

RALUT Annual General Meeting 2007

The Annual General Meeting of RALUT was held on **Tuesday, May 1, 2007** at 1 pm in **Alumni Hall, Victoria College**. The special speaker was **David Naylor**, President of the University of Toronto, whose topic is *U of T's Third Century: What direction should we take now?*. A light lunch was served between 12 noon and 1 pm.

AGENDA

1. Approval of minutes of 2006 Annual General Meeting.
2. President's report.
3. Treasurer's Report.
4. Senior Scholars Committee Report.
5. Membership Committee Report.
6. Benefits Committee Report.
7. Pensions Committee Report.
8. Report of the Policy Committee
9. Newsletter.
10. Website.
11. Nominations Committee Report: Elections.
12. Other business.
13. Adjournment.

MINUTES OF THE 2007 AGM

The minutes will be available in June, 2007.

MINUTES OF 2007 AGM

The RALUT Annual General Meeting was held on Tuesday, May 1, 2007 in Alumni Hall, Victoria College, University of Toronto. A light lunch was served between 12 noon and 1 pm.

At 1:00 pm, RALUT President Doug Creelman welcomed the assembly and introduced the invited speaker, David Naylor, President of the University of Toronto. President Naylor's topic was very timely, *U of T's Third Century: What direction should we take now?* The University of Toronto, established as King's College in 1827 is only 20 years away from its third century. It is a large university by most measures: 70,000 students, of which 59,000 are undergraduates. The current graduate enrolment of 12,000 is likely to increase and become a larger proportion of the student body. U of T has 76 doctoral programs, 30 of which are unique to Ontario and 13 are unique to Canada.

Prof. Naylor argued that the focus of planning the future of the University will be striking a balance between Education and Scholarship, the evolving core missions of the University. The emphasis on Education is to enhance the student experience by fostering, inter alia, small classes, hands-on learning, mentoring and increasing the academic contact between cutting edge researchers and undergraduates. The current student-faculty ration of 26:1 (compared to the provincial mean of 22:1) clearly needs to be improved.

Prof. Naylor described our University as a 'research powerhouse', one of the top three in North America. Striking a balance between the student experience and fostering excellence in scholarship, is complicated by the very rapid increase in student enrolment (e.g. a doubling at UTSC in 10 years) and the treadmill of the Basic Income Unit (BIU) model which currently does not reflect either quality teaching or the role of intensive research. In spite of increases in tuition fees (\$2900 ten years ago to \$4300 at present), the per student funding at U of T (\$26,000) sorely lags the average of the research intensive universities of North America (\$50,000). The complex administrative structure at U of T reflects the imperative to maintain the independence and differentiation of units with a long tradition and also to integrate resources and enhance innovation.

Following the stimulating and analytical presentation, David Naylor answered questions from the floor. These ranged widely: grade inflation, tuition fees, differentiation in academic mission among universities, the implications of the BIU-driven model on finances and quality teaching, the advantages of re-introducing the province-wide school-leaving examination.

Peter Russell, Founding President of RALUT, thanked President Naylor on behalf of the membership. He argued (only part tongue-in-cheek) that in asking for help to nurture the Great Minds of the future, it is fitting to keep in touch the Great Minds of the past.

The formal part of the AGM resumed at 1:45 pm with the following Agenda:

1. **Minutes of the 2006 AGM.** The Minutes were approved unanimously without change, Joan Winearls moving and Jack Stevenson seconding. All the documents referred to in these Minutes are available on the RALUT website.

2. President's Report. Doug Creelman thanked all those who volunteered their time, effort and expertise, and appealed for more volunteers to serve on the various RALUT Committees. He listed some of the initiatives in progress (such as the Retiree/Senior Scholars Centre, the UTFA-RALUT retirement planning seminar, and the evolving plans for a retirement living facility) in addition to the ongoing projects of the various committees which are listed in the Committee reports below.

3. Treasurer's Report. Diane Henderson, our Treasurer, presented a written Financial Report. The revenue for the year (\$31,887) exceeded the expenditures (\$27,219). Thanks to generous donations (\$2,279) and membership fees, RALUT has a healthy balance (\$41,188 on December 31). Diane moved acceptance of the Financial Report and, with Mary Joy Kellner seconding, the motion passed unanimously.

4. Senior Scholars Committee Report. Committee Chair Germaine Watkentin presented a written report. The highlights included the investigation of the extent that retirees remain eligible to apply for research grants from SSHRC, NSERC and the Canada Council; courses offered by the Library Services for retirees; Digital Archiving; the very successful second RALUT Symposium held at Massey College; and the development of a proposal for a Senior College.

