

RALUT REPORTER

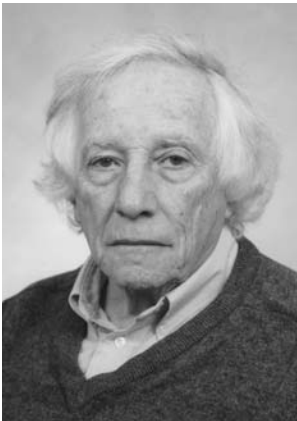
RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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Vol. 4 No. 1 March 2004

President's Report

Learning the alphabet and numbers.



The newness of RALUT on the retiree scene makes it a large overgrown toddler, in need of instruction. The rest of the continent has seen similar development. Proliferation of retiree associations in hundreds of institutions of higher education has meant that another means of communication has become a necessity. The formation of national bodies with representation from each member school has become the norm. Canada has CURAC and the US

has AROHE, each barely two years old.

Toronto area has its own Triangle Group consisting of Ryerson, Toronto and York. It has been slow in developing an acronym but will be obliged to do so if it expands to the rest of the Golden Horseshoe.

Within the University we have learned to include JWG in our alphabetical repertoire, because there are sections of its work of concern to retirees. The old UTFA letters do not have to be relearned but we should be mindful of their significance., as little RALUT work with the university can be negotiated without them.

Issues such as MR or now non MR, have resurfaced and promise to become new legislation within the year. DB as opposed to DC are being debated and retirees are interested in what has been defined, even though they will neither benefit nor contribute to their own pension changes.

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A Disappointment

In the preceding number of the Reporter, we reported on the upshot of the mediated settlement for salaries, benefits and pensions. The improvements that had been achieved were applauded.

The following item was written by Marvin Gold, Vice Chair of RALUT's Pension Committee. It presents the outcome of discussions in the Pensions Committee. It arrived too late for the last number of the Reporter. But the opinion which it records needs to be expressed: so, better late than never.

The Pensions Committee met and was informed of the details of UTFA salary, pensions and benefits settlement with the administration.

We felt betrayed and dismayed at the terms dealing with pensions. A munificent top-up of 0.94% will be awarded to pensioners who retired prior to 2002; this increase will begin in February 2004.

In another part of the award, indexation of CPI will be at 100%. Pensioners who retired prior to 1981 will receive a \$1000 for medical benefits.

That's it!!!

The active faculty did rather better in this settlement than did retired faculty and librarians. The two-year mediated settlement gives regular faculty and librarians an increase of more than 6% over the two years covered by the settlement. This was in the Across the Board (ATB) portion of the settlement alone. But there was more. Each active faculty member will receive an increase in their personal research allowance. More importantly, the Senior Salary level has been raised to well over \$130,000

We don't begrudge the regular faculty and librarians the gains that have been achieved. We are concerned that these were not matched by gains for retirees.

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Mandatory Retirement for Academic Faculty Based on Faulty and Inappropriate Reasoning

Suzanne Hidi

[Editor's Note: You may recall that at the UTFA-RALUT symposium on "Redefining Retirement" that Vice President Angela Hildyard remarked that mandatory retirement could be justified because there are declining cognitive abilities as faculty and librarians age. Does cognitive function decline with age? This is a question for research, and research is clear that her assumption regarding academic workers is incorrect. RALUT is gathering summaries of this ongoing and interesting research. Here is the promised report on that research.]

Mandatory retirement is the removal of individuals' right to work. It is a form of discrimination, and it may be the only one that exists legally in our society. It is a deplorable practice that has been supported, at least partially, by the assumption of mental deterioration of those over 65 years of age. Thus, the validity of this assumption is one of the main issues that have to be considered in discussions of redesigning mandatory retirement of academic faculty.

