pension and Benefits for retirees, D7 provision, Letters of understanding and Trust Fund has agreed to consolidate all retirees' matters into one article in the new collective agreement.

[Membership Dues for 2003](#)

As our Treasurer is updating his membership list and dues paid by members, he notes that several WURA members have not sent in their membership dues for 2003. This is a gentle request on his behalf that members could express their appreciation for all the hard work that WURA is doing, by sending in dues on a regular basis.

News and Activities of Members

As your Editor, I would appreciate it if members would send information of their scholarly or community activities for publication in the Newsletter.

Datta Pillay

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:

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