Germaine is relinquishing the Chair of this Committee; she thanked all its members for their enthusiasm and commitment. The President thanked Germaine for her leadership over the years and moved a vote of thanks which was passed with applause.

5. Report of the Membership & Social Events Committee. Committee Chair Beate Lowenberg presented a written report. Since personal contact is the most effective recruiting option, she urged all members to encourage colleagues and friends to join RALUT. Beate also reported on the successful inauguration of the RALUT Endowed Memorial Award, which has already received many generous donations from our members. Our ongoing annual RALUT Memorial Student Bursary has recently been awarded to its second recipient. This committee also organizes social activities such as the lunches at the Faculty Club on the first Wednesday of each month and other social events, such as museum/gallery tours.

6. Report of the Benefits Committee. Committee Chair Ruth Pike presented a written report. Highlights included the preparation of a checklist, developed by Jack Stevenson, to meet the needs of one's family and/or caretakers providing care and making decisions in case of serious illness or death. The committee has made recommendations for improving Benefits at the current round of negotiations. Another significant initiative is the collaborative presentation of the UTFA-RALUT retirement planning sessions. Individuals' questions about Benefits are a recurring part of the work of this Committee.

7. Report of the Pensions Committee. Committee Chair Helen Rosenthal presented a written report. The 2006 (Winkler) arbitration award included augmentation for the two years ``to come into effect on July 1, 2006". In implementing this award, the augmentation for the first year of the award (2005-2006) was not awarded retroactively. It seems that this pattern has been followed in previous awards too. The current UTFA Negotiating Team has been advised of this

problem and the Committee hopes for a full augmentation retroactive to July 1, 2007. Another issue is the concern about the high cost of the management of the Pension Fund.

8. Report of the Public Policy Committee. Committee Chair Don Bellamy presented a written report. The main focus of the Committee is the development of a plan for a Retirement Home with long-term care facilities, preferably in the vicinity of the University and its research hospitals, academic activities, etc. Progress has been slow but encouraging.

9. RALUT Reporter. Fred Wilson, Editor, presented a written report; he thanked all contributors and asked for more contributions. The Reporter is the main instrument for communication among our membership.

10. Webmaster Report. Ed Barbeau made a brief report highlighting the listing of items that have been added to the website, such as the Calendar of Events and Library Courses for Retirees.

The reports of all the committees were received with thanks at this point in the agenda.

11. Nominations Committee report. Committee Chair Cornelia Baines was unavoidably absent. Her written report was presented by the President, Doug Creelman. There were no further nominations from the floor and the following nominations were accepted unanimously:

Returning members: Don Bellamy, Ruth Pike, Fred Wilson, John Stevenson, Helen Rosenthal.

New members: Dorothy Pringle, Scott Rogers.

(The current executive is listed below in the written report.)

The Nominations Committee presented the following motion: *that RALUT express its appreciation to Germaine Warkentin, a founding member of RALUT and continuing member of its Executive Committee, who played a major role in every aspect of RALUT, particularly for her accomplishments as Chair of the Senior Scholars Committee.* The motion was adopted with applause.

12. Other business. There was no other business.

13. Adjournment. Lino Grima and Germaine Warkentin moved adjournment. On the motion to adjourn, the meeting expressed unanimous votes of thanks to Jack Stevenson for his superb organization of the 2007 AGM, to Liz Walker for her outstanding administrative work on behalf of RALUT and to members of the Executive Committee for their continuing efforts.

Respectfully submitted,

Lino Grima

PRESIDENT'S REPORT

It is a joy and a trial to have this job: a joy because of the fine hardworking people who serve with me on the many committees of RALUT, and a trial because of the many things happening that I feel I should keep abreast of - more than I really can.

We have accomplished a great deal this year. And there are several accomplishments that have not quite happened yet. The real accomplishments are surveyed in the committee reports that you have. The lists of people and their amazing projects hardly does justice to the effort and time expended on them. So thanks to all the volunteers who make the organization the dynamic, creative, interesting place that it is. You, the membership of RALUT, are well served.

The several initiatives in progress run from the almost-settled organization of a Senior Scholars/Retiree Centre -- the Joint Planning Committee is now working on its *third* interim "Final Report" -- to the program to be conducted tomorrow, taking up the slack left by the University's cancellation of the very useful retirement planning seminars, to the still very much pie-in-the-sky project to build a retirement living facility affiliated with the University.

