



University  
of Windsor

# WURA NEWS

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WINDSOR UNIVERSITY RETIREES' ASSOCIATION

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Editor: Datta Pillay

## The Association

The Windsor University Retirees' Association-WURA (Faculty, Librarian, Administrator) 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 \$25 per year. This includes four issues of The Retirees' Newsletter

### Officers of the Association are:

President: David Palmer

Vice-President: Roger Lauzon

Secretary: Roger Hussey

Treasurer & Membership: Norman King

### Elected Members of the Executive Committee:

Alfie Morgan, Julio Menezes, Christina Simmons, Ihor Stebelsky

**Editor Newsletter:** Datta Pillay

**Immediate Past President:** Datta Pillay

**Social Committee Chair:** David Palmer

**Bursary Fund Committee Chair:** Wilfrid Innerd

**Pension & Benefits Chair:** Barbara Thomas

**WEB Master:** Roger Lauzon

The Association's Address is:

Windsor University Retirees' Association (**WURA**)

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Home Page: <http://www.uwindsor.ca/wura>

## New Science Facility to Provide Lab and Collaboration Space for Research



A new building west of Essex Hall will be an "exceptional facility" for scientific research and innovation, UWindsor president Alan Wildeman said Thursday in response to the 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."



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**Odette School of Business alumnus Navdeep Bains (MBA 2001), 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.

“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 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.

### **Nursing Phd Program Now Accepting Applicants for Fall 2017**

The new UWindsor PhD program in nursing combines course work, comprehensive exams and a dissertation. The UWindsor Faculty of Nursing looks forward to welcoming its first PhD students in the fall, says Dean Linda Patrick.

The new degree program, focussed on health outcomes and health services research, will combine course work, comprehensive exams and a dissertation. It will prepare its graduates to assume leadership roles in academic and practice settings.

“Our PhD program will engage candidates in research and scholarly activities that will ready them for policy development as well as the design and delivery of patient care,” Dr. Patrick says.

The program will normally involve four years of full-time study and is currently accepting applicants to launch in Fall 2017. The deadline to apply is January 15.

Details about this program, including admission criteria and application instructions, are available on the Faculty of Nursing website.

### **University Graduates Prepare Well For Workforce**

UWindsor ranks well in preparing grads for the workforce According to a recent poll of Canadian employers, UWindsor is among the top institutions in the country when it comes to preparing students for the workplace.

Times Higher Education released its sixth annual Global University Employability Ranking last week. Of the nearly 100 universities in Canada, 30 institutions were ranked by recruiters based on graduates’ level of workplace readiness. UWindsor placed 21st on the list.

“Graduate employability is a key measure of a university’s ability to produce career-ready graduates across all disciplines,” says Chris Busch, acting executive director of Co-op, Career, and Employment Services. “Our group is very proud of this result and works hard to ensure students and alumni live up to our institution’s reputation with employers.”

Busch says the office is equipped to help faculty and staff create career-building opportunities for students, both in and outside the classroom. Its experts in career planning are available to speak to classes on discipline-specific employment strategies and can advise on creating work-integrated learning or experiential education initiatives.

“We all have a role to play in preparing UWindsor grads for employment,” Busch says. “The Times Higher Education ranking confirms we are doing a good job. Let’s work together to keep it up.”

### **Official Opening Ceremony of Downtown Campus Building**

Former Board of Governors chair Dave Cooke, Windsor Star scion Janet Graybiel, UWindsor president Alan Wildeman and Windsor mayor Drew Dilken cut a ribbon to signify the official opening of the first of the University’s downtown campus buildings.

If a university is to be relevant to the world, it must be relevant in the neighbourhood, UWindsor president Alan Wildeman said Monday during a ceremony to mark the official opening of the Pitt-Ferry Building, which houses the School of Social Work and Centre for Executive and Professional Education.

“It is for that reason that the University of Windsor made the decision to strike a new direction for its long-term future, a

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direction that would see it establish a presence in the heart of our city for academic programs that underscore the relevance to our community that we seek to strengthen," Dr. Wildeman told more than 100 attendees, which included local dignitaries, university officials, and current and former staff of the Windsor Star newspaper which used to occupy the site.

