

RALUT REPORTER

RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

www.ralut.utoronto.ca

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Fred Wilson, the *Reporter's* Editor

We in RALUT owe a special debt of gratitude to a good and faithful servant—Fred Wilson, the long-time editor of the *RALUT Reporter*, who has retired from that position.

The *Reporter* has played a central role in RALUT's operations. As an organization advocating for the interests of its some 600 members, who can rarely meet together in person, it is vital that RALUT have an organ for communicating important and relevant issues and what we are doing about them. For much of its existence, that organ has been the *Reporter*, and for almost all of that time since 2003, its editor has been Fred Wilson.

A good editor of a house organ should have a strategic overview of the organization's mission and the environment in which it has to work. Because Fred has been, throughout the time of his tenure as Editor, a member of the RALUT Board of Directors, he was well positioned to know what RALUT should be communicating to its membership. Furthermore, he could bring to bear his wide and deep knowledge of the University of Toronto, acquired during his three terms of service as President of UTFA; and he could also use his knowledge of the wider world of Canadian higher education policies, acquired as President of CAUT.

One might be tempted to say, stealing a line from George Bernard Shaw, "He who can write, writes; he who cannot edits." This is not true of Fred: he knows both how to write and how to edit material for particular audiences. As a philosopher, his CV shows that he has been prodigiously productive, publishing 11 books, literally hundreds of journal articles, book chapters and reviews, and presenting papers at a great many national and international forums. Through his service with UTFA and CAUT, he also had to communicate to wider university audiences, again producing literally hundreds of articles about university affairs.

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Since 2003 Fred has edited 30 issues of the *Reporter*. Many of us have no clear idea of how much work that has been. He first had to decide what events and issues to cover, find colleagues willing to contribute the articles, and then coax and wheedle the writers to meet their deadlines. The contributions had to be edited, sometimes involving negotiations with the author, before being sent off to the University of Toronto Press for the formatting and production of page proofs. These then had to be proofread and corrected before an issue could be put to bed. He also had to deal with the *Reporter*'s costs and negotiations with our printers. Apart from some help with proofreading, Fred did almost all this work singlehandedly.

Times have changed: the costs of printing and mailing hard copy have soared; most RALUT members now make extensive use of computers. The *Reporter* Vol. 10, Winter 2011, No. 3 informed members that the *Reporter*'s production would be moved in-house and distributed electronically, with the proviso that members who wished, could continue to receive a hard copy. Fred decided later that it was time for him to retire from the editorship in which he had served with such distinction.

From time to time, Fred has himself written articles for the *Reporter*. Perhaps none of these is more moving and practical than the article he wrote for Vol. 10, No.1, Summer 2010, entitled "On Falling," in which he described some falls he had had as a sufferer of Parkinson's disease. As we age, we are all subject to the dangers of falling episodes, so Fred recommended the benefits of the clinic he attended and some precautions that we all can take. Fred's realism, stoicism and good cheer—his "philosophical attitude"—in dealing with his affliction is a lesson for us all.

Fred continues to offer us wise council as a member of RALUT's Board of Directors. Moreover, he continues his philosophical scholarship and writing.

We thank him for his many years of dedicated service as the editor of the *RALUT Reporter*.

Submitted by Diane Henderson and Jack Stevenson



President's Report

During the beginning of a new academic year with several newly appointed committee chairs bringing fresh impetus to their respective committees, reminding ourselves of some highlights in RALUT's history during its first formative

decade may potentially influence future plans. (See *RALUT Reporter* Vol.11, #1 for further details).

On February 19th, 2001, an assembly of about 100 University of Toronto retired academics and librarians voted to establish "RALUT: Retired Academics and Librarians of the University of Toronto." This followed a meeting of the University of Toronto Faculty Association (UTFA) and University of Toronto (UofT) pension plan retirees on September 6th, 2000 when problems and grievances with the UofT pension plan had been discussed.