The question of the intellectual decline of seniors can be considered in terms of the population in general and in terms of academics such as university faculty, in particular. While there is no doubt that aging in general tends to have negative effects on the physical health of individuals, there are reasons to question whether a decline in general cognitive functioning is a normal consequence of aging in all humans. In fact, it can be shown that, in terms of cognitive functioning, those cognitive abilities that are most relevant for successful academic performance are least likely to show early and drastic decline, and furthermore, that the change in cognitive performance of academics may differ from the average population.

One of the most important studies that examined the growth and decline of intellectual abilities over the life span was conducted by McArdle, Ferrer-Caja, Hamagami and Woodcock (2002). These researchers have compared the developmental patterns of fluid and crystallized intelligence (Gf and Gc). The theory of the fluid and crystallized intelligence, also referred to as Gf-Gc theory (e.g., Cattell, 1941, 1971; Horn 1971, Horn & Cattell, 1966), proposes that two dimensions account for primary intellectual ability. Fluid intelligence represents the measurable outcome of biological factors such as heredity or health issues. Crystallized intelligence, in contrast, represents the measurable outcome of more environmentally influenced factors such as education, experience and acculturation. The theory basically disputed a unitary structure of general intelligence (G – alone), and made explicit predictions concerning a variety of factors such as structural, kinematic trends, and dynamic process.

The aspects of the theory most relevant to the present discussion are the kinematic trends or age-curves that predict a developmental separation of the Gf and Gc factors. These predictions were supported by a wide range of studies showing that Gf and Gc functions both rise through youth until early adulthood. Then the two factors separate; Gf declines rapidly whereas Gc continuously increases well into the 60s and 70s.

The theory as originally proposed went through a number of changes (e.g. Horn 1985, 1986), and many questions have

been raised about the validity of cross-sectional versus longitudinal age studies. Recently, however, McArdle et al. (2002) have confirmed that broad fluid reasoning (Gf) and acculturated crystallized (Gc) knowledge indeed have different growth patterns. More specifically, Gf peaks at an earlier age than Gc (22.8 vs. 35.6 years) and declines at an earlier age (45.5 vs. 71.3 years). Interestingly, three composite measures of Gc that reflect academically relevant functioning (broad quantitative ability, reading and writing, and broad academic knowledge) also showed slower decline rates than other measures of cognitive ability that are less relevant to creative and academic endeavors (e.g., processing speed, visual and auditory processing, short-term memory). The authors concluded that any model of cognitive age changes which focuses on only a single factor yields an overly simplistic view of age-related changes.

Other researchers have also shown that a decline in memory and cognitive abilities are not inevitable consequences of aging. For example, when older adults as compared to younger subjects were asked to integrate several aspects of an experience, age differences in memory performance disappeared. This finding is also relevant to academics' performance as their work involves continuing integration of information from many sources that is likely to lead to reduced if not eliminated memory deficit.

In addition, to the issue of cognitive decline, there are important motivational issues that should be considered when evaluating mandatory retirement of academics. As a group (although not necessarily each individual member) academics can be characterized by a Love of Learning and Love of Thinking and Individual Interest (Hidi & Renninger, 2004; Renninger, Sansone, & Smith, 2004). Underlying these characteristics are continuing desire to acquire knowledge, to experience high positive value and affect towards their work, and to be highly motivated to continue their endeavors. Where many non-academics can hardly wait for their retirement, academics are frequently distressed and devastated when they are forced to retire. For many academics, the combination of continuing mental activity, fueled by on-going high levels of stimulation such as designing new research, writing grant proposals, participating in thesis committees, etc., combined with positive emotions and high levels of motivation, seems to produce integrative brain functioning capable of continued knowledge acquisition and high level output.

This has been a brief review of the evidence. It clearly supports Lauerman's conclusion that "The brain rejects mandatory retirement at age 65" (Harvard Magazine, 1996).

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About Our Travel Insurance

A Note from the Benefits Chair

Our benefits package includes a pretty good “Deluxe Travel Plan” which covers us if we, or a member of our family have a medical emergency while out of the province or away from the country. However (and there seems always to be a “however”), the people who manage it for the University have some problematic and sometimes difficult requirements.