Wildeman unveiled three plaques that will name facilities within the building to honour supporters and benefactors:

the [Dave Cooke Classroom for the long-time MPP and former chair of the Board of Governors](#);

the [Hugh and Richard Graybiel Garden, for a former owner and general manager of the Windsor Star](#); and

the [Graybiel Lobby, acknowledging the legacy of the family whose history with the newspaper spanned more than 50 years from 1918.](#)

Following a poem by Windsor poet laureate Marty Gervais on the massive presses that ran for decades in the building, the event concluded with a ribbon-cutting in the lobby.

### **New University Policy on Sexual Misconduct**

University appoints Dr. [Dusty Johnstone](#) as the new University of Windsor's sexual misconduct response and prevention officer who is ready to provide support for its implementation.

Dusty Johnstone took up the position of sexual misconduct response and prevention officer on September 15. 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.

"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 [dustyj@uwindsor.ca](mailto:dustyj@uwindsor.ca) or 519-253-3000, ext. 4550.

### **University Print Shop Opens Satellite Location**

A second location for the University Print Shop will offer convenience to its clientele, says operator Luc Quenneville. Operator Luc Quenneville produces a large-scale poster from a digital press in the Print Shop Hub, located in the CAW Student Centre alongside the Campus Bookstore.

The space, adjacent to the Campus Bookstore on the lower level of the CAW Student Centre, hosted a grand opening Thursday, November 24.

"Bring your files to our new location and we can provide every service," says Quenneville. "We are connected digitally to the equipment in Chrysler Hall."

Besides printing documents in colour or black and white, the Print Shop Hub will specialize in quick copying, wide-format printing, and laminating, he says. It will operate weekdays from 9 a.m. to noon.

"It's the perfect place to zip in and get some work done," Quenneville says. "We're hoping to better serve our student clientele by being right in the middle of the action."

### **Employee Recognition Event Celebrates Decades of Service**

Lionel Walsh, Kathy Brennan, Jacqueline Khan  
Drama professor Lionel Walsh congratulates long-time employees Kathy Brennan for 40 years of service, and Jacqueline Khan for 30.

The term "years of service" doesn't quite capture the contributions of long-serving employees, UWindsor president Alan Wildeman told a gathering Wednesday

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recognizing faculty and staff reaching milestones on campus.

"It's years of commitment; it's years of community; it's years of dealing with challenges," he said. "Yes, it's years of service, but it's years of life."

The event celebrated employees with 10, 20, 30 or 40 years working for the University. Collectively, they have 2,060 years of dedication to the institution, noted Rita LaCivita, vice-president, human resources: "You have witnessed the growth of the University of Windsor and contributed to the success of our students."

She said many of the attendees told her they remember their first days on the job.

One who did was Kathy Brennan, secretary to the director of the School of Dramatic Art, who joined the University's staff in 1975.

"When I started I was in the biology department," she recalled. "They didn't have an office for me. I shared a space with the Xerox machine."

She plans to retire in the next year or so, but said she will miss the place she has spent 40 years.

"It's the kids," Brennan said. "The kids in drama are a special bunch. It's very much like a family there."

At the other end of the spectrum, political science professor Jamey Essex was recognized for his 10 years at the University of Windsor, which he said "went by faster" than he had thought.

"I remember my new faculty orientation," Dr. Essex said. "I still know some of the colleagues I met there."

Find a full list of those honoured on the human resources website.

LaCivita also used the occasion to announce a new way to extend appreciation for the contributions of co-workers and employees through the year. Human Resources has created a recognition e-card to send electronic acknowledgement of a job well done.

"We wanted to encourage the campus community to take the time to informally celebrate the efforts and dedication of colleagues," LaCivita said. "Sincere and genuine appreciation makes a difference every day."

**Search for Associate Dean, Research and Graduate Studies.  
The Faculty of Arts, Humanities and Social Sciences**

Invites nominations and applications for the position of  
unitl January 31

**Responsibilities of the role include:**

matters pertaining to the support and promotion of faculty research, strategic support and development of graduate studies, assisting faculty and graduate students with the preparation of research grant and scholarship applications, and working on fund-raising linked to research initiatives.

Applicants must hold a tenured appointment in the faculty, preferably at the rank of full professor. The term of office is three to five years and will begin July 2017.

For more information, please see the online posting of the search. Strategic Priority: Recruit and retain the best faculty and staff - Arts and Social Sciences

**Susan Maxwell  
Appointed Managing Director  
University Campaign**

Appointee to head UWindsor fundraising efforts. She will take on the position of Managing Director, University Campaign, beginning in January.