Can we do it with the dedicated workers committed to RALUT? Almost. But there are projects in need of people to pursue them. There are committees that need people to share out the responsibility for ongoing and planned initiatives. The literature on volunteer organizations says that people need to be recruited; they will not present themselves to help. I would love to see the RALUT membership make us the exception. So give us a hand. The hand that greets you will be a most grateful and welcoming one. Here is a list of RALUT Committees:

Pensions, Benefits, Senior Scholars, Public Policy, Membership, Communications. Do you need to be an expert? Well, we do need experts. But most of all, we need helpers. Think of it this way: were you an expert when you embarked on your graduate training?

Doug Creelman

TREASURER'S REPORT

Moved that the Report of the Treasurer for the year 1 January 2006 -- 31 December 2006 be adopted.

A report on the income and expenditures of RALUT will be handed out at the meeting. The funds available increased from \$36,520 on January 1 to \$41,188 on December 31. The total income during the years of **\$31,887** included \$28,360 in membership fees, \$2279 in donations and \$1248 in bank interest. Disbursements totalled **\$27,219**, of which \$9502 was devoted to administration and \$10,264 to communication. RALUT provides a bursary of \$1000 to an undergraduate.

Diane Henderson

REPORT OF BENEFITS COMMITTEE

The Benefits Committee has an overall representation and monitoring function for medical and health benefits as well as other benefits not specifically under the purview of other RALUT Committees. New members would be most welcome.

The Committee has continued to represent members in sorting out problems pertaining to benefits to which they are entitled. Because only newly retired academics and librarians are provided with a current list of benefits, on the Committee's recommendation, the RALUT website has a link to the updated list of benefits. Hard copies are available from the RALUT office for members without access to the internet. The Committee also offered suggestions for consideration in the next round of negotiations, based on the identification of several shortcomings or anomalies in the Green Shield Plan.

Under the leadership of Jack Stevenson, the Committee prepared a Checklist for use in preparing for the death of a U of T retiree or retiree's spouse. This was published in the Reporter and is available on the RALUT website. The checklist is also useful in summarising information to be given to anyone who may be responsible for handling financial or personal affairs. Our thanks to Jack Stevenson for his work on this project.

Because the University is no longer providing information sessions for potential retirees, RALUT and UTFA are presenting information sessions for all UTFA members planning retirement. The program will take place on May 2 in the upstairs dining room at the Faculty Club. UTFA is covering all costs.

UTFA is looking after the morning session, mainly dealing with financial issues, RALUT the afternoon session, "Social aspects of retirement". The panel will include Fergus Craik, the expert on cognitive aging, and Rory Fisher, retired head of Gerontology at Sunnybrook as well as some members of the Benefits Committee. Our thanks to Jock Galloway, who has been responsible for the organization of this project.

The Committee is working on the following projects:

Specialized exercise programs for retirees in the university athletic facilities similar to the programs available at York University.

Preparing a checklist of information to be recorded in a Personal Health Record.

RALUT Book Club.

The members of the committee are: Ruth Pike (chair), Gordon Nikiforuk (associate chair), Jock Galloway, Scott Rogers, Jack Stevenson, Peter Russell, Doug Creelman, Lino Grima (ex officio). Thanks for all their good work.

Respectfully submitted,

Ruth Pike

REPORT OF SENIOR SCHOLARS COMMITTEE

The primary responsibility of RALUT's Senior Scholars Committee is to represent and showcase the academic achievements of those who continue to do research. A major priority this year has been the investigation, in collaboration with our national body CURAC, of the extent to which retired academics remain eligible to apply for research grants. So far SSHRC, NSERC, and the Canada Council have confirmed that in various ways they are indeed eligible. There are two continuing problems, however. In the sciences the need to provide laboratory space sometimes means that a department chair may refuse to sign a grant application. CURAC is actively working on the interests of retirees in this area. Second, small research grants (under \$5000, funded by a percentage of the block grants) are administered by department chairs, for whom retirees cannot always have high priority. Such grants are particularly important to humanities researchers. On this issue we hope to see changes during the forthcoming SSHRC review of its block grant programme. We are hoping to hold a Forum for researchers in the humanities and social sciences in the Fall or Winter of 2007-2008, on the model of the very successful Scientists' Forum of last year; this project awaits volunteers to carry it out.

The committee serves both continuing academics and those retirees who have moved on to other interests. For example Joan Winearl's subcommittee on Library Services consults actively with U of T Library administrators, helping them to re-examine the way the library deals with *all* retirees, and last year's successful "Connectivity" and "Updating Searching Skills" workshops were staged again this year. RALUT members will soon see a special "Library" section on our website. Ken Rea's sub-committee on Digital Archiving will shortly be reporting on preservation concerns to all faculty (actively researching or not) who have created academic materials during their time at the university.