The founding RALUT members approved a Constitution and went on to elect their first Executive Committee consisting of Peter Russell (President), Germaine Warkentin (Vice-President), Charles Meadow (Secretary), and Ann Schabas (Treasurer); plus John Cairns, John Gittins, Marvin Gold, Phyllis Grosskurth, John Hastings, Harvey Kerpneck, George Luste, and George Millbrandt. The first meeting of this Executive Committee took place on February 22nd. Three committees were then established: Pensions, Member Concerns, and Legal Affairs.

RALUT President Peter Russell and Vice-President Germaine Warkentin met with UofT President Robert Birgeneau and Vice-President Michael Finlayson on March 22nd, 2001 to introduce this new organization.

Major milestones were reached in April of that year: The founding of RALUT was acknowledged by the University with an on-campus address, a mail box at Alumni House, and a 978 phone number; and the first issue of the RALUT *Reporter* was published.

RALUT membership received a noteworthy letter that same month, informing them that the UofT/UTFA negotiations had been concluded without agreement, giving an opportunity to "...work together for a fair and equitable treatment of the pension surplus and other pension issues in the way we have always wanted" i.e., these issues were being "...dealt with independently of negotiations over salary and benefits."

A meeting of all members took place on May 1st, 2001 at which the Pension Committee's proposal to arrange a forum through UTFA on pension issues involving all the stakeholders in the University was approved. A report on legal opinion regarding RALUT's status with respect to the University administration as well as UTFA was also presented.

Highlights later that year include the creation of the RALUT website (summer); the establishment of the Benefits Committee to review and monitor retirees' medical and non-medical benefits (fall); and our first social event on October 29th where pensions and other issues of concern were also discussed.

RALUT's first AGM occurred on March 25th, 2002 at which time the past year's many achievements and ongoing challenges were reviewed.

On May 31st, RALUT hosted in Toronto a meeting of Canada-wide academic retiree associations, resulting in the founding of a new national organization: College and University Retiree Associations of Canada (CURAC). Also that month during a meeting held at the University of Indiana,

another new (international) organization was founded: Association of Retiree Organizations in Higher Education (AROE). RALUT, represented there by Peter Russell, is a founding member.

RALUT acquired its first office, staffed by volunteers, at 256 McCaul St. in October 2002. A well-attended reception on January 29th, 2003 was hosted by RALUT to celebrate the acquisition of our new quarters, and part-time staff was engaged in March for nine hours a week.

On April 5th, 2003 RALUT and UTFA presented a Joint Forum on "Redesigning Retirement" which resulted in the publication of papers presented and discussions from the floor. Later that month at the UTFA AGM, the following constitutional changes affecting retirees were approved: The existing number of two voting retiree members on UTFA Council was doubled to four, while the two retirees on the Salaries, Benefits and Pensions Committee continued to have full voting rights.

At our second AGM on April 24th, 2003 the audience of approximately 100 members listened attentively to outgoing President Peter Russell's review of RALUT's achievements during this second year, and welcomed Ralph Garber as the incoming President.

The official founding of CURAC took place at the Dalhousie University meeting on May 26th, 2003; while the RALUT Post-retirement Activities Survey results, which became available in June, revealed that 92% of respondents have performed some type of academic-related activity since retiring.

A Policy Committee to track, monitor and advise RALUT on public policy issues relevant to retirees (as well as those close to retirement) was formed in October; and the first listing of members' "Publications and Honours" was published in *RALUT Reporter* v.3 #3.

November 3rd, 2003 marked the first meeting of Toronto Triangle (Toronto, York and Ryerson

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Universities). Also that month, the RALUT Handbook was published and “Academic Productivity in Retirement,” an extensively researched memorandum, was sent to the Provost.

Ending this year on another positive note, in December the increase in the cap for restorative dentistry (from \$1500. to \$2500) previously denied to retirees, was reinstated by the arbitrator.

Several constitutional amendments were approved at the April 20th, 2004 RALUT AGM: Establishment of two Vice-Presidents, enlargement of the Executive Committee, and a new fee structure.

