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Magazine

Spring 2017



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VIEW

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Are you making a positive impact through your career or community work? Have you achieved a level of success that speaks to the educational foundation you received and your own personal skills and qualities?

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DEAR VIEWER

The University of Windsor is committed to student success. And that is something that certainly resonates in the spring edition of *VIEW*.

A great example is the University of Windsor's Co-op, Career and Employment Services Office, which is on the front line when it comes to helping both students and alumni prepare for a satisfying and rewarding career, or upgrade their skills for a new career.

In a rapidly changing work world, there is growing demand from both graduates and employers for career guidance and development. The important work of Co-op, Career and Employment Services is complemented at the university through the Odette School of Business Career Resource Centre, the Faculty of Law Career Resource Centre, as well as continuing education programs at the Centre for Executive and Professional Education.

As Chris Busch, the acting executive director of Co-op, Career and Employment Services, told *VIEW*: "The workplace is dynamic and ever-changing. If we can provide the help our students and alumni require to make the most of that, whether through our office or academic programs, that's what we want to do ... knowledge gaining is what a university is all about."

In this issue, you will also find the compelling alumni profile of Andrea Landry, MA '13. Andrea, who is Anishinaabe, talks about redefining "my own version of success" through her heritage.

"I was successful in the realm of academia at the time (master's degree in communications and social justice at UWindsor), however, how could I make myself successful with myself as an Indigenous person?"

Andrea has achieved that goal. Today, she teaches Indigenous Studies and Political Science at the University of Saskatchewan. And she remains dedicated to "building a better future for my daughter, and my future children." Andrea's determination is a great inspiration to all of us.

You will also meet Myla Picco, now in third year Law, and an avowed "people person and advocate." She backs that up with incredible commitment. Myla recently received the prestigious ATHENA Award for community involvement, leadership potential and academic excellence. She is also the co-ordinator of the Family Law Project, which gives our students the opportunity to work alongside lawyers to assist unrepresented litigants in the Ontario Court of Justice and the Superior Court of Justice.

In closing, some of you may also be aware of my decision to conclude my time as President and Vice-Chancellor in June of 2018. It will be a decade that I will have served in this role at this remarkable institution.

The stories in this issue of *VIEW* are but a tiny fraction of the incredible University of Windsor successes I've witnessed during that decade.



Dr. Alan Wildeman

A handwritten signature in black ink that reads "Alan". The signature is fluid and cursive, with a long horizontal stroke at the end.

ALAN WILDEMAN
President and Vice-Chancellor



RAISING
WOLVES

Andrea Landry MA '13

ONE ALUMNA'S UNIQUE DEFINITION OF SUCCESS

For UWindsor alumna Andrea Landry MA '13, the very act of attending a university presented an issue for her: how to reconcile earning her degree at a “colonial institution” while feeling she had let her own Indigenous heritage lapse.

“To find reconciliation with myself in regards to chasing my colonial education, rather than making the time to learn my mother-tongue, I had to redefine my own version of success,” she says. “I was successful in the realm of academia at the time, however, how could I make myself successful with myself, as an Indigenous person?”

Landry is Anishinaabe, originally from Pays Plat First Nation in Ontario. She has built a life on Treaty 6 territory in Poundmaker Cree Nation, in Saskatchewan.

She earned her master's degree in communications and social justice at UWindsor. For her major research project, she analyzed CBC's coverage of key events that portray indigenous struggle: the 1969 White Paper, the Oka Crisis and Idle No More.

In the end, Landry made the decision to return to her roots after she earned her degree. “All it came down to was going home. My homelands are my success, as they have laid my foundation for me since before I was born, and have laid my daughter's foundation down for her.

“(Success) is when one knows that all that they need is their connection to the land. Because without the land, we are nothing.”

Today, Landry teaches native studies and political science at the University of Saskatchewan in the course, “Introduction to Canadian Indigenous Studies”.

“The thing that I enjoy most about teaching Indigenous Studies and Political Science,” she says, “is that I can provide the space for exploratory discussions in the areas of colonialism, oppression, and white privilege for students.”

She says it is through these discussions and conversations that the deconstruction of “such challenging vices” can then begin to happen, “therefore inviting in the real conversations of Indigenous resurgence, sovereignty and nationhood.”

Landry says her academic role comes with challenges: “It is difficult to have healthy, meaningful dialogue about Indigenous resurgence and nationhood when the system one is working under focuses solely on the successes that come with oppression and colonialism.

“There is always that point in time where the decision has to be made whether one will cater to the system and teach students to do the same, or to go against the system and teach others what freedom looks like.”

In the past year, announcements have been made about instituting Indigenous studies as mandatory at some Canadian universities. Landry, however, says that, “A mandatory class will not end racism, colonialism, oppression, or societal divisions,” she says. “That work has to come from within an individual.”

Landry is a former youth executive for the National Association of Friendship Centres and North American Representative for the United Nations Global Indigenous Youth Caucus. Through the work, she has spoken up to world leaders and governments about the injustices in which Indigenous peoples face in Canada, as well as globally.

At the 2013 World Conference of Indigenous Women in Lima, Peru, Landry spoke on issues of colonial vs. Indigenous ideologies regarding sovereignty and nationhood. “We are defining ourselves based on the federal government and colonial thought. We've reached a bridge, and its time to go back to our old ways in a sense, but also build up those old ways and make sure they work today.”

She is also a former therapist for Thunderchild First Nation and now does the same work in other communities. “This work is more so uplifting as you become the one who facilitates life-changing evolution in young people and individuals alike. It is through this work that communities can dissolve their issues of drug and alcohol abuse, violence, and everything else that came with the conquest of colonialism.”

Landry's number one issue is violence against native women. “I became heavily politically involved in the issue of violence against Indigenous Women due to my own personal circumstances of being involved in an abusive relationship which ended in rape when I was 20 years old,” she says.

“It was from there where I began to speak up about my story through the different avenues that I was involved in at the time. I eventually began to share my story at the international level in the UN. It was there where I recognized the severity of the issue at hand on a global scale, as Indigenous women around the world shared very similar stories.”

Landry says that what drives her is “building a better future for my daughter, and my future children. What drives me is to continue the legacy of my late mother. What drives me is love. I have been passionate for what I believe in since I was young and it stems from watching my mother's passion in the face of injustice. It was through that where I recognized my own passion.” ▣



Myla Picco BA '14

ALL-AROUND AMAZING

When Myla Picco was in Grade 5, she organized her first fundraiser.

In Grade 8, she shadowed a cousin who practised law to learn more about it as a career.

In 2014, Picco earned the top marks in her graduating class as a double major in criminology and sociology.

She's won countless bursaries and scholarships and academic awards.

Among her recent kudos, Picco received a \$5,000 ATHENA award last fall for community involvement, leadership potential, academic excellence and inspiration to women.

Now, on the cusp of graduation from the Faculty of Law—with second-highest marks in her class—this young woman continues to set a gold standard for academic achievement, giving back, and being all-around amazing.

Picco and the law school were a natural fit. Windsor Law's theme of "Access to Justice" resonates deeply with Picco, who is a self-described "people person and advocate."

"Our law school has a collegial and supportive culture," she says. "Students share what we learn in the classroom by acting in the greater community."

This is something that Picco has long embraced. During her high school and undergraduate years, she gave great swaths of her time to helping others. She volunteered with the Downtown Mission Out of the Cold Program and Coldest Night of the Year Walk; the cancer fundraising initiative, Transition to Betterness; and the Society of Saint Vincent de Paul Community Clean Up.

As a university undergrad, Picco was a Students Orienting Students (SOS) co-ordinator, responsible for orientation programming for incoming students, for recruiting, training, and retaining more than 200 campus volunteers, and supervising multiple volunteer committees.

Picco's first-year law experience introduced her to its Pro Bono Students Canada chapter, where as a volunteer for the group's refugee project, she drafted humanitarian and compassionate grounds applications for refugees who live in Windsor. She considers the "most rewarding experience of my academic career" to be the first time she learned that an application she'd submitted had been approved.

She worked as a research assistant to law professor Noel Semple for a project that focused on the dynamics of personal plight legal practice and the accessibility of lawyer services. "This helped me realize my interest in assisting people with their legal issues, rather than corporate clients," she says.

In second year law, Picco became involved with the Family Law Project, the flagship project of Pro Bono Students Canada. It gives students the opportunity to work alongside lawyers to assist unrepresented litigants in the Ontario Court of Justice and the Superior Court of Justice.