Our most visible public initiative has been the very successful RALUT Symposium, initiated in 2006. The second symposium was held on March 29 at Massey College, with eight papers of astonishing variety -- history, Near Eastern Studies, medical science, Voltaire, economics, Radisson, pathobiology, neurology -- and the packed house showed their enthusiasm for the range of the papers. Chancellor David Peterson accepted our invitation to open the proceedings, and spoke enthusiastically of the contribution retirees make to U of T as a continuing part of the university community. Registrants enjoyed morning coffee, a fine lunch in Ondaatje Hall, and a concluding wine and cheese reception. Plans are afoot for the 2008 Symposium, which will be organized by the same team, who clearly enjoy their job: John Dirks, Merrijoy Kellner, and John McClelland.

Again under the direction of Dr. John Dirks, we recently held two committee retreats to workshop ideas for a possible Senior College. Such projects, under various names, have been very successful in the USA, where the abolition of mandatory retirement did not remove the need

to provide support for advanced research by retired scholars. You will be seeing a report on this project early in the coming academic year.

RALUT is active in seeking out ways of demonstrating to the university community our desire to "give back" to the university. For example we have continued to encourage the university to use the qualified retiree pool to serve on committees and particularly to chair final defenses for the Ph.D. The Dean of SGS, Susan Pfeiffer, will be regularly reminding department chairs of this resource. We have also adopted the practice of having a representative attend Academic Board meetings. At the same time, we have been acting, where we can, as Ombudsman for retirees with academic problems. Privacy restrictions mean that I cannot report in detail on some of these, though access to office and lab space remains a thorn in everybody's flesh. One concern I can discuss however. After collecting anecdotal information from our committee members and volunteers, we asked you in a REPORTER article to tell us whether, and how, you had been appointed to Emeritus/a status. The results showed clearly that administration policy has been inconsistently administered, and information needed by prospective retirees is deeply hidden in the relevant web site. We have had a very cordial exchange of correspondence with Vice-Provost Edith Hillen on this, and measures are being put in place at all levels to make it easier for new retirees at the professorial level to apply, which must be done on the point of retirement and not later. In the REPORTER we have continued to cheer on the accomplishments of University of Toronto faculty and librarians in the twice-a-year column "Current Publications and Honours", but the quantity of material submitted has been so heavy that we are now drafting a new system for recording and publicizing these contributions. They are a vital part of the task of demonstrating to the administration that we are still part of the university community.

My thanks to the members of the committee this year are particularly heart-felt, as I am leaving the chairmanship after three years. I hope to return later as an advisory member of the committee, and possibly even a moderately active one, after taking a few month's badly-needed sabbatical. This is the most interesting university committee I have ever had the pleasure to serve on: well-informed, tightly knit, pro-active, and very good fun. I will miss them all, and I thank them for their assistance to me, and for their wonderful contribution to the work of RALUT and to all the retirees of the university. I congratulate the new Chair, and offer my continuing support for the work of the committee.

Germaine Warkentin.

REPORT OF MEMBERSHIP AND SOCIAL EVENTS COMMITTEE

Recruiting new members is naturally our focus and constant concern, and we continue to utilize a variety of initiatives in order to facilitate this.

The most effective method unquestionably is through personal contact. It is in all our interests, since RALUT's credibility and thus bargaining clout is directly related to its size, to encourage eligible colleagues and friends to join our organization. Since membership attrition is inevitable given our demographic slot, a regular and significant influx of new members is obviously essential. Many of us have developed numerous friendships while at this university;

consequently potential recruiting opportunities await us, and I urge you to make good use of them. There are still many who are eligible but have not yet become members.

Check our website for the latest news on social events, and consider attending them with a colleague who could be encouraged to join our organization. Helping RALUT increase its member base will benefit all current members, now and in the future.

Although all members regardless of their location benefit from RALUT's constant efforts on their behalf with respect to fundamental issues such as pensions and benefits, our social activities such as our monthly (now 'First Wednesday') Faculty Club lunches or our museum tours are not readily accessible to those living 'out-of-town'. This issue is being considered in greater detail and in the meantime we want to encourage those members not residing in the GTA to form local groups which could meet for informal lunches and other social activities, as well as attending events such as the CURAC (Colleges & University Retiree Associations of Canada) conference if it occurs in their vicinity.

The members of the Committee are: Beate Lowenberg (Chair), Marie-Therese Bilaniuk, Claudia Colas, Diane Henderson, Lino Grima, Allan Jacobs and Alice Morgan.