UWindsor president Alan Wildeman said that "Susan knows many of the major gift officers currently working across the faculties, and looks forward to doing what she can to support the various fundraising efforts across campus in the new year.

"She brings many years of fundraising experience at Western University and the University of Windsor to University Campaign, and most recently was a major gift officer in the Odette School of Business."

Lindsay Doerr will be leaving her role as managing director at the end of this semester to take a position elsewhere.

Dr. Wildeman said that "Lindsay has done a great job working with everyone on various fundraising efforts and I wish her the best in the future."

ASSOCIATION NEWS

**WURA Fall General Meeting Thursday October 27, 2016 at 3.00 pm Oak Room, Vanier Hall - Minutes**

1. The minutes from the spring general meeting, April 21, 2016, were approved.
2. There was no business arising from the minutes of the spring general meeting.
3. There was no correspondence arising.
4. President's Report – Dr Datta Pillay

Dr Pillay announced that he had now served two years as President and would be standing down. He thanked everyone for the support he had received. David Palmer will be the new President and Dr. Pillay wished him well in the position.

Dr. Pillay remarked that we recognised the continued support and involvement of older members and that the intention was to honour them formally. The 13 retirees who had been members for over 25 years would be honoured at the December Christmas Luncheon with a Special Certificate.

On Wednesday December 14, 2016, the University of Windsor's Retirees' Association Christmas lunch will take place at Freed-Orman Commons. Parking will be available at Assumption Lot, south of Assumption Hall.

On Thursday, November 3, 2016, the dinner honouring retirees will be held at the Ambassador Auditorium.

The WUFA/WURA Committee D7 Report had been completed.

5. Treasurer's Report – Dr Norman King

Dr King circulated the Treasurer's Report for the period to October 27, 2016. Although there had been a decline in the cash balance over the year, it now stood at \$2,069.47. He considered that the figures showed a sound position. The position was helped as we were able to keep the ticket prices low for the Christmas lunch as the President had agreed that his office would make a contribution.

Motion to approve (Norman King and John Myer) CARRIED

6. Committee Reports

**Bursary Fund Committee**

Due to the illness of Dr Wilf Innerd, Dr Pillay gave the main outlines of the report.

**Pension and Benefits – Dr Barbara Thomas**

There was considerable information available on the health and well being support and Roger Lauzon would be placing the news on the WURA website. There will be an open pension meeting on November 17 and retirees should find this very useful. Dr Alfie Morgan seconded.

**Social Committee Professor David Palmer**

The University of Windsor Retirees' Dinner/Reunion will be held on Thursday November 3 at 5.30 pm in the Ambassador Auditorium. WURA was sponsoring a table.

The WURA Christmas luncheon would be held on December 14 at 11:30 am in the Freed-Orman Commons. The School of Creative Arts Chamber Choir will sing seasonal music.

At the luncheon, 13 members with 25 years membership will be honoured with a Special Certificate. Roger Lauzon seconded.

**Nominating Committee Report Dr Ihor Stebelsky.**

Dr Stebelsky presented the Proposed Slate of Officers for 2016-2017 and he thanked members for their contribution.

Dr Roger Lauzon seconded.

**Remarks by Cheryl Paglione, HR**

Greetings and introduction of Ms. Daljit Gill – new position of Pension Administrator, reporting to Ms Paglione.

GS Benefits and the Health Care Subsidy typically covered at the Spring General Meeting. Just prior to this meeting we held, for the first time in a number of years, an Out of Province, Out of Country session, presented by Green Shield and Allianz. We hope it will be of use to you.

1. Positive Pension Plan fund performance at June 30, 2016 of 2.21% (net) (2.72% gross)

2. As this created a negative adjustment to MPP pensions for Faculty Plan Retirees, as the fund has to earn 6% to remain neutral / unchanged...

- a. Pre July 1, 2004 MPP pensions decreased by 5.91%

- b. Post July 1, 2014 MPP pensions decreased by 5.50% - difference is directly related to the mortality experience of each group

- c. MGB indexing adjustment of 1.40%

(CPI increase was 1.40% and if < 2% Plan provides 100% of the CPI increase)

3. Retiree demographics over the past year

- a. At June 30, 2016 there were 424 pensioners.