A couple of recent cases have called our attention to some of the rather simple, but sometimes nearly impossible requirements to meet, requirements that require some forethought.

1. Carry a copy of our “Outline of Benefits” with you. This lays out what must be done if reimbursement for any health services is to go smoothly. Don't have one? Get one, from the RALUT office or from the internet:
<http://www.utoronto.ca/hrhome/peninfo.htm>
2. When a health problem arises, call 1-800-936-6226, or if not in North America, O-519-742-3556 (collect). Do this **immediately** (at least within 24 hours). They can smooth

things. What, you might reasonably ask, if you are hurt and unable to call? Get someone else to; if really impossible, the process will be difficult and time consuming when you get home and need reimbursement for your expenses.

3. Know your Green Shield number, and the “World Access Group identifier.” It is #9758. These numbers should be on the card that Green Shield sent to you. Interestingly, that magic number was missing from the back of the card they sent to me; it is, however, buried on p. 10 of the “Outline.” I found that World Access would not talk to me without that number – they handle many plans, and have to identify ours when you call. With the number. Not with the name, they don't apparently have a way to look that up.
4. Keep all your receipts. And all the paper work associated with your medical emergency – things like orders for lab tests and drug prescriptions.

Illness or accident when away can ruin a good day; being prepared can help lessen the hardship.

Doug Creelman

Discounts for University-Related Travel!

Germaine Warkentin

Did you know – we didn't – that retirees are eligible to take advantage of the University of Toronto contract with Avenue Travel for travel on academic or university-related business? Since those of us who travel to do research or to attend conferences and professional meetings are often self-funded, this is very good news. Discounts vary, but a recent flight I booked (Toronto/Kalamazoo return) was discounted about 15%. Both the university and the travel agency are keen to offer this advantage, since the more academics who use the service the larger the discounts in the long

run. There are no precise guidelines for what travel is eligible, though their cheerful consultant admitted that they would probably balk at booking a holiday trip to Cancun!

To make arrangements, contact Beth Forward, University of Toronto Travel Centre, Carlson Wagonlit Avenue Travel, 288 Lawrence Avenue West, Toronto ON M5M 1B3.

Phone 416-789-1011x274, or 1-866-670-0085.

Fax 416-789-4038.

E-mail: beth@avenuetravel.ca

Thanks

RALUT and its Executive Committee have appreciated the work of Joan Hind-Smith who has served as Secretary for the past year. Joan resigned at the beginning of 2004. She filled the post following John Gittins' tenure and had devoted herself to the minutiae as well as the big picture. Joan approached the tasks with seriousness and commitment and achieved her goals of keeping the organization running, despite the complications of working with retirees whose interests and attention to detail

were so diverse. Organizations such as RALUT cannot function without Joan and people like her who care about intra-organizational management, because it makes the rest possible.

RALUT expresses its thanks to Joan for a job well done

Ralph Garber

Mandatory Retirement continued from page 2

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Honours

Prof. **Martin Friedland**, of the Faculty of Law and a member of RALUT, has just been honoured with a promotion within the Order of Canada to Companion of the Order of Canada

Here is the Governor General's citation:

Martin Friedland has made outstanding contributions to the Canadian legal system and to the administration of justice. University professor and professor of law emeritus at the University of Toronto, he has authored one of the most definitive studies of the role of the judiciary in our country. His legal writings have been wide ranging and have been cited by the highest courts in Canada and abroad. In addition, he has played significant roles in a number of government commissions and committees. As a legal scholar and teacher, he has inspired a great many young lawyers and students.

Presidents Report continued from 1

(The full names of these various lettered groups will be revealed in due course: it is sufficient for beginners to simply know the initials and recite them when called upon.)

Numbers have to be learned and the proliferation of surveys, questionnaires, internet queries sent by many of these new acronyms, are a sign of vitality and "Is anybody else out there?" responses to this strange new world. We will soon know about the retirement picture in detail and will then await the deeper analysis that must necessarily follow. We will not lead any coalition of the willing without checking our intelligence first, that is with a capital I.

