

Winter 2017

## PRESIDENT'S MESSAGE



Even when retired, time moves quickly when busy! We are half way through the UGRA year and the Executive is proud of our accomplishments so far.

Our **Fall Forum** on “Brain Health”, featuring 3 excellent speakers, had the largest turnout ever – you can read about it in another article in this Newsletter. We appreciate the interest and support of the local UGRA community and will continue to organize semi-annual learning Forums. Further in this newsletter see the notice of the **Spring Forum** and the request-for-interest in an educational trip to Churchill next fall.

Once again, in response to encouragement from the Executive, the UGRA Community came through with solid support of the University's **United Way** campaign. The Executive also thanks those who contributed to the **UGRA Scholarship** campaign. That fund is now endowed so that the interest will go toward the annual award. We are hoping that more contributions will be received over the next year so that the fund will be fully self-supporting. In this Newsletter, you can read about the 2016 scholarship recipient.

In December, the Executive Committee, including 3 former past Presidents, spent an afternoon considering its role with the UGRA Community, and planning future programming. The result of this discussion is a vision of the value of the UGRA community to itself (addressing UGRA retiree issues and providing learning and social opportunities) and to the University (financial support, volunteer opportunities, promoting the University). The role of the UGRA Executive Committee is to facilitate relationships within the UGRA and with the University to sustain and enhance this Community. Look for more opportunities to be active in the UGRA Community as we plan the 2017-18 program.

While we will continue to publish and mail a printed newsletter, we will be more active in promoting our programs and activities through our website ([www.ugra.ca](http://www.ugra.ca)) and via email blasts to our membership list. *If you are not receiving email from us (UGRA@listserv.uoguelph.ca), please send us your email address so you can get up-to-date information.* Early this spring, we will be emailing a reminder about your UGRA *voluntary* membership contribution for 2017.

Finally, the Executive Committee not only provides leadership but does a lot of the work sustaining the association and delivering programs. However, we could do more with more help. For example, we would like volunteer assistance in developing and improving the content on our website. Also, we would like to improve the management of our membership data with tools. If you are interested in helping with specific tasks, please contact me ([president@ugra.ca](mailto:president@ugra.ca)).

*Kent Percival, President, UGRA*



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Editor: Jamie Snell

[www.ugra.ca](http://www.ugra.ca)

UGRA

## Member Benefits through CURAC

UGRA is one of about 40 retiree groups in the “association of associations” that is CURAC, the College and University Retirees Association of Canada. The CURAC website ([www.curac.ca](http://www.curac.ca)) provides a comprehensive view of the organization’s history, interests and activities, and gives access to Bulletins and other short statements examining and publicizing positions on issues of importance to Canadian university and college retirees. Two such documents from the Health Care Policy Committee of CURAC in 2016 concerned *Taking the Pulse of Senior’s Health Care in 2016*, prepared as input on the recent provincial/federal talks, and *Palliative Care/End of Life Care (Bulletin No. 12)*. Both documents were distributed at our Fall Forum on Brain Health. CURAC is also interested in gathering and sharing information about issues relating to the economy, higher education, and best practices for retiree associations, as they pertain to continuing relationships of retirees with their academic institutions, and to fostering social interactions and communication among retirees. The Benefits Committee has also been active in compiling data on medical and non-medical benefits provided to post-secondary institution retirees across Canada, which provides interesting comparisons.



Recently, CURAC President Ken Craig summarized some other Member Benefits available through that association (and described in more detail on the CURAC webpage). Members of UGRA can access CURAC preferential rates on property and vehicle insurance through an affinity agreement with Economical Select (ES). Quotes for this and other coverage available for cottages, yachts, musical instruments, artwork, coin/stamp collections and other good stuff are available by calling (toll-free) 1-866-247-7700 and mentioning CURAC and Group #6262. The Benefits Committee has also been consulting on plans that will allow access to Travel and Extended Medical Insurance through CURAC. If travel is of particular interest, CURAC has an affinity agreement with Colette Tours for discounted rates for a variety of travel programs and escorted tours, including 2017 tours to Ireland and along Legendary Waterways through the heart of Europe. Check out: <http://www.gocollette.com/en-ca/landing-pages/2015/partner/curac>

Other benefits of CURAC membership relate to communication: CURAC newsletters are available on the webpage and there are links to the newsletters of member associations so we can follow what happens across the country. An annual Conference is also held, allowing face-to-face interaction of retirees and retiree association representatives. Details on registering for the 2017 Conference at Carlton University, Ottawa are on the CURAC website.