- b. 99 pensioners with no MGB subsidy and 325 requiring a subsidy – 23% and 77%

- c. After running the indexing process and picking up new July 1, 2016 retirees (4) we had just 73 pensioners whose MPP exceeds their MGB number, and 355 retirees who require a subsidy (an increase of 30 pensioners). 17% & 83%

- d. Positive returns in the past few years were slowly bringing

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the ratio back closer to where it was in 2008 before the downturn in the markets, there is still room for improvement.

4. The Annual Open Pension Meeting will be held on Thursday, November 17th in Katzman Lounge. Representatives from the university's investment managers will present their results. The presentation can be found at:  
<http://www1.uwindsor.ca/pensions/facultyemployee-plan-open-pension-meetings>.

5. As of September 30, 2016 the one year Pension Fund Return was 11.18%.

### Remarks by Dr Douglas Kneale – Provost

The President's initiative to recruit 50 new faculty over a three-year period was showing success. In Year 1, the plan was to hire 15 new faculty and this was achieved. In year 2, we plan to advertise for 20 new faculty and year 3, depending on the success in year 2, will cover the balance.

Several faculty had received or been nominated for prestigious awards and this reflected well on our reputation.

The Ontario Universities Fair in September was a great success. The University set out to vigorously present itself and introduced a new bar code system for recording students contact data. This current year we captured 2000 more students' data than we did last year.

With the assistance of external consultants, a review was being conducted of our recruitment, retention and student experience strategies. Our objective was to ensure that the University was on students' list of universities they were considering.

### Remarks by Dr Alan Wildeman – President

The University was following a strategy of very aggressive marketing. The highlighting of the word "Promise" was a part of the strategy. It is a highly competitive market and it was essential that the name of the University of Windsor was highly visible. We are undertaking several events to ensure that is achieved. We have plans to:

Advertise in the Globe and Mail

Undertake a big outreach in Windsor and Ontario over the next three months

Use billboards throughout the GTA

Have an aggressive social media campaign.

We have invested in new buildings and we are recruiting new faculty. The theme we are emphasising is the "student experience" and to strengthen our reputation. If our strategy is successful, we should show an increase in 101 students for the first time in 5 years.

### Remarks by Dr Jeff Noonan – President WUFA

The D7 report was filed a few months ago and the bargaining cycle would be commencing soon. There had been some

adverse comments during the previous bargaining round and the aim was to seek a satisfactory agreement through cooperation.

Understandably, any settlement agreed by the faculty would be compared to any increases for the Executives.

The Dr Wildeman responded that the University of Windsor' Executive Compensation Framework would use as comparator the same 20 universities as used for faculty bargaining. Dr Noonan welcomed this and thanked WURA members for their support

Professor David Palmer ended the meeting by thanking Dr Datta Pillay for the substantial contribution he made, and would continue to make, to the work of WURA.

The meeting adjourned at 4:30 pm.

## Elected Officials for 2016-2017

President- Prof David Palmer  
 Vice President - Mr. Roger Lauzon  
 Secretary Dr. Roger Hussey  
 Treasurer Dr. Norman King

Past President Dr. Datta Pillay

Directors  
 Professor Julio Menezes  
 Dr. Alfie Morgan  
 Dr. Christina Simmons (New)  
 Dr. Ihor Stebelsky

Retiring Members  
 Dr. David Cotter  
 Dr. Tony Faria  
 Dr. Gordon Olafson  
 Dr. Robert Pinto

## New Member of the WURA Executive

**Dr. Christina Simmons**, Professor Emeritus of History and Women's Studies is the new member on the Executive. She received her Ph.D. American Civilization, Brown University, 1982; M.A., American Civilization, Brown University, 1975 Episcopal Divinity School, Cambridge, Mass. 1970-71 A.B., mcl, English History and Literature, Radcliffe College, 1970  
 Research & Teaching Interests:  
 Women's and gender history, history of sexuality, black history – all predominantly U.S. and Canada

## Thanks To The Retiring Members

**WURA Thanks the following retiring members for their dedicated service to the Executive and other committees.**

Dr. David Cotter  
 Dr. Tony Faria

Dr. Gordon Olafson  
 Dr. Robert Pinto

**ASSOCIATION NEWS**

**2016 WURA HOLIDAY LUNCH**  
**Wednesday, December 14, 2016**  
**Freed Orman Commons, Assumption Hall**

About 90 retirees and guests attended the Annual Luncheon. Professor David Palmer, President and Chair of WURA Social Committee welcomed all the members and guests. Provost Douglas Kneale, brought greetings on behalf of the President Dr. Alan Wildeman and the University.