In the interim, RALUT continues to explore, through its several standing committees, what benefits, pensions, policy issues are affecting us and what we can do to influence the effect.

A Disappointment continued from page 1

We were extremely disappointed that the dental benefits enjoyed by retirees were not increased at all.

What really disturbed the Committee, however, was something that became clear at UTFA Council when the settlement was discussed and approved. It appears that the UTFA Negotiating Team dropped the dental benefits part on the UTFA list. UTFA Council was told that this demand was taken off the table, because team members did not conceive it to be an important priority item!

We found it surprising that the members of the team took this position given all the hard work and (near) endless meetings of the UTFA Salary, Pensions and Benefits (SPB) Committee that went into drawing the negotiating terms for the initial position. Its importance can be gauged from the work that went into assuring that it appeared on UTFA's terms for negotiations.

Prof. **A. Wilhelm Neuman** of the Department of Mechanical and Industrial Engineering, has been awarded the "2004 Adhesion Society Award of Excellence in Adhesion Science, sponsored by 3M".

Here is part of the citation from the Adhesion Society.

Adhesion in many systems is strongly influenced by wettability, contact angles and surface tensions. Having published over 300 papers in refereed technical journals and dozens of book chapters since 1960, Wilhelm Neuman of the University of Toronto has had a profound impact on the field of surface thermodynamics. He is internationally recognized as the leading expert on the measurement of contact angles and liquid surface tension, and on their use in determining the surface tension of solids. Moreover, he has pioneered the development of many novel experimental and analytical techniques based on thermodynamic models for a wide variety of physical phenomena.

The Annual General Meeting in April will hear the results of these efforts.

The AGM will also have to consider some momentous and not so momentous changes to the constitution. Ranging from changing "the" to "a" at the lower end; to having "two" instead of "one" when naming the vice presidents of RALUT at the upper end. Increasing the number by one hundred percent should qualify as momentous.

New organizations have some housekeeping to do to clean up constitutions and processes created at its beginning which do not continue to have utility as the organization matures. The Nominations Committee will introduce a slate of members to be elected to the Executive Committee; and reports that RALUT has already reached the stage where there is competition to serve and some excellent candidates will have to be deferred for a year.

There is another thing that dismayed us.

This was the fact that Negotiating Team did not report back to the UTFA SPB Committee. We were under the impression that this practice, of the responsibility of the negotiating team to the committee, had been agreed upon. In fact, there was discussion at UTFA Council about embodying this requirement in the constitution. In the end it was not made a constitutional requirement. But there was strong case for accepting in practice the principle that the negotiating team must come back to the committee before making any deal: our Negotiating Team seems not to have accepted this principle.

There were two members of RALUT on the negotiating team. One wonders whether they could not have better defended the interests of retirees.

[The retiree members of the negotiating team declined comment. They did their best for us, I am sure. But negotiations are what they are.]

RALUT Members' Current Publications and Honours

We welcome submissions to "Current Publications and Honours," which should be sent to Germaine Warkentin, g.warkentin@utoronto.ca. Contributions may be lightly edited for reasons of space. For the spring REPORTER the deadline is May 1, 2004.

Cornelia J. Baines (Public Health), besides giving five invited lectures, and participating in four committees or working groups, has published "Commentary" (invited), *Evidence-based Obstetrics and Gynecology*, 2002; 4:202; "Mammography screening: Are women really giving informed consent?" *Journal of the National Cancer Institute* (2003; 95); "Reflections on Screening and Breast Cancer Mortality" (invited), *Journal of Clinical Oncology* (2003); "Eco-rage," *Scarlett J/A* 2003:66; "A Scientific Spat," *The Medical Post*. (2002); "Mammography screening: talk-back," *The Medical Post* (2002), and two co-authored articles.