Roz Stephenson

## CURAC

CURAC (College and University Retiree Associations of Canada) is, as its name indicates, is a National organization whose members consist of retiree associations from postsecondary institutions across Canada, such as UGRA. Among its many functions, CURAC conducts surveys on benefits and pensions, offers travel opportunities and insurance through affiliated industrial partners. CURAC issues Bulletins, policy papers and other interventions with various levels of government ministries which impact seniors. Its activities, surveys and policy statements are described through its web pages: <http://www.curac.ca> and it is also on Facebook at “CURAC”. CURAC has an annual awards program, which is described in the web pages and on Facebook/CURAC. Dave Swayne, a prior President of UGRA, is currently Vice-President of CURAC. Dave can be reached at [suavedane@yahoo.com](mailto:suavedane@yahoo.com).



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## Pension Update

Two distinct but related issues continue to be the focus of both the UofG administration and the Board of Governors' Pension Committee. The issues are: addressing pension funding deficits and progress towards a multi-employer pension plan. Both issues were reviewed by Martha Harley, AVP Human Resources at UGRA's June/16 Annual General Meeting (see the Fall, 2016 UGRA Newsletter, page 2).

The Ontario government issued a pension solvency funding consultation paper on July 26<sup>th</sup> and requested feedback by September 30<sup>th</sup>. The paper proposed regulatory amendments allowing reduced minimum solvency deficit payments. In Guelph's case, the required payments would be very problematic. Based on feedback from plan sponsors, on October 31 the province further relaxed the required 'special payments' calculation



while directing that solvency deficits be liquidated over a maximum of seven years.

For UofG's own pension plan liabilities, a major review of both going-concern and hypothetical wind-up actuarial assumptions was performed as of August 1/16. The updated calculations will be filed with the province by April, 2017. It is not anticipated that the new

calculations will result in lower funding deficits compared to the previous review in 2013. The University will likely need to budget for increased contributions to the plans in fiscal 17/18.

On the second important issue, progress towards a new joint employer pension plan continues to move forward, but at a sluggish pace. There are six Universities participating as a "core group" that meets the provincial guideline minimum of five schools and \$5 billion assets. Not unexpectedly, there are numerous contentious issues to be resolved, and it is now expected that implementation will not be sooner than 2019.

**Interesting data point:** retirees represent approximately 39% of total UofG pension plan members.

*Doug Badger, CPA CGA (retired)*

*UGRA representative on University Pension Committee*

## UGRA Scholarship Campaign Update and Congratulations

In late November we launched our annual fundraising appeal for the UGRA scholarship with the aim of endowing the award. As you likely know this scholarship supports a child, grandchild or great grandchild of a U of G employee with an award of \$1,500. Thanks to Dr. Frances Sharom agreeing to match gifts up to \$5,000 we have seen a wonderful response raising \$15,775 (and counting). This is three times more than was raised last year and brings the UGRA fund from \$19,610 to \$35,385! We are delighted by the response from UGRA members and thank you for helping us go well beyond our original goal of \$30,000 (the minimum amount needed to endow the scholarship).

If you'd still like to make a gift, it's not too late! Every gift now goes towards increasing the endowment which will support this wonderful scholarship in perpetuity (an endowment of \$45,000 is needed to sustain the full award of \$1,500). You can make a gift online [www.alumni.uoguelph.ca/retirees](http://www.alumni.uoguelph.ca/retirees) or call Jayne Whitfield at 519 824 4120 x 56695.

Thanks to all the donors and to those who have worked hard to achieve this level of success, particularly to Frances Sharom. This is something about which all the UGRA members can feel proud.