Now in third year, Picco is the Family Law Project co-ordinator. She conducts client intake with unrepresented litigants and assists Legal Aid Ontario staff and duty counsel by drafting and filing court documents at the Ontario Court of Justice in Windsor.

Picco's involvement with the Semple research and the Family Law Project had a tremendous impact upon her. "They gave me insight into how I can provide more accessible legal services."

She also serves as a student ambassador on the Ontario Justice Education Network Working Group, and on the Faculty of Law's High School Outreach team. She is the lead teaching assistant for Law and Business Administration.

How does she manage to handle her long list of obligations? "My calendar app on my phone is my best friend," she laughs. "I have good time management skills and know what to take on—and when to say, 'no'."

After graduation, Picco will article with the Windsor law firm of Greg Monforton & Partners Injury Lawyers, which focuses on personal injury law. She intends to continue her involvement with Pro Bono, perhaps as a lawyer supervisor in the future.

Picco considers her mother her mentor. "She is the most motivated person. She is extremely successful. From a young age, she was involved in non-profits and board of directors' work. She set a prime example of what I want to become."

She's not confining her future to the idea of only practising law. "I might be interested in teaching as a sessional. Continuing with my community work. Doing something unconventional."

"A law degree opens doors to many opportunities." ▣



Dr. Eleanor Maticka-Tyndale

RESEARCH SHOWING CANCER PATIENTS' PAIN AND ANXIETY LED TO LOCAL CHANGE

Women shouldn't put on a brave face while enduring a painful and traumatizing medical procedure. That's the lesson learned by a researcher whose surprising findings led to improved care for local cervical cancer patients.

University of Windsor sociologist Eleanor Maticka-Tyndale received \$60,000 in Seeds4Hope funding starting in 2009 to study the experiences of women—their quality of life and sexuality—during and after high-dose rate brachytherapy. It's an effective, internal radiation therapy that involves inserting narrow hollow tubes through the vagina to the cervix and uterus, and loading tiny radiated pellets into the tubes to deliver high doses to a smaller target area compared to external beam radiation.

Up until 2009, patients at the Windsor cancer centre usually weren't given anesthetic for brachytherapy, which involves four to six hour-long treatments. Instead they got narcotic painkillers like morphine and dilaudid to keep them comfortable.

But what Maticka-Tyndale discovered after interviewing these women, was that the procedure was far from comfortable. "We had quotations about severe pain, severe anxiety," she said. Regardless of the pills they were given, "this was an excruciating procedure for them."

And the memories from it—the pain and anxiety—lingered on, and had a long-term effect on their sexual relations with their spouses and partners, she said.

Women told her: "If it was up to me I'd never have sex again because it brings up the memories of the pain," or "It's so painful, but I know my husband, my partner, wants it, needs it and it's important to our relationship, so I just cringe and bear it."

When she shared how women described their experience in "such a very horrific, negative way," the Windsor cancer centre's chief oncologist, Dr. Ken Schneider, who treated these women, was shocked.

Though he knew the procedure certainly wasn't pleasant, he had no idea how traumatizing it truly was. While delivering the treatment, he would always ask them how it was going, but the women tended to play down any discomfort. So, when he heard from Maticka-Tyndale about the women's true feelings, he was shocked. "It was very unsettling for me."

There was one woman Maticka-Tyndale interviewed who received conscious sedation, a combination of medicines delivered by an anesthetist to block pain and help you relax. Though you may be awake during the procedure, you usually have no memory of it. It's what most people get prior to a colonoscopy.

That one woman reported that her brachytherapy was pain-free and anxiety-free, said Maticka-Tyndale.

After learning about Maticka-Tyndale's findings, Schneider, who had already been planning to transition to conscious sedation, did the transition very quickly. The anesthetists at Windsor Regional Hospital were able to fit the brachytherapy patients in by having the procedures scheduled for 7 a.m.

And the experience of women clearly improved, according to Schneider. "No question about that," he said. "I'd say probably 95 per cent of women will have a better experience because they get this conscious sedation."

He said they wake up quickly afterwards. "They might say something was going on, but no, it was fine."

Schneider and Maticka-Tyndale, who worked together on the research project, agree that women put on a brave face because they were grateful for the lifesaving care they were getting.

"Think about it, when you're going through something that's very painful and people are treating you very kindly and respectfully, you're thankful and you appropriately express that thanks," said Maticka-Tyndale. "But what (Schneider) didn't realize was they were putting on a brave face, while enduring a lot of pain."

The fact this research brought about a significant change for the 12 to 15 cervical cancer patients needing brachytherapy annually shows how important it is to have research done locally, said Maticka-Tyndale, who is associate dean of research and graduate studies in the university's Faculty of Arts, Humanities and Social Sciences.

She said that what she learned from this research is that as patients, "we shouldn't put on a brave face."

We don't need to scream and kick. "But we need to communicate our distress." ■

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Opposite: Dr. Eleanor Maticka-Tyndale.

Photo credit: Dax Melmer, Windsor Star.

CAMPUS NEWS

NEW SCIENCE FACILITY TO PROVIDE LAB AND COLLABORATION SPACE FOR RESEARCH



An artist's rendering highlights the location of the new Science Research and Innovation Facility, west of Essex Hall and north of the Jackman Dramatic Art Centre.

A new building going up west of Essex Hall will be an “exceptional facility” for scientific research and innovation, said U Windsor president Alan Wildeman at the January 2017 announcement of almost \$15 million in federal funding for the facility.

“From cancer research to new materials, there is a broad range of scientific expertise at the University of Windsor,” Dr. Wildeman said. “This research capacity is going to benefit greatly from this investment and will, in turn, benefit our region and country.”

Odette School of Business alumnus Navdeep Bains MBA '01, minister of innovation, science and economic development, said he was “back home again” to make the announcement. The Canadian government will contribute \$14.95 million from its Post-Secondary Institutions Strategic Investment Fund toward the three-storey Science Research and Innovation Facility.

The provincial government will chip in \$2.56 million, with the university responsible for the balance of the projected \$30.3-million cost.

The building will comprise 46,000 square feet. Contractor Amico Design Build has begun initial construction work, with a target completion date of April 2018.

“This historic investment is a down payment on the government’s vision to position Canada as a global centre for innovation,” Bains said. “That means making Canada a world leader in turning ideas into solutions, science into technologies, skills into middle-class jobs and start-up companies into global successes.”

The new spaces will focus on three areas of research, said Dean of Science Chris Houser:

- Advanced materials, including nano-technology and biometrics
- Translational health, bringing discoveries from the laboratory to the bedside with a particular emphasis on cancer
- Medical physics, including medical imaging and diagnostic technologies.

Each floor will be an open-concept lab devoted to one of these fields, allowing for changes as needs evolve, Dr. Houser said.

“All of the labs are glass, completely transparent,” he said. “It’s indicative of the approach we are hoping for—collaborative and open to bringing in partners.” Houser added that the new spaces will support undergraduate and graduate research, which he called “the most effective learning experience for students.”

PRESIDENT WILDEMAN ANNOUNCES DEPARTURE

Dr. Alan Wildeman has announced that he will step down as University of Windsor president and vice chancellor, effective June 2018. He was appointed to the position on July 1, 2008.

The announcement came at the annual State of the University address on January 27, at which Dr. Wildeman said he had made his decision only after long reflection.

“I am immensely proud of what the university has accomplished since I’ve been here. But it is all of you who have done it and the biggest task and the biggest joy for me is to applaud you,” he told an audience that included faculty, staff, students, board members, retirees, and community leaders.

“It’s the right time for renewal to occur. The rebuilding of the campus, the integration into the downtown, the investment in new faculty, the need to make the rest of Ontario more aware of us, and, most importantly, the need to never waver from our story of letting students know that they come first... these were the things I saw as being important when I began.”

Dr. Wildeman informed the University of Windsor Board of Governors of his decision prior to his address. The board will immediately begin the process to undertake a search for his replacement.



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UWINDSOR PARTNERS WITH COMMUNITY ON CONCUSSION BASELINE TESTING



Athletes and parents complete the online portion of their baseline testing, in a human kinetics classroom.

Last fall, the UWindsor Sport-Related Concussion Centre teamed up with the Sun Parlour Female Hockey Association to offer baseline testing for girls in its travel league and follow-up evaluations if a concussion occurs or is suspected.

About 100 girls, ranging in age from 11 to 16 years old, were eligible for the testing, conducted in the Human Kinetics Building in October.