A research paper, “The Debate about Mandatory Retirement in Ontario Universities” which had been prepared for RALUT’s Policy Committee, was presented to the Public Hearings on Mandatory Retirement on September 8th, 2004. On March 14th, 2005 Governing Council and UTFA signed the historic “Agreement on Retirement Matters” to end mandatory retirement, to take full effect as of July 1st 2006; Senior Scholar/Retiree Centres to be established on each campus as part of the agreement. At the RALUT AGM on May 5th, 2005 the Retiree Centre Committee presented its report. Peter Russell was named Honorary President, with the incoming President being Doug Creelman.

The Retired Scientists Forum (on January 11th, 2006) exploring retiree academic needs as well as the first RALUT Senior Scholars Symposium on April 11th were well attended.

At the RALUT AGM on April 25th, 2006 a constitutional amendment to eliminate the ‘Associate Member’ category, in order to permit pre-retirement colleagues aged 60 and over to become regular members, was approved.

The Senior Scholars Committee Library group presented three seminars, to update retirees on searching and internet skills, in the winter of 2007; and on March 6th, the Retiree/Senior Scholar Centre Planning Committee submitted its final report. The

Second RALUT Senior Scholars Symposium at Massey Hall took place on March 29th, 2007 and its proceedings were subsequently published. UofT President David Naylor spoke on the subject of “UofT’s Third Century: What Direction Should We Take Now?” at RALUT’s AGM on May 1st 2007.

RALUT and UTFA made submissions in the fall of that year to the Ontario Expert Commission on Pensions, regarding concerns with the UofT Pension Plan.

In March 2008, the Senior Scholars Committee Library group presented “Archiving your Life’s Work,” an information session for retirees by the UofT Archives and Records Management Services; and the proceedings of the Third Senior Scholars Symposium which took place on April 10th at Massey College were again published. Chief Librarian Carole Moore spoke on “The UofT Research Library in the 21st Century” at the April 29th, 2008 AGM. In conjunction with this meeting and subsequently, there was an exhibition of members’ publications available for purchase.

The Fourth RALUT Senior Scholars Symposium took place on April 7th, 2009, again with subsequent publication of the proceedings. For the first time “RALUT Publications and Honours” listing accomplishments from July 1st, 2007 to June 30th, 2008, was published separately. Another significant event: The inauguration of Senior College.

At the AGM on April 29th, 2009, Professor Keith Ambachtsheer spoke on “Our UofT Pension Plan: Your Questions Answered.” The incoming President, Jack Stevenson, was welcomed. The Academic Retiree Centre (ARC) held an open house, including tours, on October 1st. UofT President David Naylor and RALUT Honorary President Peter Russell, among several others, gave addresses to an appreciative audience at this official inauguration.

The year 2010 was especially significant: Letters Patent for incorporation as a not-for-profit, non-charitable corporation without shares, were granted

on April 8th and this Incorporation By-Law was ratified by the membership at the business meeting component of the RALUT AGM on April 27th, 2010.

The renovated RALUT website was launched on March 28th, 2011, and RALUT's 10th anniversary was celebrated at its AGM on April 26th. Speaker David Crombie (Toronto Mayor emeritus) discussed visionary aspects of his topic "Toronto as It Moves Forward."

The above account is a summary of significant events occurring during RALUT's first decade. Those who blazed this trail set a very high standard for those who follow. Current challenges may differ from those previously and successfully confronted; but the need to continue doing our utmost to emulate this inspiring precedent is clearly evident.

Beate Lowenberg, President

UTFA Council

Robin Healey, John Munro, Mary Alice Guttman and John Valleau were acclaimed to represent RALUT on UTFA Council until June 30, 2016.