## \$620,000 and Still Counting for United Way.

Retirees made a vital contribution to the University of Guelph's 2016 United Way campaign, which raised more than \$600,000 for the fifth consecutive year. Campaign co-chairs, Patricia Tersigni and Catherine Carstairs, say they are "very impressed by the ongoing generosity of University of Guelph retirees" who donated \$68,446 that will be used by more than 55 local agencies to deliver social and community support programs in our community.

I'd like to add my personal thanks, as the UGRA representative on the University's campaign steering committee, to retiree donors to the United Way. It's been a pleasure to serve on the committee and I'm pleased that Toni Pellizzari has agreed to take my place for the 2017 campaign.

To see how your donations are creating a stronger community, visit [www.unitedwayguelph.com](http://www.unitedwayguelph.com).

*Janet Kaufman*

*Retiree representative on the U of G UW Campaign Steering Committee*



**United Way**  
**Guelph Wellington**  
**Dufferin**

## Possible Trip to Churchill, Manitoba:

### Polar Bears, Belugas, Permafrost, Tundra, Northern Lights & The Treeline

UGRA is considering arranging for a 10-day adventure to the shores of Hudson Bay in late summer or early fall 2017. The cost for accommodations at The Churchill Centre for Northern Studies, with food, and air travel from Winnipeg to Churchill, MB is expected to be about \$1,700.00 per person (details to be worked out). Peter Kevan, who is very familiar with the area, has offered to lead

the adventure.

Please let us know if the idea of such an adventure appeals to you. UGRA is collecting names of potentially interested participants as a first step in planning. Please convey your interest to Peter (pkevan@uoguelph.ca). Conveying your potential interest at this early date carries no obligation.



## Third Age Learning, Guelph

These very informative and popular lectures are offered for the Winter 2017 at the Arboretum, beginning Wednesday, 11 January. The morning series (10 am – noon) focuses on “**The Russian Century, 1917-2017: Revolution without End**” and the afternoon series (1:30 pm – 3:30 pm) is entitled “**World in Motion — International Migration and Refugee Challenges.**” The morning series is already fully booked but there were still openings for the afternoon series when this newsletter went to press. Check the Third Age Learning, Guelph website for further details.



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## Passings

Rita Morris	August 13 2016
John Brooke	August 17 2016
John Walton	August 22 2016
John Underwood	August 25 2016
Nicoletta Ferrantone	September 5 2016
William Apsit	September 10 2016
Betty Stickland	September 23 2016
Enid Rouleau	October 5 2016
Geoffrey Sumner-Smith	October 18 2016
Clifford Ellis	October 29 2016
John Van de Ven	October 30 2016
Pal Fischer	November 16 2016
Innes MacKenzie	November 16 2016
Robert Sweetman	November 19 2016
Connie Hughes	November 24 2016
Joachim Bahr	December 3 2016
Beryl Jefferies	December 3 2016
Jorge Nef	December 10 2016
Shirley Peterson	December 11 2016
Irene Willoughby	December 26 2016
Henry Wiseman	December 29 2016



## Royal City Men's Club

The Royal City Men's Club began meeting in 2006 and has approximately 75 members. The Club currently is welcoming new members from the Guelph area. The Club encourages life-long learning by providing a forum for presentations by informed persons on a wide variety of subjects on topics of interest and issues of the day. The Club is not a service club and does not engage in fundraising projects. If you are retired from full-time employment and are interested in meeting and making new friends, please consider the Royal City Men's Club. For more information, please visit [www.royalcitymensclub.ca](http://www.royalcitymensclub.ca)

# UGRA Spring Forum 2017

Thursday 13 April 2017, 2 to 4 pm

The Arboretum Centre • University of Guelph

Please join us for the 2017 Spring Forum on 13 April. Come early and visit with fellow retirees. Refreshments will be available from 1:15 pm followed by our program from 2:00 – 4:00 pm.

## Surviving Climate Change: Implications, Adaptation and Mitigation

This is a very broad topic with lots of interest now and for the future. We will have three speakers who will address different aspects of this topic and each will give some examples of issues that affect us as Canadians.