“There were several components to the baseline assessment,” says psychology professor Dr. Joe Casey. “The players provided us with some basic background information, such as their height, weight, age, gender, and the position of the sport they play, to name a few.

“They then completed a questionnaire that comprises a list of symptoms commonly associated with concussion. This tells us the extent to which they are experiencing these symptoms prior to injury, such as headaches, fatigue, and difficulty with concentration. Some of the players, especially the younger ones, received assistance from a parent to complete this section.”

This is followed by a computerized test that measured several cognitive abilities that are often disrupted by a concussion. The final portion of the assessment is a balance test; players were asked to stand on a force plate that measures their natural sway.

If a player was suspected of a concussion, her parent(s) contacted the concussion centre for a post-injury evaluation, which included an interview focusing on the injury and a repeat of the assessment procedures completed at baseline.

“The baseline data tells us where any given individual should be without concussion,” Casey said. “For example, we can test someone who has suffered a blow to the head and find them within the normal range when compared to their age group. But, if we know that they previously tested above average, then there might be a problem.”

The Sport-Related Concussion Centre was launched in 2013 to provide programmatic baseline assessments and post-injury follow-up to Lancer varsity athletes.

With special interests in pediatric neuropsychology, Casey’s aim was to extend its work to the community. The Sun Parlour Association jump-started the second launch.

The concussion centre is a collaborative effort by Casey, his psychology department colleague Chris Abeare—both of whom are certified clinical neuropsychologists—kinesiology professor Nadia Azar, who brings expertise in objective balance testing, and several graduate students who gained practicum experience in clinical neuropsychology and athletic therapist Dave Stoute.

Extending its operations to a group of children and youth will bring expertise to an underserved population, says Casey. “We don’t know nearly enough about the assessment, management, and long-term outcome pediatric concussion. This is going to give us the opportunity to study this on a large scale,” he says. “This isn’t a matter of just offering a clinical service, but of promoting a research culture in the community.”

RESEARCH GRANT PLANTS SEEDS OF HOPE



From left: Seeds4Hope administrator Michael Dufresne congratulates grant recipients Drs. Josée Jarry, Sindu Kanjeekal and John Hudson.

Three University of Windsor researchers will receive a total of almost \$228,000 in two-year grants from the Windsor Cancer Centre Foundation to address the causes, diagnosis and treatment of cancer.

The foundation announced the results of its Seeds4Hope grant competition in October, with three projects winning awards:

John Hudson, professor of biological sciences, \$80,000 for “Plk4 haploinsufficiency as a genetic predisposition for hematological malignancies,” to study the role of this protein in the development of certain blood cancers in the hopes of providing new markers for their detection;

Josée Jarry, professor of psychology, \$70,680 for “Ashtanga yoga for women with breast cancer: a feasibility study,” to investigate whether this challenging form of yoga can mitigate the long-term mental and physical effects of treatment on breast cancer survivors; and

Sindu Kanjeekal, an adjunct professor in biological sciences and oncologist at Windsor Regional Hospital, \$77,236 for “Identifying a genetic signature that predicts progression of

non-invasive urothelial carcinoma to an invasive cancer,” to explore a way of predicting which patients are at greatest risk of their bladder cancers metastasizing.

All three projects involve large cross-disciplinary teams of co-investigators and collaborators.

The seed funding provided by the foundation serves an important role in developing new avenues of investigation, says Dr. Hudson. “This work is at a very early stage,” he says. “This funding provides an opportunity to get these projects off the ground and to establish research partnerships between local clinicians and researchers.

“This framework will allow us to contribute to the body of knowledge on cancer, will produce publishable results and will enhance the ability of local researchers and clinicians to compete for larger grants and to make a difference.”

Seeds4Hope administrator Michael Dufresne says the awards demonstrate the strength of the local cancer research culture. “The hope in research reflects its potential,” he says. “Each of the projects supported by Seeds4Hope is a work in progress; its potential will only be fully realized in its future application to benefit our children and grandchildren.”

UWINDSOR CAMPAIGN SHOWS GREAT PROMISE



A campus banner depicting images from the UWindsor's new "Promise" campaign.

"Inside you there are limitless opportunities. You'll be amazed what you're capable of," says President Alan Wildeman.

That concept was the inspiration for the University of Windsor branding campaign, Promise, launched in fall 2016.

The campaign, which includes traditional and social media marketing, is meant to focus on what makes the university special, says the president.

"Promise is about the students and what they can achieve, as well as the commitment of faculty and staff. It's why we're here."

Research conducted for the campaign indicated that the school is known for its size, location, faculty and staff and

exceptional programs that offer opportunities in the classroom and well beyond, as well as a commitment to seeing students succeed.

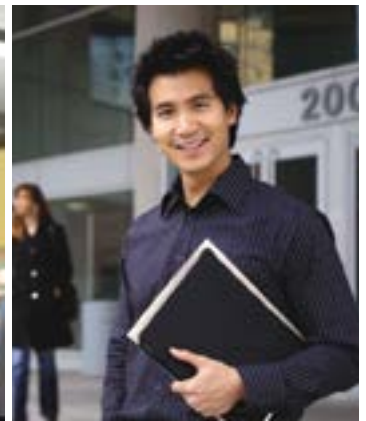
"If we had to distil these qualities—and more—into one word, we would say 'promise,'" says Dr. Wildeman.

"In many ways, the inspiration for the campaign came from students, faculty, staff and university leadership. While the campaign has a definite look and feel that is confident and bold, it is still flexible, and can be adapted for the university's multiple communications and stakeholder needs."

The company STC, based in Toronto, developed the campaign in conjunction with UWindsor.

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NEW OFFICE TO PROVIDE POINT OF CONTACT IN CASES OF SEXUAL MISCONDUCT

The University of Windsor has adopted a policy on sexual misconduct, and a new official is ready to provide support for its implementation.

Dusty Johnstone took up the position of sexual misconduct response and prevention officer last September. She promises to advocate for those experiencing or observing sexual misconduct, and cites three options identified in the policy.

“People can come to me to disclose an incident, simply to share their experiences,” she says. “They can report misconduct, to document an event but maintain confidentiality. Or they can file a complaint, which will trigger an investigation.”

She says her office will have no role in investigating complaints. “It is its own arm’s length agency,” says Dr. Johnstone. “I’m there to support the person through the process and to be an advocate on their behalf.”

She also plans a continuing role in educating the campus community on the issue. “With the Bystander Initiative and other projects here, Windsor has really set the bar in terms of education,” she says. “We are in a place now to move forward to produce a targeted institutional response to a societal problem.”

UWindsor president Alan Wildeman says he is very pleased to see Johnstone come on board to help students and the broader campus community on this important issue.



Dusty Johnstone, UWindsor's new sexual misconduct response and prevention officer.

“Dr. Johnstone is well-known across campus and in the broader university sector for her work in this area,” he says. “We are exceptionally fortunate to have her available as a resource as we develop appropriate mechanisms to deal with sexual assault.”

Johnstone encourages anyone — student, staff or faculty member — to contact her at dustyjohnstone@uwindsor.ca or 519-253-3000, ext. 4550.

FORMER DEAN OF ENGINEERING JOINS RANKS OF DISTINGUISHED UNIVERSITY PROFESSORS

Engineering prof Hoda ElMaraghy was formally recognized as a Distinguished University Professor during Convocation celebrations last October.

Dr. Hoda ElMaraghy, an internationally renowned researcher and trailblazer for female engineers, has been appointed to the rank of Distinguished University Professor.

As a recent appointee to the Order of Ontario and Canadian Academy of Engineering, Dr. ElMaraghy has been hailed for her pioneering research in manufacturing systems engineering.

Her research on flexible manufacturing has helped manufacturers around the world adapt and respond to market changes by allowing companies to produce different products with the same flexible manufacturing system.

“Dr. ElMaraghy has had a remarkable internationally recognized career with many positive impacts for industry and for students,” said UWindsor president Alan Wildeman. “It was a privilege to bestow this honour upon her.”

ElMaraghy was formally recognized at UWindsor’s 2016 Fall Convocation in October.

The Canada Research Chair in Manufacturing Systems and founder and director of the university’s Intelligent Manufacturing Systems Centre joins the ranks of 38 distinguished UWindsor professors, seven of whom are engineers.

“It is a great recognition and a distinctive honor of which I am very proud,” said ElMaraghy, a native of Egypt who became the first Canadian woman to earn a doctorate in mechanical engineering. “It is particularly gratifying to be recognized by distinguished colleagues and eminent international scholars.”