Report of the Nominations Committee

The Nominations Committee, consisting of John Munro, David Olson and myself, is working on two tasks. First, to recruit two or three new members of the Board for next year, and secondly, to nominate a proposed group of officers. Should members of the Board have suggestions for new members or thoughts on officers for next year, now would be a good time to communicate these thoughts to any member of the committee. Thank you.

Michael Finlayson, Chair

Report of the Membership Committee

The RALUT membership committee convened its first meeting on October 2nd, 2013. Members of this year's committee are Mary Alice Guttman (maryalice.guttman@utoronto.ca); Diane Henderson (sd.henderson@utoronto.ca); Claudia Colas (claudia.colas@utoronto.ca); Elinor Fillion (e.fillion@rogers.com); Roselyn Stone (roselyn.stone@utoronto.ca); Lino Grima

(lino.grima@utoronto.ca).

As RALUT president Beate Lowenberg notes in the June edition of the *RALUT Reporter*: "In order to maximize its potential impact respecting issues of concern RALUT itself needs not only to maintain, but also to increase its membership base." RALUT currently has 541 regular members and 42 spousal members, for a total of 583 members. While we enjoy a robust membership today, an overall downward trend in membership is a concern for the future of RALUT. In order for RALUT to continue to have a positive impact on retirees, we need to ensure that we attract new members each year and that we retain our members year to year.

We will be strategizing this year on how to attract and retain members to RALUT. Your suggestions are most welcome. As well, you are encouraged to engage present and former colleagues in a discussion of the benefits of joining RALUT to ensure that there is a voice for the concerns of retired faculty at the University of Toronto.

Geraldine (Jody) Macdonald, Chair

New Retiree Reception: Two Reviews

The fall recruitment lunch meeting of October 1st, 2013, has been judged to have been a successful event. The guest speaker, Dr. Samir K. Sinha, Director of Geriatrics at Mount Sinai Hospital, proved to be erudite yet entertaining, visionary and inspirational. Despite his tight schedule, Dr. Sinha stayed on to answer numerous questions, and many members of the audience subsequently remained behind for some additional interaction with their hosts.

Beate Lowenberg, President

I agree that Dr. Sinha was energizing. He spoke without notes, engaged in direct eye contact, accepted questions, and generally impressed me as an expert physician who cared immensely about the quality of life of older persons. His grasp of the importance of policies in guiding the quality of care older persons experience was terrific. He spoke convincingly about how long humans are expected

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to live—suggesting we might be looking at 120 years ourselves—and how important it is to shift health care back into the community. He was less able to respond to my question about why the government expects nurse practitioners in the community to work within a poorly paid, frozen salary category. Many primary care nurse practitioners make less money than hospital staff nurses and this is a huge concern to the nursing profession.

Geraldine (Jody) Macdonald
Chair, Membership Committee

the Bulletin

WANT TO STAY CONNECTED TO UofT?

Keep up to date with U of T by subscribing to the Bulletin, U of T's twice weekly email summary of key campus news, events and learning opportunities. Simply send your email address to: bulletin@utoronto.ca.

UTFA's Proposals to Improve the Memorandum of Agreement

The Memorandum of Agreement between the University of Toronto Faculty Association and the University of Toronto has long had the aura of the U of T faculty's and librarians' Magna Carta. It dates back to the 1970s when a less deferential generation of academics negotiated formal procedures for negotiating their terms of employment with the University. The MoA established for the first time a formal system of negotiating remuneration, working conditions and settling grievances. Both the faculty and university administration hoped the MoA would provide enough protection for faculty rights and interests to prevent a drive for union certification under Ontario's Labour Relations Act.

The MoA has served U of T faculty and librarians pretty well. Salaries and benefits at U of T have more than kept up with those secured at the majority of Ontario's universities that have unionized. In fact they have been at the very top end. But in the last few years there has been a

growing feeling among the academic staff that the MoA needs updating to incorporate some of the gains made at unionized universities and to preserve and foster a collegial, rather than top-down corporate, approach to academic planning at the university.