**Robin Davidson- Arnott** (Professor Emeritus, Department of Geography)

*Climate, Climate Change and Climate Change modelling – implications for the lower Great Lakes region.*

**Barry Smit** (University Professor Emeritus, Department of Geography)

*Implications of climate change for societies, economies and communities.*

**Kirby Calvert** (Assistant Professor, Department of Geography).

*Climate change mitigation: the effects of renewable energy development on landscapes and land use planning.*



## The 2016 Scholarship Winner: Aidan Pucchio

Aidan is a 3<sup>rd</sup> year Biomedical Science student. He was born in Toronto but calls London, Ontario home. His Grandfather, Antonio Salvadori was a Professor of Computer Science at U of G and his Grandmother, Mary Salvadori, worked as a Teaching Assistant.

He is very grateful for the support of the UGRA Scholarship. Aidan says “Your support means a lot. I will be able to focus on my studies and go into this year at the University of Guelph without worrying about finances.”

He hopes to attend graduate school in Biology. He loves the theatre and spends a lot of his free time volunteering for various theatre festivals. He has also volunteered with science fairs in Ontario

and is currently working to found a Guelph science fair for High School Students. In his leisure time he does a lot of reading and enjoys playing the guitar and the piano.



## Recent Retirees

### September 1 2016

Danny Ameel	RC Administration
Lois Bamsey	Graduate Studies
Bill Boudreau	Phys. Resources
Robert Brown	Env. Design & Rural Devel.
Sandra Brown	Economics & Finance
Mary Evans	Psychology
Archana Fawcett	LSD – Analytical Biology
Lori Irvine	Arts – Dean's Office
Donna Lero	Family Rel. & App. Nutr.
Charlotte McCallum	Geography
Jennifer Minogue	Envir. Health & Safety
Dietmar Scholz	Plant Agriculture
Barry Shelp	Plant Agriculture
Dale Smith	Pathobiology
Warren Stiver	School of Engineering

### October 1 2016

Wendy Bard	Envir. Services
David Burns	Plant & Engin. & Const.
Heather Christie	Biomed. Sciences
Richard Knowles	English & Theatre St.
Chris McNeill	Envir. Health & Safety

### November 1 2016

Harold Faulkner	LSD – Chemistry
John Foster	LSD – Animal Health Lab.
Judith McKenzie	Political Science
Dawn Scott	LSD – Animal Health Lab.
Daniel Vautour	OMAFRA Research Stations
Mary Zoethout	Campus Animal Facil.

### December 1 2016

Kimberley Chan	LSD – Animal Health Lab.
Catherine Chavis	RS – Administration
Janice Gottfried	Office of CIO
Becky Hughes	Kemptville – Northern Hort.

### January 1 2017

Leslea Bird	Psychology
Alfred Conley	Phys. Resources – Struc.
Heather Harris	Human Resources
Ann Hollings	Analysis & Planning
Eva Kemenesi	Accounts Payable
Irene Light	Parking Admin.
Glenn Penner	Chemistry
Peter Yeo	Phys. Resources – Cust.

## UGRA Fall 2016 Forum

The annual Fall Forum was held on November 10 at the Arboretum Centre with three speakers dealing with issues relating to the topic of 'Brain Health'. The program was arranged by Janet Kaufman, former President of UGRA, and included talks by: Professor Kim Wilson, Family Relations and Applied Nutrition, University of Guelph; Beth Kaufman, Certified Geriatric Pharmacist and Diabetes Educator, Prime Care Pharmacy; and Jane McKinnon Wilson, Geriatric Systems Coordinator, Canadian Mental Health Association - Waterloo Wellington. Over 85 people attended the event. As we have done in the past couple of events refreshments were available about 45 minutes before the event and this allowed the more than 85 retirees who attended a chance to mingle before sitting down to listen to the talks.