John Beckwith (Faculty of Music). In March 2003 the opera division of the faculty of music produced *Taptod!* (libretto, James Reaney; music, John Beckwith), based on the founding of York (Toronto). There was a preview discussion on February 5, and on March 8 the humanities initiative of the Munk Centre for International Studies held a one-day symposium with speakers from a wide variety of disciplines, including the composer and the librettist (proceedings appear on the Munk Centre's website, www.utoronto.ca/mcis/hi/). Beckwith's *A New Pibroch*, for Highland pipes, percussion, and strings, received its first performance on 23 March by New Music Concerts, which commissioned it. A CD, part of the "Portraits" series (Centrediscs), was released in May; the 2-CD release includes a one-hour interview with Beckwith and some of his associates, and four compositions: *The Trumpets of Summer* (1964), *Taking a Stand* (1973), *Synthetic Trios* (1986), and *Stacey* (1998). Beckwith has also published "Thomas-Étienne Hamel and his 'Annales musicales du Petit-Cap': a manuscript song collection of nineteenth-century Quebec," in the *Canadian Journal of Traditional Music*, no. 29, in January.

James F. Bendell (Forestry) is serving on provincial, municipal, and public boards concerned with the environment. He has published "The Meaning of Rattray Marsh: a Place Most (ly) Natural," in *Mississauga: The First 10,000 Years*, ed. F.A. Dieterman (Toronto: Mississauga Heritage Foundation, 2002), 37-52.

Chantal Bertrand-Jennings (French and Women's Studies) has published *D'un siècle l'autre: Romans de Claire de Duras*. Paris: La Chasse au Snark, 2001, in addition to three articles: "Pour un code de valeurs au féminin: poétique d'Andrée Chedid

dans 'Un jour, l'ennemie.', in *La Francophonie sans frontière*, Paris, L'Harmattan, 2001, pp. 395-407, "Simone de Beauvoir et l'Âge de discrétion," *Simone de Beauvoir Studies* 17 (2000-2001), 105-117, and "Le génie d'Annie Ernaux: une esthétique au service d'un engagement social", *Revue des lettres et de traduction* 6 (mai 2000), 363-382.

Eleazar Birnbaum (Near and Middle Eastern Civilizations): "Interlinear translation: The case of the Turkish dictionaries," in *Essays in Honour of Barbara Flemming*, vol. I, ed. Jan Schmidt, *Journal of Turkish Studies*, 26.1 (2002), pp. 61-80.

Eleanor Cook (English) gave an invited talk to an international conference on rhetoric at the University of Waterloo in August, 2003. She also spoke on the Modern Language Association's "What's the Word" series to their various radio outlets in the USA in March 2002. She has recently OKed final proofs for "Enigma as Art," *Literary Imagination* 6 (2004): 1-16.

Dennis Duffy (English) was awarded the Association for Canadian Studies in the U.S. (ACSUS)'s Wilbur Z. Smith prize for his article on the cultural formation of Algonquin Park in the *American Review of Canadian Studies*. He is currently a coordinator for the VIC ONE program at Victoria College and a member of the Academic Advisory Board of the fledgling Sea to Sky University in Squamish, B.C.

Myron J. Gordon (Rotman School) published with Jeffrey S. Rosenthal, "Capitalism's Growth Imperative," *Cambridge Journal of Economics* 2003, 27,25-48; he also published "Is China's Financial System Threatened by Its Policy Loan Debt?" *Journal of Asian Economics* 14(2003) 181-188; and "How Exploitation of Third World Countries Is Transformed into First World Productivity Growth," *Challenge: The Magazine of Economic Affairs* Nov-Dec 2003.

Don Kerr (Geography). published "The Gamble for Canada," *The Beaver* 82 (January 2003), 8-12, and "Small Banana-growing Island: the Latest Victim of Free Trade," *The Canadian Centre for Policy Alternatives* 9.7 (January, 2003), 19.