That is what drove UTFA, under the leadership of its President Scott Prudham, to approach the University administration about considering revising the MoA. President Naylor and Provost Misak responded positively. The result is the establishment of a Special Joint Advisory Committee made up of UTFA and Governing Council members to review the MoA. The committee has been meeting for some time discussing a wide range of issues. In early November, UTFA President Scott Prudham tabled UTFA's proposals for revisions to the MoA.

Space does not permit anything like a full summary of the proposals. But let me mention a couple of the items that stood out for me. First and foremost is the focus on faculty participation in academic planning. UTFA proposes writing into the MoA's definition of academic freedom the following:

Academic freedom includes the right for faculty and librarians to participate meaningfully and reasonably in determining the configuration of academic units of which they are a part, including but not necessarily limited to the provisions specified in Article XX of this Agreement on the collegial aspects of academic planning.

The reference to Article XX refers to a proposal UTFA put forward last May on Collegial Participation in Academic Restructuring.

RALUT members will recognize how this proposal relates to the attempt, two years ago, to eliminate centres and programs in the Faculty of Arts and Science without meaningful consultation, let alone conscientious efforts to work with members of the units involved in exploring alternative ways of achieving the academic purposes of the proposed

restructuring.

Another proposal that caught my eye was the addition of “creative professional activities” to what can be encompassed in the statement about faculty members’ responsibilities. I was also pleased to see the proposal that contributions to professional and academic societies be included in the “service” component of a faculty member’s responsibilities. These changes would help move U of T away from a narrow “publish or perish” approach in assessing merit, and encourage faculty to contribute to the work that is so essential in building national and international scholarly networks.

I encourage RALUT members to study the UTFA proposals carefully. They are readily available on line. Retirement, as we all know, has not terminated our concern about the well-being of our university, nor relieved us of responsibility for doing what we can to help it flourish. I know Scott Prudham would welcome your comments on these important UTFA proposals.

Peter H. Russell

Senior College: A Personal View

When I retired in December, 2010 I did not immediately join Senior College, despite the encouragement of my long-time colleague Peter Hajnal, who was already a fellow. I wanted to relax a bit, and the prospect of a weekly lecture series did not at first appeal to me. Two years later I found myself involved, first with the Academic Retiree Centre, then with RALUT, and then again, after many years, with UTFA. As my agenda, hitherto relatively untouched, began to fill up with meetings (I forgot to mention a couple of other committees that I had somehow joined) I came to realize that an occasional morning spent at the Faculty Club listening to a talk on a topic that looked interesting, followed by lunch in pleasant surroundings, might be just what I needed, as relaxation.

As I looked at the Senior College schedule of speakers for Fall 2013, I saw many names that I recognized, either as speakers or as chairs for the

presentations, and a number of talks by speakers that I did not know but which, from the titles, looked particularly interesting. I decided to join, and was pleased to learn that my membership also brought me membership in the Faculty Club (a benefit that had just recently been negotiated). The presentations begin at 10am, and, after a brief break, continue with a question and discussion period.

The first speaker in the Fall series was Brock Fenton, emeritus professor of biology at the University of Western Ontario, and an expert on the ecology and behaviour of bats. He was able, in the space of forty-five minutes, to teach most of us in the audience a great deal about bats, and to awaken our interest in a fascinating order of mammals whose body weights range from the 1500 grams of the fruit-eating flying fox to the 2 grams of the insect-eating “bumblebee bat,” possibly the world’s smallest mammal (the Etruscan shrew may be lighter). We learned that though many species of bat have a gestation period of just a few days, the females may mate in the Summer, but not give birth until the Spring, when the female finally ovulates and the stored sperm can do their long-delayed job of fertilization. Sadly, we also learned of white nose syndrome, caused by a cold-loving fungus from Europe, which has infected and killed millions of bats in Eastern Canada and the United States, who often hibernate in cool disused mines, by making them wake so frequently during their hibernation—every week rather than every 60-90 days—that they run out of stored body fat and starve. Wind farms, we learned, kill bats not because the bats fly into them, but because the low back pressure causes their lungs to blow up and the bats die from embolisms.