Kim Wilson started the program off with a talk entitled 'Brain Health & Aging: What do we know?' She began by distinguishing between Mental Illness – which deals with distress and impaired functioning that may be related to such illnesses as mood disorders and schizophrenia - and Mental Health or Wellbeing which relates to the health of the brain as an organ and can be described on a scale that ranges from 'flourishing' to 'languishing'. The bad news is that all of us will experience an age-related decline in the health of our brain and about a quarter of us will experience major impairment due to various forms of dementia, including Alzheimer's. The good news is that, while we cannot do much medically to reduce the onset or impact of dementia, we can do a lot to improve the wellbeing of our brain. Many of the things that we can do are the same as we do to enhance the health of our body generally and major organs such as the heart, liver and kidneys – exercise regularly, eat well and avoid obesity, don't smoke or drink too much, and avoid stress. It has also been shown that activities such as gardening and walking in the outdoors as well as being active socially can enhance the wellbeing of your brain. These are things that improve brain health for everyone, but become particularly important as we age and may find it more difficult to continue doing them. It would seem that there is a lot of truth in the old adage that a healthy body promotes a healthy mind.

Beth Kaufman's talk focussed on one factor that can reduce brain health, that of the harmful effect of some medications both on the health of your body and on the health of your brain. She emphasised the need for continuous vigilance to ensure that any medications you are taking are necessary, in the right dosage, and that there are no adverse side effects related to a particular drug directly or because of interaction with other medications. She stressed the need to be an active patient and to know what you are taking and why. Because we do not have a central prescription data base in Ontario she suggested using a single pharmacy for all your medications and to review them regularly with the pharmacist there. This way the pharmacist will have access to a list with all your medications and can pinpoint any potential problems that might need following up.

She noted that as we get older our reaction to drugs changes and in particular the dosage that might be appropriate for a patient of 50 may be too strong for a patient of 80 or 90. Finally, she pointed out the problems associated with prescribing cascades. These arise when a new prescription has side effects – these may be misinterpreted as another disease or condition requiring further medication – or the side effect may be diagnosed correctly and further medication prescribed to treat it. Either way you end up taking more drugs that you should and one or more of these may affect your brain.

Our third speaker, Jane McKinnon Wilson, reviewed the kinds of factors that often affect the mental wellbeing of "seniors" and provided examples of the kinds of programs that are available to help avoid or alleviate these. She noted that there are a variety of community services and supports for seniors experiencing issues such as Mood Changes; Depression; Dementia; and Anxiety. She pointed out that depression is common in seniors, that it often goes unrecognised, and that it is not a normal stage of aging. While we may experience more frequent losses in old age, good health and active engagement in a supportive community can provide seniors with resilience against depression arising from this. Finally she pointed out the distinction between Confusion or Delirium and Dementia. The former generally has a rapid onset and may be caused by a medical condition (for example a urinary tract infection), a reaction to new medication and to pain or sleeplessness. This can usually be treated and reversed quickly. The latter has a slow onset and continuous decline. At present there does not appear to be any way to slow it down or reverse it.

*Robin Davidson-Arnott  
Betty Clyde*

### New Athletic Centre

The University has been building a large new addition to the Athletic Centre (not to mention the new facilities for the football team which facilities are attached to the bleachers in Alumni Stadium). There is an opportunity for retirees to support the new Athletic Centre as set forth in the following article:

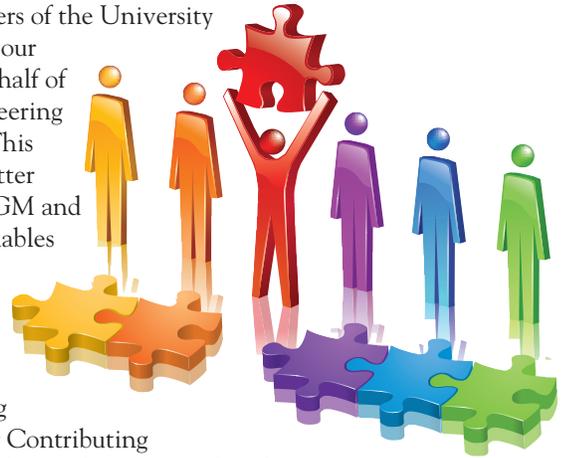
<http://www.buildingpotential.ca/single-post/2016/12/06/Faculty-Member-Names-a-Seat-in-the-New-Gryphons-AC>





## Be a Contributing Member of the UGRA (2017)

All retirees are automatically members of the University of Guelph Retirees Association, but our capacity to operate effectively on behalf of retirees depends on members volunteering to become contributing members. This money covers the cost of the newsletter and meeting room rentals for the AGM and the spring and fall forums. It also enables the UGRA to send a representative to the annual meeting of College and University Retiree Associations of Canada.