In 1994, UWindsor appointed ElMaraghy dean of engineering, making her the first woman in Canada to receive the title. In addition to her Canadian Academy of Engineering fellowship, ElMaraghy is a fellow of the Canadian Society of Mechanical Engineers, the Society of Manufacturing Engineers, and the International Academy for Production Engineering, as well as a senior member of the American Society of Mechanical Engineers.

ALUMNI HUSBAND-AND-WIFE COLLABORATION A SUCCESS



Tristan Boutros BComm '06
Jennifer Cardella BA '06

Everything in life is a process. Just ask Tristan Boutros BComm '06 and Jennifer Cardella BA '06

Boutros, who majored in business, and Cardella, who focused on psychology, not only collaborated on their book, *The Basics of Process Improvement*—they even applied its principles to planning their wedding.

“Life is full of processes, whether you’re talking about how a business functions, or how to make sure your wedding goes off without a hitch,” says Boutros. “The idea of process improvement is something that goes far beyond the corporate world.”

When it comes to business, Boutros suggests thinking about every company as an ecosystem where everything is interconnected to a wide variety of touch points, both inside and out.

“Process connects it all. How a company operates from day to day within itself and with its suppliers and customers, including people, process and technology, he says. “For example, how an order is placed, right through the entire order to cash process. My job is to make sure things are being handled as efficiently as possible.”

Boutros serves as chief operating officer, Product, Technology & Design, for *The New York Times*. In that role, he spends his days considering ways to optimize how the 165-year-old news organization operates, and develop solutions which allow it to maintain its high-quality, well-respected product while saving costs.

Boutros, who began in the position in January 2016, brought to it more than 10 years of business, technology, and management consulting experience at such companies as DTE Energy, IAC, BlackBerry, and Warner Music Group. He also holds more than 10 professional designations.

“I’ve always been a process-oriented person,” says Boutros. “Very analytical and organized. It’s in my DNA.”

In university, he focused on marketing and advertising with a minor in computer science.” As a student, he ran his own e-commerce business selling DVDs, Books and CDs. He says that experience was the basis for where he is now.

“I learned all about business processes. I dealt with orders, kept track of revenues, and learned how to automate. I was learning about process management without knowing it.”

In his current role, Boutros focuses on the digital side of *The New York Times*—its robust website and the consumer

products it offers, as well as its internal systems. It must compete in a difficult environment in which most newspapers are undergoing large, digital transformations in the wake of declining ad revenues and increasing market pressures.

“My specialty is to come into those difficult transitions, where companies want to be excellent and efficient, and find a way to increase quality while increasing agility and efficiency.”

Jennifer Cardella says her “passion” for process management was ignited courtesy of UWindsor psychology professor Ted Vokes.

“He was a phenomenal professor,” she says. “I took one of his courses and we had a great conversation about organizational psychology. I immediately connected to it. I saw how psychology and business go hand-in-hand. He had a large influence over where I am today.”

Post-graduation, Cardella held positions at some of the same places as Boutros, including Pernod Ricard, IAC and Blackberry. Her roles evolved from the accounting department, recruitment and business analysis to project and process management.

Today, she is Vice President, Strategic Vendor Management, and Project Management Office for Viacom, an American media conglomerate that’s home to such brands as MTV, Nickelodeon, VH1, CMT and Comedy Central. She joined the company almost two years ago.

In her role, Cardella is responsible for the vendor management and project management offices. On a day-to-day basis, that might mean making sure that the departments within Technology have the process, tools and services available to execute their projects whether that be internal initiatives or an award show.

“I’m not the project manager delivering the solution,” she explains. “I’m making sure they have the right agile project management tools for both planning and execution. I oversee the greater portfolio.”

Cardella considers herself “in love” with “agile methodology”—a disciplined, project management process that encourages frequent inspection and adaptation, a leadership philosophy that encourages teamwork, self-organization and accountability, a set of engineering best practices to allow for rapid delivery of high-quality software, and a business approach that aligns development with customer needs and company goals.

There are several different software methodologies that can achieve this. Cardella is an ardent fan of Lean Six Sigma, a methodology that relies on a collaborative team effort to improve performance by systematically removing waste. The training for Lean Six Sigma is provided through the belt-based training system—white belts, yellow belts, green belts, black belts and master black belts—similar to judo.

Earlier in her career, she acquired her Green Belt and then continued to earn more certifications. “It was really important to me and I paid for it on my own.”

She brought the green belt course to Viacom. “I want people to recognize that we want to invest in them. At the end of the day, it’s the people who make the company.”

Cardella volunteers as a mentor to young women today and is looking forward to volunteering in co-ordination with Viacom as a part of Girls Who Code, a national mentoring program in the US meant to encourage young women to consider technology as a career.

“Tech jobs are part of the fastest-growing in the country but girls are being left behind,” she says. “The job is to close the gender gap in

technology. I want to help women succeed and to be fully integrated into that.”

The decision for husband and wife to collaborate on a book about process management was a natural one for them. But it wasn’t Boutros’ first book on the subject.

In 2013, Boutros and his mentor, Tim Purdie, published the award-winning book, *The Process Improvement Handbook: A Blueprint for Managing Change and Increasing Organizational Performance* with McGraw Hill. “It was much more of a textbook about process management,” he explains.

The second, *The Basics of Process Improvement*, in collaboration with Cardella, came out in 2016. “It’s much more of a practical read. The feedback we’ve received is that it is very easy to use in day-to-day jobs,” says Boutros. This book has also received critical praise, and has been a finalist in both the USA Best Book Awards, and Book Viral Awards, while being nominated for several others.

Working together had its challenges, the largest being how to divide family responsibilities while writing. “Some days I was largely with the kids and other days Jennifer took the lead,” says Boutros. “I think the toughest thing was dealing with the amount of time it took to write the book with a young family, as we had deadlines to meet.”

The Basics of Process Improvement was featured at a January 2017 conference with the Process Excellence Network in Orlando, Fla. The couple gave the keynote address. Cardella is also slated to be a panel speaker in April at The Workfront 2017 Leap Conference.

They plan to launch a new book in summer 2017, *Agile Process Management*. “It won’t be focused on process improvement as much as how a company can be agile—more responsive to needs and changing situations,” says Boutros. “It will be for people who want more innovative and newer methods of product delivery.”

So devoted is the couple to the value of process management that they incorporated it into their wedding planning.

Says Boutros, “We planned a destination wedding in three or four hours. We prioritized, assigned duties, and largely completed any needed tasks within a four-week period.”

“We had sticky notes all over the walls,” says Cardella. “It was our wedding war room.” The wedding went off without a hitch.

This approach has continued into their marriage and daily lives. “We look at every aspect of our family and assess if and how we could improve it. Things like, outsourcing certain household chores such as having groceries delivered directly to buy us more time as a family together. We also use visual management, like having a family board with chores and tasks on it.”

Although Boutros and Cardella are in the same field, Boutros admits that they differ on how rigorous to be about planning. “Jen is more relaxed. She’s accepts shifts and evolution more so than me. I push execution a bit much sometimes.”

“I know when to slack off a little,” adds Cardella. “But, he’s the one who gets us back on the right path. He’s definitely had an excellent influence over my path and I attribute a lot of my success to him.” ■

The Basics of Process Improvement (CRC Press 2016)
Agile Process Management (CRC Press 2017)
Available on Amazon

BY JENNIFER AMMOSCATO

Career Services for Alumni GETTING AHEAD BY GOING BACK



Dema Kadri BSc '10.

Applying for medical school can be an intimidating, rigorous process. One aspect that some applicants dread most is the face-to-face interview.

Therefore, when UWindsor alumna Dema Kadri BSc '10 decided she wanted to apply to the Schulich School of Medicine and Dentistry—Windsor Program, one of the things she did to prepare was to contact the University of Windsor Co-op, Career and Employment Services office.

“I had been preparing for my medical school interviews and had been looking for preparation resources other than talking out loud to myself,” says the alumna.

“I went at the recommendation of many individuals who had found it a very helpful and useful tool.”

The staff were happy to oblige her. “I completed two mock interviews,” says Kadri. “The questions asked were relevant and the feedback was outstanding and honest. It provided an

opportunity to pinpoint areas for improvement prior to interviewing.”

The centre also provided an “excellent debrief after the interview”, says Kadri, where she was given tips to improve her interview skills and resources and handouts to refer to for further practice.

Overall, the grad says that working with the Co-op, Career and Employment Services area, “allowed me to get out a lot of nerves that I had been building up inside. It helped to slowly break down the anxiety associated with being interviewed in an environment that simulated the real thing.”