Each talk is followed by a question and discussion session. One question that, perhaps inevitably, came up was about vampires. We learned that vampire legends exist all over the world, and that the vampire bats (found only in Central and South America) were named, in the eighteenth century,

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after the folkloric vampire rather than vice versa. Thanks to Professor Fenton for an excellent illustrated presentation.

The following week was the turn of Stephen Ralls, Associate Professor of Opera at the Faculty of Music, and Bruce Ubukata, pianist, organist, harpsichordist, and vocal coach. They are best known as co-founders and co-directors of the vocal and piano chamber group Aldeburgh Connection, which had celebrated its 30th anniversary at Koerner Hall in February, 2012, with a parade of alumni that included, as one critic reported, “a who’s who of this country’s great voices.” Stephen and Bruce decided that the new season would be the Connection’s last, ending with a three-concert “Britten Festival of Song” in May of this year. For Senior College, they constructed a partial aural history of their careers, their experience with the summer school of music founded by Britten and Peter Pears in connection with their Aldeburgh Festival, the people they met, the music they heard and played, and the development and success of the Aldeburgh Connection itself, dedicated to the presentation of the art song.

They took turns with their witty and amusing commentary on the frequently idiosyncratic, if not all-out eccentric people that they met in the music business—many of them great stars—and played for us excerpts from recordings to illustrate their talk (the first was music from Britten’s Peter Grimes, which was just beginning its run with the Canadian Opera Company). They ended together at the piano where they would have liked, as they said, to perform a piano duet by Britten, who, unfortunately, had not written any. Instead, they delighted the audience with their performance of Schubert’s “Rondo in A major,” written in the last year of his short life.

Stephen and Bruce have been appointed visiting scholars at Massey College, and they are putting in order their extensive archive of the Aldeburgh Connection, which they hope will find a welcome home at the University of Toronto.

The Senior College schedule of speakers continues through this term, and into the Winter term with Frank Iacobucci, Dennis Duffy, John Percy, and many other distinguished scholars. The College invites all interested retirees to join the current Fellows and Associates at their weekly meetings, at the colloquia, and at the annual **Symposium**. You can find all the details at <http://www.faculty.utoronto.ca/arc/college>. The Fall lectures are also available as podcasts at the site, so each of us can later listen to any of them at home.

Robin Healey

Can RALUT Members Help Develop an International Post-Secondary Retiree Network?

The Board of CURAC ([College and University Retiree Associations of Canada](http://www.curac.ca)) has recently decided to establish a small working-group to explore the feasibility of developing an international network of post-secondary retirees and their organizations. CURAC Member associations such as RALUT are being asked to publicize this undertaking in the hope of eliciting expressions of interest and support from members who may be willing to help identify contacts with post-secondary retirees in countries beyond the Canada-US retiree community, which is already becoming established through the joint efforts of CURAC and its US counterpart AROHE ([Association of Retirement Organizations in Higher Education](http://www.arohed.org)). The latter has established an “International Committee” which appears to have a relevant mandate although it has not yet become active.

Of particular interest to the working group are possible contacts with post-secondary retiree groups or even individuals in Europe, Asia, Australia, New Zealand, Africa and Latin America. Some preliminary investigations utilizing the WWW have been completed by a small group of Senior College Fellows here at the UofT and this background material can now be viewed online by visiting a blog-site which we hope will develop into a place where findings and suggestions can be archived and

made easily accessible to those who become engaged in the project. The site can be accessed at <http://psretiree.blogspot.ca/>.

The blog is “read-only” at this time, so if you would like to contribute to it, please email your material to the owner at profrea@gmail.com. If you expect to be a regular contributor, please send an email to the same address requesting posting privileges on the blog.