Lino Grima (Institute for Environmental Studies) has published, with S. Horton, S. Kant, and A. Fenech, (eds.) "Natural Capital, Poverty and Development," in *Environment, Development and Sustainability*, 5:3-4, 2003, pp. vii, 297 - 510; with S.Horton, S.Kant, "Introduction: Natural Capital, Poverty and Development," in S. Horton, S. Kant, A.P.L. Grima and A. Fenech (eds.) *Natural Capital, Poverty and Development*, special issue of *Environment, Development and Sustainability*, 5: 3-4, 2003, pp. 297 - 314.

Gila Hanna (OISE/UT) was named Fields Institute Fellow, a title (lifetime appointment) conferred on selected individuals who have made outstanding contributions to the Fields Institute for Research in Mathematical Science, its programs, and to the Canadian mathematical community. Publications include (with

Great Chances for Retirees

Doug Creelman draws our attention to the following:

The Association of Commonwealth Universities' has recently developed a Retired Academics Database (RAD). RAD uses retired academics and university administrators to fill vacancies in developing country universities for periods ranging from 3 month -2 years.

This may be of interest to colleagues who are retired or are approaching retirement.

If you would like additional information on this project, please visit their website:

<http://www.acu.ac.uk/adverts/rad>

H.N. Jahnke), "Using ideas from physics in teaching mathematical proofs," in Ye, Q., Blum, W., Houston, S. K., and Jiang, Q. (eds.) *Mathematical Modelling in Education and Culture* (Chichester, UK: Horwood Publishing, 2003), pp. 31-40; with E. Yackel, (2003). "Reasoning and proof," in J. Kilpatrick, W. G. Martin, & D. E. Schifter (eds.), *A Research Companion to Principles and Standards for School Mathematics*, (Reston, VA: National Council of Teachers of Mathematics, 2003), pp. 227-236; and "Journals of Mathematics Education, 1900-2000," in Coray, D. and Furringhetti, F. *One Hundred Years of L'Enseignement Mathématique: Moments of Mathematics Education in the 20th Century* (Geneva: L'Enseignement Mathématique, 2003), pp. 67-84; "Reaching Gender Equity in Mathematics Education," *The Educational Forum*, 2003: 67.3, pp. 204-214; with H.N. Jahnke, "Arguments from physics in mathematical proofs: An educational perspective," *For the learning of mathematics*, 22.3, 38-45; also with H.N. Jahnke, "Another approach to proof: Arguments from physics," *International reviews on mathematical education*, 2002: 1.02, 1-8, and with N. Sidoli, "The story of ESM," *Educational Studies in Mathematics* 2003: 50.2, 123-156. Professor Hanna also co-authored (with Y. DeBruyn, N. Sidoli, and D. Lomas), "An application of concepts from statics to geometrical proofs," in Rogerson, A. (ed.) *Proceedings of the International Conference on the Humanistic Renaissance in Mathematics Education*, 166-171, Palermo, Italy: University of Palermo, 2002.

John McClelland (French) published "From Word to Deed: The Possibility of Reconstituting Late Ancient and Early Modern Athletic Practice from Written Documents," in *Actas—V Congreso de Historia del Deporte en Europa*, ed. Teresa González Aja et al., Madrid: Universidad Politécnica. Pp. 407-16; "Ball Games, from the Roman Gentleman to the Renaissance Warrior," *European Sports History Review* V (2003), 46-64. He gave a public lecture, "Sport in the Service of the res publica: Imperial Rome and Renaissance Europe" at the Center for Medieval and Renaissance Studies, UCLA, 18 February 2003; was Plenary speaker, on the topic "From Shakespeare to Rabelais: What would life be without arithmetic?" at the North Plains Conference on Early British Literature, Minot State Univ., Minot North Dakota, 5 April 2003; and gave the keynote speech, "The Erotic in Sport: A Humanist's Perspective," at the Annual Meeting of the North American Society for Sport History, Columbus, Ohio, 26 May 2003. He has been interviewed about sport and about French culture by the National Post, the Hamilton Spectator, Radio Canada, and Global Television, and on 7 June 2003 was guest panellist on CITY TV's "The Sex Show."