Now in fourth year of medical school, Kadri says she and her classmates plan to use the service to prepare for their residency interviews.

They are the exception. When it comes to career services, many people don’t realize the impact that such a resource can have on their professional lives after they’ve left school.

“Just because a person graduates, that doesn’t mean our assistance to them ends in terms of their career development,” says Chris Busch, executive director (acting) of Co-op, Career and Employment Services. “They may have a need that we can help them address.”

He says that the wide range of services offered to current students is also there for alumni. “In fact, we basically deliver the same level of support to an alum a year out or more as we do for a student.”

Just how recent should a recent alumnus/a be to access this support? “The line is fuzzy,” says Busch. “We don’t really put a cap on it.”

When it comes to securing a job, a 2016 Gallup-Purdue University poll indicated that graduates who had visited a campus career centre at least once as a student were more likely to be employed full time (67%) than those who did not visit (59%).



Kerri Zold, manager of the Co-op, Career and Employment Services office and Chris Busch, executive director (acting).

But, even after snagging that first job, the average person will work in an average of five to nine more, says Busch. That means keeping career search and development skills sharp.

He notes that the trend now is for students and recent alumni to be more selective about what they want to do. “They are more willing to accept a position at a lower pay, providing the level of satisfaction makes up for the wage gap.”

A key to that satisfaction is finding a career that dovetails with what drives a person, not only what he or she is good at. This is just the sort of thing that an alum can discuss with a UWindsor career advisor.



Alumna Danielle Gifford BA '14, BComm '16.

Tools such as psychological assessment can help. The Co-op, Career and Education Services office assessments are free, and certified staff members interpret the results. The advisor may find a clear link to an academic program that might be worth considering. Or, just a one-time course or workshop.

Career assessment is just one weapon in the office's well-stocked arsenal of available tools that range from one-on-one career counselling to workshops and online resources.

Kerri Zold, manager of the office, says that several workshops are held each term on such topics as how to prepare for an interview. Among other resources available are:

- Individual career consultations
- Mock interviews
- Job search strategies
- Workshops on such topics as "Insider Job Tips" and "Breaking Down the Career Decision-making Process"
- Employer Information Sessions
- Annual Job Fair (January) and
- Graduate and Professional Schools Fair (October).

Zold says that, "Alumni can make use of our drop-in services and make a point of attending upcoming employer networking events. For those that may no longer live in Windsor, they can still make use of our job postings and other online resources."

To that end, the office actually reached out to computer science graduates who'd moved out of town when Internet shopping behemoth Amazon held a recruitment fair on campus last fall.

“Co-op, Career and Employment Services did a fantastic job of publicizing the event,” says UWindsor computer science alumnus Kevin Yavno BSc ’13, a software development engineer with the Detroit office of Amazon involved in recruiting.

“In addition to promoting the event on campus, the office sent emails to out-of-town grads saying that, if they couldn’t attend the event in person, they could email their resumé to Career Services and the office would provide a printed copy to Amazon.”

That’s part of a strategy to be helpful to graduates who’ve moved away. The office will be expanding its online offerings and developing more material that UWindsor students and alumni can access, no matter where they currently reside.

Sometimes, older alumni find out how useful their alma mater’s career services office can be when they unexpectedly find themselves out of work. Says Busch, “Their job may have been downsized, for example. We’re not going to turn away people who are older and have lost jobs, but sometimes they may be better served by other agencies to which we can help connect them.”

Losing a job is one reason why an alumnus/a might come calling. Others simply want augment their education. “You may get an entry level job fairly easily,” says Busch. “but you may need to compete to reach a higher level by upgrading your skills and education. There may be a need for retraining.”

In that case, the Co-op, Career and Employment Services office can do an assessment of an alum’s strengths, provide access to job boards and resumé critiques. “These are things that may actually be of more value to older grads than new ones,” says Busch.

For example, writing a resumé may sound simple enough, he says, “but it’s far different than just a few years ago.” Today, online job listings may use algorithms that scour a resumé for the words and terms that fit the description of the job.

Busch notes that, “The applicants who understand this incorporate those key words and phrases. They are the ones whose resumé float up in the pile.”

Sometimes, alumni just want a career change. The office’s advisors can help them determine what they do—and don’t—like about their current job, and what they might need to do to find the one of their dreams. Or, at least, one more to their liking and suited to their capabilities.

“Maybe your tool box doesn’t have the right things in it,” says Busch. “We can suggest how you can upgrade them. Perhaps go back to school. Take a class or workshop. Knowledge gaining is what a university is all about.”

A growing demand from both alumni and employers has meant the University of Windsor is adding to its continuing education program offerings through the Centre for Executive and Professional Education (CEPE).

As an example, the Master of Social Work for Working Professionals allows a graduate to earn their MSW on weekends. It was developed based on feedback from employers, says Busch.

“Social work agencies told us they wanted high-level staff with critical thinking skills,” says Busch. “The new program completely fits with that need. It’s not research-based but builds on the skills in demand.”

CEPE Director Jennie Atkins says that, “we’re looking to promote what the university already has in place and to fully expand the continuing education options for our graduates, members of the community and beyond. This is an exciting time for UWindsor so stay tuned!”

Another way that alumni can equip themselves to compete more effectively in the job market is to consider one of the university’s Additional Qualifications (AQ) courses that CEPE co-ordinates.

More than 90 AQ courses are offered for Faculty of Education grads alone, say Atkins, in addition to TESOL (Teaching English as a Second Language) and the recent launch of the International Educator Certificate for IB Certification program.

Certification and diploma programs that take two semesters to one year to complete can be found in such areas as:

- Arts Management
- Business Administration
- Work and Employment Issues
- Law and Politics
- North American Studies
- Second Language Education
- Women’s Studies
- Applied Information Technology.

Alumni can also sign up for one of CEPE’s workshops to augment or add skills in SAP for Management and Engineering, Research Methods & Statistics for Social Work Professionals, and Technical Writing.

Says Atkins: “We are positioning CEPE to work with subject matter experts within our faculties to launch courses and programs that are a mix of structured certification courses and professional development modules relevant to market demands for adult learners. This kind of micro-credentialing and programming needs to be easy to access and offer flexible scheduling.”

She adds that CEPE continues to see an increase in inquiries about their offerings: “People are more marketable in the field if they can diversify or re-tool their knowledge with short-term courses on innovative topics that complement their prior studies or work experience. The university has an important role to play in advancing the learning and career goals of Canadians and global citizens alike.”



Windsor lawyer J.P. Karam Dual JD '12.

While the Co-op, Career and Employment Services office is the most comprehensive of its kind on the UWindsor campus, the Odette School of Business and the Faculty of Law also have career centres geared towards their own students and alumni.

Kerry Gray, director of Odette Career Services, says that, “in today’s rapidly changing workforce, helping alumni to redefine and build on their strengths in response is of vital importance.”

Odette Career Services gives students and recent alumni access to:

- Resumé development and cover letter preparation
- Job search exploration and employment strategies
- Educational options
- Mock interview sessions
- Skill assessment tools and
- Career leader resumé clinics.

Alumna Danielle Gifford BA '14, BComm '16, a business development manager at Pareto Business Group, started her relationship with the Odette Career Services office early in her UWindsor days.

“Throughout my academic career at Odette, career advisor Phil Baluyot was always available to talk and provided great insights into different options after graduation,” she says.

Today, Gifford still maintains close contact with her advisor. “Since finishing my degree, I have been in contact with Phil on a monthly basis. I find value in every conversation with him—from discussing potential career opportunities to how to approach specific situations at work like negotiating wages. We have even spoke about long-term plans such as whether or not a PhD would be the right decision.”

Gifford emphasizes how important it is to approach the Career Services office early. “Many students wait until third or even fourth year before they start to get guidance. Today the job market is arguably the most competitive it has ever been. To be successful, you must be an active agent in your role.”

The Faculty of Law’s Career Resource Centre also goes the extra mile to assist its students and alum. It offers:

- Individual career coaching
- Career panels and workshops
- Job search strategies
- Assistance with resumé and cover letter preparation and application review
- Mock interviews and interview coaching
- Assistance with networking skills
- Self-assessment tools.

“Over the last few years, the legal job market has changed significantly,” says Anna Maria DeCia-Gualtieri, the centre’s director of career services. “Lawyers are facing far more competition for coveted jobs. We provide our law students and recent alumni with career tools and advice to help them navigate these changes and thrive despite these new challenges.