Experience to date suggests that personal contact is by far the most effective way of establishing connections with retiree groups abroad. We have also learned that there are great variations in the social, political, and economic situation of post-secondary retirees in different countries. Being able to catalogue and understand these differences is itself valuable even if they exacerbate communication difficulties.

Ken Rea
Emeritus Professor, Economics and
Founding Fellow, Senior College
University of Toronto

The RALUT Memorial Initiatives: Historical Perspective

Our inaugural memorial award in honour of our deceased members—which was entirely funded by RALUT—was an annual bursary of \$1,000. It had previously been decided that the guiding criteria of this award should be to assist financially challenged yet academically excellent students.

The first recipient (selected by University of Toronto’s Division of University Advancement in 2006) was Peter Knegt; see RALUT REPORTER Vol. 6 #2 July 2006 for further details. Steve Bristo (2007), Arini Markandu (2008) and Greg Fiorini (2009) were subsequent recipients of this award.

Meanwhile the decision was made to increase the potential scope of this initiative by inaugurating an endowment fund while adhering to the same criteria guiding the allocation of the RALUT bursary. Consequently the RALUT Endowed Memorial

Fund at the University of Toronto—which at that time was able to benefit from the then available Ontario Trust for Student Support (OTSS) dollar-for-dollar donation matching grant—was established in April 2007.

The income generated from this endowment, thanks to the wonderful generosity of our donors complemented by OTSS matching, had grown sufficiently in 2010 to generate most of the \$1,000 award made to Diana Wilson that year (RALUT funding the balance). The following year this RALUT endowment fund was able to make two \$1,000 awards (to Samantha Au-Yeung and Taban Hashimi) and even increased this further during the succeeding 2012-2013 academic year with three awards of \$1,000 each (Laura Scarlet Clough-Martin; Amir Torabi; and Daniel Tremblay).

Additional increase in the income generated by the RALUT Endowed Memorial Fund has now enabled these awards to be raised to \$1,111 for each of the three students being selected for this current 2013-2014 academic year.

Having reached a total balance of \$77,935 for the fiscal year ended April 30, 2013, the RALUT Endowed Memorial Fund is self-sustaining and it is anticipated that the income generated should continue to facilitate at least three annual student awards of \$1,000 or more.

Since matching funds are no longer available for this RALUT Endowed Memorial Fund (the OTSS having been terminated), our fundraising efforts switched focus. We located another matching option that is applicable to awards—not donations—if the endowment value reaches a total of \$25,000 within five years. The RALUT Boundless Memorial Award fund for the granting of needs-based awards was therefore launched on November 30, 2012 and its total value (as of October 8th) is \$8,790 reached solely as a result of the generosity of our donors.

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However, since this fund is likely to grow much less quickly than the RALUT Endowed Memorial Fund had done as there is no donation matching, the generosity of our donors is even more urgently solicited now than had been the case with our previous fund. There are many exemplary students struggling with daunting financial challenges, so RALUT is earnestly requesting donations of any size for this very worthy cause. Every donation will

receive a university-issued tax-deductible receipt.

Grateful thanks to committee member Diane Henderson for her ongoing and extremely helpful support.

Beate Lowenberg
Chair, Commemorative Initiatives Committee

Making a Difference

Dear Members and Friends of RALUT,

The new RALUT Boundless Memorial Award Fund, inaugurated on November 30, 2012, is now approaching its first anniversary with a current total of \$8,705.

Gratifying though this is, we still have a long way to go because we need to reach a total of \$25,000 endowed within the next four years before this fund is eligible for the Boundless 1:1 University of Toronto awards matching program: e.g.:

- Assuming that the return on the \$25,000 investment is 4%, the income payout would be \$1,000.
- The value of the resulting student award would then be \$2,000 with the scheduled 1:1 matching of awards by the University of Toronto taken into account.

Since—unlike our original and now self-sustaining RALUT Endowed Memorial Award presently funding three scholarships for the current academic year—this new RALUT Boundless Memorial Award Fund does not benefit from the matching of donations (only awards as explained above), its growth is likely to be much slower than that of our original Memorial fund.