Please use the attached Contributing Membership Form to send with your Contributing Membership payment. In line with the resolution passed at the 2015 AGM we suggest a contribution of \$25 but we welcome contributions of any size whether smaller or larger.

Meetings are held from 1:30-3:30 on the first Tuesday of the month from September to June. A full Board is important for the full and proper functioning of the Association. If you are interested in working on behalf of your fellow retirees and have some time to contribute, please consider letting your name stand, and complete the contact-us form at <http://www.ugra.ca/contact-us>.

### University of Guelph Retirees Association Contributing Membership (2016) Form

**YES!** I want to help promote the welfare of retirees and to foster a mutually beneficial relationship between retirees and the University by contributing to the UGRA's administrative costs.

My contribution is \$.....

Name ..... Date.....

Address .....

City/Province ..... Postal Code.....

Email..... Phone.....

(Note that the email address will be used for UGRA communications only.)

Please make cheque payable to the University of Guelph Retirees Association.

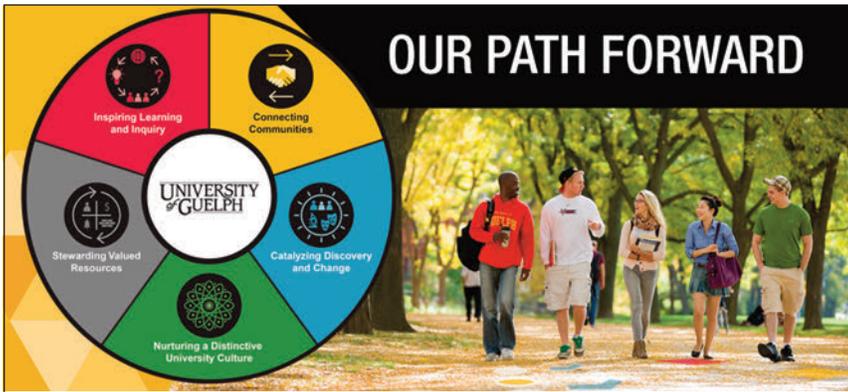
Mail this form with your cheque to:

University of Guelph Retirees Association • PO Box 48-4916 • University of Guelph • Guelph Ontario, N1G 2W1

#### Electronic Payment

Instead of mailing in a cheque you can now make a secure donation to UGRA electronically using PayPal and your credit card on our web page at: <http://www.ugra.ca>





## University Launches New Strategic Framework

The University of Guelph recently launched its new strategic framework – an institutional planning document that describes who we are, where we will focus and how we will move forward as a University.

Members of UGRA were among those invited to help shape the document by sharing their thoughts on the future of our University. Thank you to everyone who participated in the process.

The result is *Our Path Forward*, a framework that reaffirms the University's common purpose – the qualities that are essential to our future success – and provides guideposts to help in strategic decision making.

The framework contains five intersecting themes of equal importance:

- Inspiring Learning and Inquiry
- Connecting Communities
- Catalyzing Discovery and Change
- Nurturing a Distinctive University Culture
- Stewarding Valued Resources

You can read the full framework online at [strategicrenewal.uoguelph.ca](http://strategicrenewal.uoguelph.ca).

## The UGRA Executive Committee Needs Feedback

The UGRA Executive Committee acts on behalf of the interests of University of Guelph retirees. Without input from our members, we operate partly in a vacuum where we try to imagine what retirees see as important issues and concerns. To do our job well, we could use more information, so please take the opportunity to let us know what's on your mind.

**By Email:**  
[president@ugra.ca](mailto:president@ugra.ca)

**Via the 'Contact Us' tab on the website:**  
[www.ugra.ca](http://www.ugra.ca)

**By Phone:**  
 519-824-4120 x52197. This is phone mail only, so please leave a message with your name and phone number.

**By Letter:**  
 University of Guelph  
 Retirees Association  
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