University
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experience.uwindsor.ca

CO-OP, CAREER & EMPLOYMENT SERVICES



Alumni Experience

For Your Career

- ▶ Search Jobs and Attend Networking Events
- ▶ Meet with a Career Advisor
- ▶ Explore Interests and Career Options

For Your Organization

- ▶ Recruit and Hire Students & Alumni
- ▶ Employer Branding Solutions
- ▶ Host Workshops, Networking Events, Webinars & More

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· UNIVERSITY OF WINDSOR · CANADA ·

Windsor lawyer J.P. Karam Dual JD '12 took advantage of “the great people” at the law school’s career services office, both as a student and as an alum. “While in law school, I worked very closely with Anna Maria with my resumé and applications to law firms in Toronto. Anna was instrumental in me landing a job at a top firm in Toronto.

When Karam elected to return to Windsor in 2015, “one of my first phone calls I made was to Anna. I needed help landing a job at a Windsor law firm, and I knew she had the right connections and knowledge to determine who was hiring, and when.”

She helped him secure multiple interviews and also helped Karam’s wife, a lawyer but not a graduate of the university, to land a job in Windsor. “Needless to say, we owe a lot to Anna.”

The more resources that the university can offer the better, says Busch. “The workplace is dynamic and ever-changing. If we can provide the help our students and alumni require to make the most of that, whether through our office or academic programs, that’s what we want to do.” **■**

FOR MORE INFORMATION

To learn more about how you can access career guidance support, please contact one of the following:

Co-op, Career and Employment Services

Phone: (519) 253-3000, Ext. 3895

Email: careerservices@uwindsor.ca

Website: experience.uwindsor.ca

Odette School of Business

Career Resource Centre

Phone: (519) 253-3000, Ext. 4937

Email: odettecareers@uwindsor.ca

Website: odette.uwindsor.ca/odette/careers

Faculty of Law Career Resource Centre

Phone: (519) 253-3000, Ext. 2986

Email: adecia@uwindsor.ca

Website: www.uwindsor.ca/law/careers



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GRAND CHALLENGES AND ASPIRATIONS

The University of Windsor has recast its strategic research priorities into four Grand Challenges: Healthy Great Lakes; Viable, Healthy and Safe Communities; Sustainable Industry; and Understanding Borders. These Grand Challenges are based on our geographic location and our historic research strengths. Collectively, they define us and tell the external world our aspirations and goals.

UWINDSOR RESEARCH

www.uwindsor/research

MEETING THE GRAND CHALLENGE OF SUSTAINABLE INDUSTRY TODAY

EXTENDING THE FRONTIERS OF ELECTRIC VEHICLE TECHNOLOGY THROUGH SCIENTIFIC RESEARCH AND INNOVATION

WHY NOT AN ELECTRIC VEHICLE?

The concept of electric vehicles has been around for a very long time. No new design based on the available technology has proven to be a true alternative to existing gasoline vehicles in terms of overall cost, driving range (mileage) and charging time.

In the last decade, however, significant progress was made in terms of technology innovation and affordability. If that trend continues, experts believe that electric vehicles will dominate the market by 2025.



ANSWER TO THE QUESTION!

To extend the driving range, reduce the charging time and overall cost of these vehicles, the Canada Research Chair Program in Electrified Transportation Systems, under the leadership of Dr. Narayan Kar, works in such areas as: electric machine design, control and testing; inductive and conductive charging; and electric vehicle simulation and testing.

CHARGE Labs, at the University of Windsor, are considered one of North America's best electric powertrain components and system test facilities. It is conducting research on issues associated with cost, efficiency, power density, heating and cooling, materials, and controls and fault diagnostics of electric vehicle components and systems.

CHARGE Labs brings together national and international academics from the electrical, materials and mechanical engineering disciplines, industry researchers from Ford Motor Company, D&V Electronics and TM4 Inc., government researchers from CanmetMATERIALS, and other collaborators to conduct battery-to-powertrain-to-wheel research.

This facility is fostering creativity, collaboration, and practical know-how for national and international researchers, students and professionals to cross-transfer knowledge, technology, and expertise with industry to enhance current electric vehicle technologies.

ALUMNI NEWS

UNIVERSITY OF WINDSOR ALUMNI ASSOCIATION BOARD OF DIRECTORS

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MESSAGE FROM THE PRESIDENT UNIVERSITY OF WINDSOR ALUMNI ASSOCIATION



In his masterpiece, *Anna Karenina*, Leo Tolstoy wrote that, “spring is the time of plans and projects.” These plans and projects always bring a sense of renewal, rebirth and an energy that is palpable. It is the time of year on campus when many students prepare to cross the stage at convocation and start their lives as a graduate of the University of Windsor and a member of the alumni family.

As an alumna, I am thrilled to be the new president of the Alumni Association Board of Directors. I am excited to work with our dedicated board members including our executive members Beth Ann Prince (vice president), P.J. Dupuis (treasurer) and John Renaud (past president). We are also happy to welcome three new board members to our team: Liam Price, Dorothy Leung and Settimo Vilardi.

We have an engaged board ready to move forward with our newly adopted Strategic Plan. The plan has three new strategic priorities to guide the Association in fulfilling its mission. Those priorities are:

1. Communicate the mission of the Alumni Association
2. Engage alumni within five years after graduation to build relationships that lead to enhanced participation in the life of UWindsor
3. Build brand recognition and loyalty among current students

Over the next three years, the board will work hard to reach out to alumni through ongoing, timely communication, sponsorship of important alumni and student projects and outreach to alumni in their communities.

Our board is committed to creating meaningful engagement opportunities for alumni and we want to hear from you. Please be sure to visit our website and ensure we have your most updated email address and cell phone in order to receive our event invitations and monthly alumni e-newsletter. www.uwindsor.ca/alumni

During my time as president of the Alumni Association, I look forward to meeting you and hearing your UWindsor story. These stories stay with us throughout life and connect all of us.

A handwritten signature in black ink that reads "Jean Wright". The signature is fluid and cursive.

JEAN WRIGHT BA '71, BEd '72
President, Alumni Association

FOR YOUR CONSIDERATION

ALUMNI – MARK YOUR CALENDARS!*

Visit www.uwindsor.ca/alumni for event details. Contact alumni@uwindsor.ca, 519-971-3618 or use the online update form at www.uwindsor.ca/alumniupdate.

APRIL 2017

- 5 DETROIT, MI**
ALUMNI NIGHT WITH THE DETROIT PISTONS
Call 519-971-3618 to register or visit uwindsor.ca/alumni for details

JUNE 2017

- 14 STRATFORD, ON**
ALUMNI EVENT AT THE STRATFORD FESTIVAL
Travel by coach from Windsor to Stratford for the 2 p.m. matinee of "Romeo and Juliet". Call 519-971-3618 to register or visit uwindsor.ca/alumni for details.

- 23-25** Bachelor of Nursing Class of '78 Reunion
For more information contact Marg Balzar dddbalzer@aol.com

- 25 WINDSOR, ON**
GINO FRACAS MEMORIAL GOLF TOURNAMENT
Hosted by Lancer Football Alumni and the Windsor Football Program.
Contact Head Football Coach Joe D'Amore at 519-253-3000, Ext. 2462 jdamore1@uwindsor.ca or uwindsor.ca/alumni to register or for more information.

JULY 2017

- 31 WINDSOR, ON**
ALUMNI & FRIENDS GOLF TOURNAMENT
Ambassador Golf Course
11 a.m. Registration and lunch
12:30 p.m. shot-gun start
Go to <http://web2.uwindsor.ca/alumni/golf/> to register or call 519-971-3618.

SEPTEMBER 2017

- 28- OCT. 1** ALUMNI WEEKEND

REUNIONS IN THE WORKS

Bachelor of Nursing Class of '82
For more information, contact Kathy Moreland at kmorelandlayte@gmail.com

Bachelor of Nursing Class of '92
For more information, contact Beth McLellan at bmcll2@hfhs.org

Bachelor of Nursing Class of '97
For more information, contact Diane Hernandez at zazudmh@aol.com

Faculty of Engineering (Civil) Class of '67
For more information, contact Henry Regts at henryregts@gmail.com or phone 941-567-5592

**Please note: dates and venues subject to change.*

Stay Connected!

Have you updated your contact information?

The Alumni Affairs and Donor Communications office sends invitations to events and UWindsor updates via email. Sign up with your current email to receive invitations and the monthly Alumni eNews. For event updates visit uwindsor.ca/alumni for information and to register.

Visit www.uwindsor.ca/alumni/update to update your email and home address.