VP Rita LaCivita, WUFA President Jeff Noonan also brought greetings. Prof. Palmer invited Dr Pillay to present salutations to the WURA 13 Long Standing Members for 25 years in good standing.

**WURA Salutes  
Long Standing Members**

Dr. Winfred Benedict 97; Dr. Cecil Birch 94; Dr. Marcel Chabot 92  
Dr. Frank DeMarco 95; Dr. Jim Duthie 93; Prof James Hartt 94  
Prof Bathsheba Garnett 92; Prof. Anna Gupta 96; Dr. Marvin Kaplin 90  
Dr. Jan Laba 90; Mr. Charles Morgan 92; Prof. Phyllis Nolan 90  
Dr. Walter Romanow 92

President Alan Wildeman presented three certificates honouring 25 years membership in the Windsor University Retirees Association to engineering professor emeritus Frank DeMarco, the inaugural vice-president of the University, Professor James Hartt - Civil Engineer and Professor Phyllis Nolan -Kinesiology.



**Association News**



**Dr. Wilf Innerd Honoured**  
**Received The Ontario Medical Association**  
**Community Service Award**  
**One of the two in Ontario for 2016**

came to the Faculty of Education, University of Windsor in 1976 from Wayne State University, where he was a Team Leader in the Department of Interdisciplinary Teacher Education and Coordinator of the Graduate program in Early Childhood Education.

He became Dean of the Faculty in 1983. He was a member of the Board of Governors of the University from 1983-86 and a member of Senate in 1978-88, and again in 1994-95 and 1998-2000. He sat on numerous Senate Committees, including six terms on UCAPT. He also served as an Equity Officer on several occasions.

He served on a number of Provincial bodies, including the Advisory Committee for AIDS Education, 1986-87, the Teacher Education Review Committee, 1986-88, and the Ontario Association of Deans of Education, 1983-88, for which he acted as Chair, 1986-88.

He was also a member of the Board of the Ontario Association of Children's Mental Health Centres, 1982-88, and President, 1987-88. Locally, Wilf was a member of the Board at The Child's Place and Chair in 1981-83 and again in 1985-87. He served on St. Clair College Early Childhood Education Advisory Committee, 1978-88, Chair 1984-88. He was a Director of Ontario Olympics of the Mind, 1982-96, with the late Dr. Jerome Brown.

He was a member of the Board of Canterbury College, 1989-2003 and President from 1995-1999. After retirement in 2000 he served on two PWQAB Site visitation teams and served as a consultant to Tyndale College Education program. He also conducted an Administrative Review of the Faculty of Education at Windsor

Wilf was a member of the Regional Children's Centre Committee from 1990 to 2005, at which point he was elected to the Board of Windsor Regional Hospital.

He served on almost all the major Committees of the Hospital. He was most proud of his work on the Quality of Care Committee. He was Vice Chair, 2008-2009, Chair in 2009-11 and Past Chair 2011-13.

He has just completed a term on the Site Selection Sub-Committee for the new hospital.

**Retirees Should Renew**  
**Their Email ID with IT Services**

Please refer to the following link to renew your uwind:  
[https://userid.net.uwindsor.ca/m/retiree\\_renewal/renewr](https://userid.net.uwindsor.ca/m/retiree_renewal/renewr)

**Professor Emeritus Gorur Govind Raju**

Published the second edition of *Dielectrics in Electric Fields*  
 CRC Press 776 pages 467 B/W Illustrations  
 ISBN 9781482231137

An impressive monograph that can also serve as a textbook



**University Retirees' /Reunion Dinner**  
**Tuesday, November 3, 2016, 6.00 p.m.**  
**Ambassador Auditorium**

The annual Retirees/ Reunion dinner was held for the 44 retirees who retired from the university.

The list included 17 faculty and librarians and 27 staff. As usual, WURA has sponsored a table.

**MEMBERSHIP DUES**

**2016 - 2017**

**\$ 25**

**Please send your dues to the**  
**Treasurer Dr. Norman King,**

**Room G-119, Chrysler Hall North**  
**University of Windsor, Windsor, ON**  
**N9B 3P4**