Thus, your donations are even more urgently needed now, than was previously the case.

These awards, which also commemorate our deceased members, assist appropriately selected undergraduate students in financial need. Eventually they might even realize currently under-utilized potential these students may possess which could be of far greater value than the present actual monetary worth of these awards.

The RALUT Boundless Memorial Award endowed fund welcomes donations of any size. You can use the donation form included here or make your donation online on the RALUT or University of Toronto websites:

<https://donate.utoronto.ca/>

If you use the university online form, enter RALUT in the search box.

Every donation will receive a university-issued tax-deductible receipt.

With your help, we can MAKE A DIFFERENCE

Sincerely yours,

Beate Lowenberg
President



University of Toronto

GIFT COMMITMENT FORM

The BPP-RALUT Boundless Memorial Award at the University of Toronto

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Installment(s) of \$ _____ for a total of \$ _____ Beginning in _____ (month), 20____

Ending in _____ (month), 20 ____

Please return this form along with your donation (if applicable) to:

Retired Academics and Librarians of the University of Toronto (RALUT),
Ste 412, 256 McCaul St., Toronto ON M5T 1W5

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University of Toronto*



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soak up the rays on the '3 season patio' or experience a delightful meal
in one of the lovely dining areas!

The Faculty Club would like to extend an invitation
to all RALUT Members to join the club!

A Retired Membership offers its members excellent benefits and discounts.

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www.facultyclub.utoronto.ca

CAUT ALMANAC 2013-2014

A selected sample of highlights from the CAUT Almanac appears below. Thanks to the College and University Retiree Associations of Canada (CURAC) for permission to use material from Bulletin No.3, October 2013.

- ▶ Federal government cash transfers to post-secondary education (PSE) have declined by 50% between 1992-93 and 2012-13.
- ▶ In 2011, community college revenues increased by 5.2% from 2010.
- ▶ Universities are relying increasingly on private income sources. Between 1981 and 2011, the proportion of university operating revenue funded from student tuition increased from 13% to 37%.
- ▶ In 2011, spending on academic salaries represented only 19% of university expenditures, down from 30% in 1981.
- ▶ Average salaries for all Canadian full time university teachers increased by 2-8% between 2010 and 2011.
- ▶ Female academic staff continued to earn less than their male counterparts.
- ▶ The proportion of full time university teachers beyond the age of 65 more than quadrupled between 2001 and 2011 to 5.1% (8.3% of males and 3.8% of females).
- ▶ In 2011 36.6% of all full time teachers were female but only 22.8% of Full Professors were female.
- ▶ The average salary of full time teachers in 2011 in Canada was \$112,578.
- ▶ In 2006, 14.9% of university teachers had visible minority status, primarily south Asian and Chinese. 86.8% of university teachers were Canadian citizens.
- ▶ In 2011, 202,974 undergraduate degrees, 47,778 Master's and 5,961 Doctorates were awarded in Canada. 190,311 community college certificates and diplomas were awarded.
- ▶ In 2010-11, international students made up 7% of undergraduate FTE enrolment but 17% of Master's and 24% of Ph.D. programs.
- ▶ Among first year students in 2010, 5% identified as aboriginal, 24% as a member of a visible minority group and 9% as disabled.
- ▶ Tuition costs have grown markedly. Ontario has the highest average tuition at \$7,180 while Newfoundland has the lowest at \$2,649.
- ▶ The average Canada Student Loan for full time university students was \$5,238.



Monthly Luncheons

Members of RALUT get together for lunch at the Faculty Club on the first Wednesday of each month. We would love to have you join us for some good conversation.

Committee Chairs 2013/2014

Benefits: Mary Alice Guttman (with Doug Creelman acting as interim chair January through March 2014)

Commemorative Initiatives: Beate Lowenberg

Communications: Robin Healey

Membership: Jody Macdonald

Nominations: Michael Finlayson

Pensions: John Munro

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