George Milbrandt (Faculty of Education) and Chris Stephenson published *Careers in Computing* (Holt Software Associates, January 2001) and an article "Helping Students Prepare for Careers in Computing" in *Learning & Leading with Technology* (December/January 2001-02, 32-35 & 56).

N.N. Shneidman (Slavic Languages and Literatures), published *The Three Tragic Heroes of the Vilnius Ghetto: Witenberg, Sheinbaum, Gens*, Oakville: Mosaic Press, 2002, and "Contemporary Prose in Post-Soviet Russia," *Toronto Slavic Annual* 1 (2003), 256-266. *The Three Tragic Heroes of the Vilnius*

Ghetto was awarded the 2003 Canadian Jewish Book Award for Holocaust History.

Ernest Sirluck (English) has published three reviews in the *Literary Review of Canada: The Diaries of Northrop Frye, 1942-1955*, ed. Robert D. Denham (September 2002, pp.22-23); Martin L. Friedland, *The University of Toronto: A History* (March 2003, pp. 20-22); Terry Copp, *Fields of Fire: The Canadians in Normandy* (November 2003), pp.26-28.

Jordan Howard Sobel (Humanities, Scarborough) was awarded an Honorary Doctorate of Philosophy in 2003 by Uppsala University. He has published *Logic and Theism: Arguments for and against Beliefs in God*, Cambridge University Press, 2004, and two reviews: of *The Design Inference: Eliminating Chance Through Small Probabilities* by William A. Dembski, *Mind* (2003), 521-5 and of *Hume, Holism, and Miracles* by David Johnson, *Mind* (2003), 728-33.

Ian W.J. Still (Chemistry) published (with A.Houmam and E.M.Hamed), "A Unique Autocatalytic Process and Evidence for a Concerted-Stepwise Mechanism Transition in the Dissociative Electron-transfer Reduction of Aryl Thiocyanates", *Journal of the American Chemical Society* (2003) 125. 24, pp.7258-7265.

Blanche Lemco van Ginkel (Architecture) was honoured by the Order of Urbanists of Québec in November. At the celebration of the fortieth anniversary of the founding of the professional organization, of which she was one of the three founders, she presented Le Prix Blanche van Ginkel to twenty people who had made a significant contribution to the development of urbanism in Québec since 1963.

John Westgate (Geology). Besides eleven papers on which he has collaborated, Prof. Westgate is the author, editor or senior author of several other publications: (with A.S. Sandhu, S.J. Preece, and D.G. Froese), "Age of the gold-bearing White Channel gravel, Klondike district, Yukon," in *Yukon Exploration and Geology 2002*, ed. D.S. Emond and L.L. Lewis, Exploration and Geological Services Division, Yukon, Indian and Northern Affairs Canada, pp. 241-250; (with S.J. Preece and T.L. Péwé), "The Dawson Cut Forest Bed in the Fairbanks area, Alaska, is about two million years old," *Quaternary Research* v. 60 (2003), pp. 2-8. He was also guest editor of the Troy Péwé special issue of *Quaternary Research* 60 (2003), 1-132, for which he wrote the Preface.

Fred Wilson (Philosophy) published "Education as Economic Investment: Comments on Tuition Fee Policy," *Interchange*, 34 (2003), pp. 89-104; "Are Faculty Strikes Unethical?" *Journal of Academic Ethics*, 1 (2003), 27-39; "The Vienna Circle and Freud," in W. Huemer and M.-O. Schuster, eds., *Writing in the Austrian Tradition* (Edmonton, Alberta: Wirth-Institute for Austrian and Central European Studies, 2003), pp. 13-36; and "The Aboutness of Thought," in T. M. Lennon, ed., *Cartesian Views: Papers Presented to Richard A. Watson* (Leiden: Brill, 2003), pp. 151-164.

Joan Winearls (Library) published "For the Birds: How an Extraordinary Partnership Between a Painter [Allan Brooks] and a Poet [Wallace Havelock Robb] led to a Singular Group of Bird Paintings" *Rotunda* 34.3 (Spring 2002) 12-17.