Good things happen over coffee.

Join the University of Windsor hub on Ten Thousand Coffees. Connect with business and community leaders.
www.tenthousandcoffees.com



10KCOFFEES



University of Windsor
Alumni Association

DON'T MISS OUT!

The Alumni Affairs and Donor Communications office wants to be sure you receive important information about the University of Windsor's upcoming alumni events and current projects. To communicate with you in a timely and efficient manner, we need to have your most updated email address and contact information.

We are holding several alumni events in the coming year and we invite alumni to these gatherings through an email invitation. We also send out Alumni eNews, our electronic newsletter, each month.

Be sure to update your information. You can do this easily online at www.uwindsor.ca/alumni. Just click on "Update Your Information" on the upper, left-hand side.

ALUMNI & FRIENDS GOLF TOURNAMENT – AUGUST 8



President Alan Wildeman, Alice Miller, winner of the longest-drive contest and John Renaud, BComm '01, past president, UWindsor Alumni Association.

ALUMNI WEEKEND – GRAB N' GO BREAKFAST - SEPTEMBER 28



ALUMNI ANNUAL GENERAL MEETING – NOVEMBER 17



2016 Odyssey recipients from left: Vanessa Burns BA '06, Sarah Clarke LLB '08, Nour Hachem Fawaz BA '10, Michelle Oliel LLB '07.

ALUMNI EVENT AT THE TORONTO FILM FESTIVAL – SEPTEMBER 15



ALUMNI SPORTS HALL OF FAME – OCTOBER 2



2016 Inductees from left James (J.K.) Kennedy BA '85, Greg Wood BHK '76, BEd '77, Jackie (Malette) Biswas BMath '07 and Dennis Fairall MHK '93.

ALUMNI ANNUAL GENERAL MEETING – NOVEMBER 17



2016 Alumni Award of Merit recipient, Dr. Geri Salinitri BSc '77, BEd '78, BEd (Hons) '92, MEd '98, PhD '04.

CLASS OF '70 REUNION



In the spring of 1970, ninety-two men and women graduated from the BComm program at the University of Windsor. In 2015, 40 of them got together (above) for just the latest of many such reunions over the years for this closely knit class.

Class of '70 president, Dr. Mike Mueller, said, "We are lucky that so many of us have realized the importance of getting together. Today our relationships go beyond just the social aspect and have become special friendships". Professor Harold Musson, who participates in Class of '70 events, described it as "by far the most unique class that I taught."

Plans are already underway for the class' 50th anniversary, now less than four years away.

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CLASS NEWS

To update your info, visit: www.uwindsor.ca/alumniupdate
Email: alumni@uwindsor.ca
Call: 519-971-3618

1970s

Oscar Alvarez BA '73, BComm '75, MBA '76, president, Power Transmission Systems LLC, Miami, Fla.

Mark Fedikow BSc '75, MSc '78, president, North American Nickel Inc., North Vancouver, B.C.

Marnie Fleming BA '77, Governor General's Award in Visual and Media Arts, March, 23, '16, Ottawa, Ont.

Harry Henderson BSc '74, PhD '77, president, K & E Petroleum Consulting, LLC, Oklahoma City, Okla.

Sandra McLeod BComm '76, owner, RedDoor Travel, LaSalle, Ont.

Veronika Mogyorody BA '73, 3M National Teaching Fellow Society for Teaching and Learning in Higher Education, June '16, London, Ont.

Gregory Walsh BA '79, MA '84, records manager, Old Dominion University, Norfolk, Va.

Peter Wright LLB '73, judge, Ontario Court of Justice, Oshawa, Ont.

1980s

Lavern Brown BA '84, training co-ordinator, Statistical Institute of Jamaica, Kingston, Jamaica.

Ian Knowles MA '87, PhD '92, CEO, LemonTree Statistical Consulting (Canada), Ottawa, Ont.

Scott Mallender BHK '80, BEd '81, universal life specialist estate, Scott Mallender Insurance, LaSalle, Ont.

James Potvin BHK '86, owner, Potvin Biomechanics Inc., Tecumseh, Ont.

Clare Sullivan LLB '80, Ontario Bar Association, OBA Award of Excellence - Trusts and Estates, May 31, '16.

Daniel Tolmie BComm '86, president, Tolmie Financial Group Inc., Windsor, Ont.

1990s

James Allen BHK '97, MHK '00, manager, strategic hosting, Sport Canada, Gatineau, Que.

Jacqueline Bordignon BSc '94, marketing director, HANSamed Ltd., Mississauga, Ont.

Michael Caruso LLB '91, partner, Norton Rose Fulbright Canada LLP, Toronto, Ont.

Sophia Chisholm BComm '96, secretary treasurer, Rose City Ford Sales Limited, Windsor, Ont.

Sarah Crossley LLB '97, 2016 *Canadian Legal Expert Dictionary*.

Dennis Fairall MHK '93, Ontario University Athletics John McManus Award, May 11, '16, Collingwood, Ont.

Noel Goveas MBA '95, partner, Hubspoke, Ottawa, Ont.

Gary Mannarino BSc '90, dentist, Windsor, Ont.

Rukshini Ponniah-Goulin BComm '98, director, distress centre operations, The Downtown Mission, Windsor, Ont.

Ferruccio Pugliese BA '92, BComm '94, executive VP, customer care and corporate affairs, Hydro One Networks Inc., Sept. 26, '16, Toronto, Ont.

Christine Richer BComm '96, manager, Ronald McDonald House Charities-southwestern Ontario, Windsor, Ont.

2000s

Dorish Agustin BA '04, HR business partner, Extendicare (Canada) Inc., Markham, Ont.

Laura Estill BA '05, 2016 Arts & Humanities Fellowship, Texas A&M University, College Station, Texas.

Christopher Giansante BComm '08, sr. VP, finance & administration, Ole, Toronto, Ont.

Syed Sana ul Haq Fazli BCS '02, sr. programme associate (DB), World Food Programme (UN-WFP), Peshawar, Pakistan.

Graham Haigh BA '08, community sport facilitator, Richmond Olympic Oval, Richmond, B.C.

Colin Hart BA '09, project manager and estimator, Donalco Inc., Ottawa, Ont.

Travis Kelly BComm '00, CFO, sr. operating executive, Cerberus Capital Management, New York, N.Y.

Rachael King BA '02, GM, Blyth Festival, Blyth, Ont.

Amitabha Majumder BASc '06, sr. mechanical engineer, AREVA Resources Canada Inc., Saskatoon, Sask.

Md. Sarwar Morshed BComm '03, GM, Shore To Shore (BD) Ltd., Dhaka, Bangladesh.

Mirela Pilaf BEd '05, dept. head, Arts, Communication and Technology, Toronto Catholic District School Board, Toronto, Ont.

Omar Siddiqui BComm '02, head, HR, Ziauddin University, Karachi, Pakistan.

Robert Talach LLB '00, Member of the Order of Military Merit, Rideau Hall, June 3, 2016, Ottawa, Ont.

2010s

Mujeeb Mohammed Abdul MEng '10, sr. validation specialist, Thales Canada, Transportation Solutions, North York, Ont.

Henry Agassi BA '14, Stand Up, Stand Out & Be Confident, Amazon, 2016.

Christina Alcena BA '14, student life co-ordinator, University of Toronto-Woodsworth College, Toronto, Ont.

Michael Dawson BA '14, sr. pastor/owner, Bibleway Pentecostal Ministries, Windsor, Ont.

Massimo De Menech BA '12, regional marketing manager, CareerStreams, Windsor, Ont.

Christine Dymarski JD '14, Christine Dymarski Law, Peterborough, Ont.

Xue Fei MM '14, customer service representative, TD Canada Trust, Markham, Ont.

Zain Ismail BComm '12, sr. consultant, enterprise project management office, strategic support services, The Henry Ford Health System, Detroit, Mich.

Haris Javaid MAC '16, solution developer, White Clarke Group, Toronto, Ont.

Alex Kais BFA '11, visual arts specialist, Monteagle Primary School, Dagenham Essex, Great Britain.

Can Kasapoglu MEng '15, machine builder, Keentec NA Inc., Windsor, Ont.

Dhruv Majumdar BCS '14,
IT systems intelligence,
Edmonton, Alta.

Dibyendu Mukherjee MASc '10,
PhD '15, researcher, Epson
Canada, Markham, Ont.

Lauren Nantau BA '13,
BComm '15, marketing and
events co-ordinator, Genesis
Entrepreneurship & Innovation
Centre, St. Clair College,
Windsor, Ont.