CARP and RALUT - WORKING TOGETHER

Welcome to CARP, Canada's Association for the Fifty-Plus! RALUT has arranged for you to receive a discount membership in CARP and a subscription to 50 Plus Magazine for one year. CARP is a ticket to great savings, an award-winning magazine and a strong national voice for Canada's fifty-plus! Today, over 400,000 members support CARP's mission to effectively promote and protect the rights and quality of life of mature Canadians through advocacy, education, information, and CARP-recommended services & programs.



A non-profit organization, CARP does not receive government operating funding in order to maintain its independence.

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The award-winning 50 Plus Magazine is published bi-monthly, with three special issues on money, travel, and retirement living. Filled with critical information, humour and articles of interest to Canadians over the age of 50.

Offer: UT03

New CARP Member CARP Membership Renewal

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RALUT Annual General Meeting

Tuesday, April 20, 2004, 1:30 – 4:30 pm
Alumni Hall, Victoria College

Agenda

- 1) Approval of Agenda
- 2) Approval of Minutes for April 24, 2003 AGM
- 3) President's Report
- 4) Treasurer's Report
- 5) Benefits Committee Report
- 6) Pensions Committee Report
- 7) Policy & Public Issues Committee Report
- 8) Membership Committee Report
- 9) Newsletter & Communications Report
- 10) Amendments to RALUT Constitution
- 11) Approval of New Fee Schedule
- 12) Election to Fill Vacancies on Executive Committee
- 13) Increase in Retired Members on UTFA Council to Four
- 14) Other Business
- 15) Adjournment

Note: Refreshments Served @ 12:30

AMENDMENTS TO THE CONSTITUTION

Recommended by the Executive - requires two-thirds majority approval at AGM (Article 10)

Note: additions underlined and deletions in [brackets].

Article 3: Membership Fees

Third sentence: "Changes in fees can be recommended by the Executive Committee to [an Annual] a General Meeting."

Rationale: This amendment widens the options available for the Executive Committee regarding fee changes from once each year to any appropriate time there is need for a modification in fees – subject to approval by the members at a General Meeting.

Article 8: Executive Committee

First sentence: "Composition: The Executive Committee of RALUT shall consist of the immediate past-President and up to [twelve] fifteen Members and Associate Members elected by the members who, except for the initial terms of office, shall serve for two years."

Rationale: Due to an increase in the number of committees as well as to insure that each committee has a reporting and participant seat on the

Executive, it is proposed the maximum number of Executive Committee members be increased by three.

Article 9: Officers of RALUT

b) Two Vice-Presidents

Rationale: The work of RALUT has expanded since its inception and there is a need for re-distribution of responsibilities among the Officers. The two major committee groupings of "Program" (Benefits, Pensions and Policy & Public Issues) and "Operations" (Membership, Communications and Office) each require the attention of an Officer, other than the President.

New Annual Fee Schedule (Starting January 2005)

Approved by the Executive - requires majority approval at AGM (Article 3)

Retired academic or librarian:	\$50.00
Spouse/partner academic/librarian – at same address:	\$35.00
Associate member:	\$35.00
(First Year Free)	
Surviving spouse/partner:	\$10.00
Retiree over the age of 80:	\$35.00
Retiree over the age of 90:	Free

Publication Notice

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Executive Committee

Ralph Garber, President

Peter Russell, Past President

George Milbrandt, Vice-President

Ralph Garber, Interim Secretary

Ann Schabas, Treasurer

Doug Creelman

(Chair, Benefits Committee)

Harvey Kerpneck

(Chair, Pension Committee)

Kenneth Rea

(Communications Director)

Helen Rosenthal

Fred Wilson

(Editor, RALUT Reporter)

Scott Eddie

Meyer Brownstone

(Chair, Policy Committee)

Beate Lowenberg

(Chair, Membership Committee)

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