Asif Rahman BComm '14,
in-home consultant, Shaw,
Calgary, Alta.

Krista Seguin BA '12, executive
assistant, Highline Mushrooms,
Leamington, Ont.

S. Sidharth BASc '10, process
engineer, iQor-Microsoft,
Toronto, Ont.

Agamjot Singh MEng '16,
manufacturer, HBPO North
America Inc., Windsor, Ont.

Courtney Spencer BSc '16,
geospatial data and metadata
developer, Great Lakes
Institute for Environmental
Research, Windsor, Ont.

Patrick Walsh BHK '13,
director, golf operations,
Carruther's Creek Golf &
Country Club, Ajax, Ont.

Luna Wang MM '16, owner,
The Post Cafe, Windsor, Ont.

Ronald Will BEd '10,
BMath '10, head, Dept. of
Mathematics, Virtual High
School, Bayfield, Ont.

Wedding

Nicole Vignone-Kiborn
BA '95 BEd '97, and **Robert**
Kiborn BMus '91, BEd '93,
Aug. 6, '16, Windsor, Ont.

Births

William McMahon BSc '09
and **Stephanie (Eldracher)**
McMahon BEd '10, BA '10,
a son, Liam, April 6, '16,
Windsor, Ont.

In Memoriam

Thomas Amormino BA '78,
Nov. 8, '16, Windsor, Ont.

Aleem Baksh LLB '91,
Oct. 23, '16, Toronto, Ont.

Steve Bettany BCS '79,
Sept. 19, '16, Windsor, Ont.

Norma Brockenshire LLD '07,
July 19, '16, Windsor, Ont.

Trudy Brown BSW '93,
Jan. 1, '17, Wheatley, Ont.

Patricia Canning MA '76,
PhD '79, Nov. 18, '15,
St. John's, N.L.

Angelina Casella BA '64,
Jan. 4, '17, Windsor, Ont.

Delores Cecile BA '76,
Dec. 1, '16, Windsor, Ont.

Chet Ciupa BA '64,
Sept. 22, '16, Etobicoke, Ont.

Helen Cornett BA '78,
Sept. 15, '16, Windsor, Ont.

Timothy Coughlin BA '72,
MEd '80, July 19, '15,
Windsor, Ont.

Brenda Courtemanche
BScN '83, Oct. 11, '16,
Cobourg, Ont.

F. LeRoy Delmore BA '42,
Aug. 1, '16, Houston, Texas

Charles Dettman BA '71,
Oct. 18, '16, Webster, N.Y.

Edward Dydo BSc '60, CBA '70,
BComm '81, Aug. 26, '16,
Hamilton, Ont.

Hugh Fergusson JD '73,
Oct. 4, '16, Balkan, Greece.

Elana Fric BEd '99, BSc '99,
Dec. 1, '16, Toronto, Ont.

Denise Garant BA '06,
Dec. 20, '16, Windsor, Ont.

Brian Gill BA '62, Aug. 23, '16,
Oakville, Ont.

Gary Giuliani BA '70,
Dec. 30, '16, Toronto, Ont.

Nancy Gobatto BA '98, MA '00,
Aug. 13, '16, Windsor, Ont.

Peter Grunwald LLB '73,
July 22, '16, Toronto, Ont.

Lynlee Guyitt BEd '11,
Sept. 26, '16, Windsor, Ont.

Erna Herberholz BSc '93,
Sept. 28, '16, Windsor, Ont.

Juana Hicks BScN '65, MEd '83,
Dec. 8, '16, Windsor, Ont.

Donna Hone BA '77, Dec. 18, '16,
Windsor, Ont.

Dr. Cecil Houston, former
Dean, Faculty of Arts,
Humanities and Social
Sciences, University of Windsor,
Sept. 20, '16, Windsor, Ont.

Frank Johnson BA '68,
Nov. 27, '16, Windsor, Ont.

Alison Lam BMus '81,
Sept. 29, '16, London, Ont.

Navpreet Lowry BA '00,
Jan. 27, '16, Windsor, Ont.

Ann Lukasevich BA '64,
Dec. 15, '16, Windsor, Ont.

John Lukis BA '84, Oct. 22, '16,
Windsor, Ont.

Neil MacPhee Nov. 1, '16,
Windsor, Ont.

Bruce MacNaughton JD '81,
Sept. 14, '16, Kingston, Ont.

Wilhelm Maier CBA '70,
BComm '81, Nov. 5, '16,
Windsor, Ont.

Ronald Matlack BPE '73,
Nov. 21, '16, Maidstone, Ont.

Marie McGuire BA '76,
Oct. 23, '16, Windsor, Ont.

Dr. Eugene McNamara, former
University Professor Emeritus,
English, Language & Literature,
University of Windsor, Sept. 17,
'16, Windsor, Ont.

Marjorie McMorris BA '68,
Aug. 22, '16, Ottawa, Ont.

Margaret Montrose BA '79,
July 31, '16, Windsor, Ont.

Robert Morneau CCR '95,
BA '96, Nov. 3, '16, Windsor, Ont.

Dr. Anastasio Mouratides
former professor, History,
University of Windsor,
Dec. 11, '16, Windsor, Ont.

John Muir BA '67, July 27, '16,
Windsor, Ont.

Jean Overholt BA '98,
Sept. 30, '16, Amherstburg, Ont.

Michael Padbury BSc '11,
Aug. 2, '16, Windsor, Ont.

Barbara Peacock DPN '81,
Nov. 12, '16, Windsor, Ont.

John Peloso BA '73, MA '78,
Sept. 30, '16, Orillia, Ont.

Penny Peters BScN '75,
MScN '00, April 8, '16,
Windsor, Ont.

Jill Pfeifer BA '76, BEd '77,
Oct. 12, '16, Windsor, Ont.

Joseph Pocock BA '46,
Sept. 27, '16, Toronto, Ont.

Norman Probert BA '63,
Oct. 3, '16, Windsor, Ont.

Norman Quinlan BA '54, Nov.
14, '16, Windsor, Ont.

Michael Rohrer BA '94,
May 28, '16, Windsor, Ont.

Peter Root BA '72, Nov. 29, '16,
Windsor, Ont.

Laura Rosebrugh BA '71,
Dec. 21, '14, Oakville, Ont.

Mark Sikich BASc '85,
May 20, '16, Richmond Hill, Ont.

Lisa Sinasac BScN '00,
Nov. 28, '16, Windsor, Ont.

Terrance Snyder BA '58,
Sept. 7, '16, Windsor, Ont.

Gino Sovran BA '45,
June 26, '16, Troy, Mich.

Simon Touma BA '79,
Oct. 23, '16, Windsor, Ont.

William Waugh BA '52,
Oct. 10, '16, Windsor, Ont.

Mary Weston BA '82,
July 21, '16, Windsor, Ont.

Richard Woodall
BComm '60, March 21, '16,
Windsor, Ont.

Patricia Zimmer
BSW '75, Aug. 1, '16,
Peterborough, Ont.

LANCER NEWS

Get the latest on the Lancers by visiting www.GoLancers.ca
By Elisa Mitton BComm '05



DEPARTMENT OF ATHLETICS LAUNCHES LOYALTY APP

The Department of Athletics is pleased to announce the launch of the Lancer Loyalty program, a new interactive app that will bring together the Lancer family.

Lancer Loyalty is a fan loyalty and engagement platform that will allow the department to engage and communicate with our fan base. Through the app, fans accumulate points by attending different varsity events, fitness classes, participating in intramurals, and checking in on social media, just to name a few ways.

“The Lancer Loyalty program has allowed us to expand our rewards program significantly and is allowing us to connect with our fan base in a new way,” says Elisa Mitton, sports information co-ordinator.

The more fans attend, the faster they accrue points. Fans can also earn points for engaging with the platform and our sponsor brands. Once users reach certain point levels, they can receive unique prizes and experiences for being great fans. From t-shirts to a free teeth cleaning, fans can get it all—right through the app.

Users of the app will also receive push notifications on their mobile phone, just like a text message would, to remind them of upcoming events and promotions happening in and around the St. Denis Centre, and will also be eligible for in-game prizing when they check in on social media.

The app can be downloaded directly from the Apple App Store or Google Play Store. Users just have to search for “Lancer Loyalty or Windsor Lancers” and scroll down until they see the Lancer Shield. The Lancer Loyalty program is open to all fans of the Windsor Lancers including students, faculty and staff, community members, and parents. ▣



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