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Commemorative Initiatives Sub-Committee. A proposal by the Commemorative Initiatives Sub-committee regarding the inauguration of *an endowed named undergraduate award* in honour of deceased RALUT members was approved earlier this year by the Executive Committee. This follows on the successful implementation in 2006 of our ongoing RALUT Memorial Award.

All contributions to this new endowed named award will be eligible for income tax receipts; further information is available in and with the current issue of the *RALUT Reporter*. Thus, there is now an additional option for those of our members who give us generous and welcome donations in addition to their membership fees.

This year's recipient of our RALUT Memorial Award Student Bursary, in honour of RALUT members deceased within the past year, is **Steve Bristo**. Mr. Bristo is a fourth year mechanical engineering student at U of T in the Mechatronics option, who will proceed next September to graduate studies for an MBA at the Rotman School of Management. We have received a detailed letter from Mr. Bristo in which he writes that he is "very thankful for the financial support, as it was impractical to finish my schooling with the funds I had available" and also provides information regarding his impressive future academic schedule at U of T in the Skoll program.

The Commemorative Initiatives Sub-Committee consists of Beate Lowenberg (Chair), Diane Henderson and Helen Rosenthal.

Many thanks to the hard-working members of both these committees!

Beate Lowenberg

REPORT OF PENSIONS COMMITTEE

At the 2006 AGM, the RALUT Pensions Committee reported on the recently received Winkler arbitration award, which stated, with regard to pensions, ``We award augmentation to 100% for the two years covered by this award, to come into effect in the year commencing July 1, 2006." The subsequent implementation of this award brought a significant problem to our attention.

Our pensions are guaranteed to increase annually, every July 1, by 75% of the previous calendar year's increase in the Canadian CPI (Consumer Price Index). In order that our pensions continue to provide the same purchasing power as they did on the day of retirement, this indexation should be 100% of the CPI. Since it is not, UTFA's proposals in every negotiation include a pension augmentation of 25% of the CPI so that retirees will be fully protected against the ravages of inflation.

While the implementation of the Winkler award properly augmented our pensions to 100% of the CPI for the two years covered, the increase came into effect only at the beginning of the second year of the award. As a result, the pensioners covered by those two years were not given the in-pocket dollar increase for the first year. While the amount is small - \$260 on a \$50,000 annual pension - there was a total of probably between \$250,000 and \$500,000 that was not paid to pensioners.

Upon checking previous settlements, I found that this seemed to happen on a regular basis when the award was granted after the July 1 to which it applied. While pension increases came into effect as much as a year after the relevant July 1, it appears that ATB (across-the-board) salary increases were always awarded retroactively to the beginning of the period covered by the settlement. UTFA's negotiating team has been made aware of this problem and therefore we consider it reasonable that the next settlement will provide for full augmentation of pensions, retroactive to July 1, 2007.

Ideally, we would like to see our pension plan become, for current and future retirees, a 2% plan with 100% indexation. The required improvements must be funded from the pension plan and so the status of this fund is significant. Many current retirees will remember the years when the pension plan was in surplus and plan members and the administration took contribution holidays. During the last round of negotiations, the administration cited a pension plan deficit as the reason pensions should not be augmented to 100% of CPI. We share with UTFA many serious concerns about the management of the pension fund and, since this will undoubtedly be a matter of continuing importance, some background information is in order. The U of T Asset Management Corporation (UTAM) was established in April, 2000 and is owned by U of T. UTAM currently manages assets of \$5.4 billion, of which \$2.9 billion belongs to the pension fund. UTAM, since 2005, outsources all of the actual investing to hired managers. The total cost of administering the pension plan, which is a drain on the plan in that all administration costs, including salaries and expenses, are charged to the fund, has continued to increase dramatically under UTAM. You might have noticed that the two highest salaries paid at U of T in 2006 belong to (1) the President and CEO of UTAM and (2) the Managing Director, Investment Strategies, of UTAM. As well, UTFA continues to raise serious questions regarding the return on investments. These

are important matters for RALUT and we appreciate the efforts of George Luste and UTFA to monitor the situation.

Negotiations for the salary, benefits and pensions agreement for the 2007-2008 academic year began with a January meeting of the UTFA negotiating team and the administration team to exchange proposals. The administration has indicated that it is not interested in further meetings and both sides will now proceed to mediation; Martin Teplitsky has been appointed the mediator/arbitrator. It is therefore highly unlikely that a settlement will be reached before July 1.

The Pensions Committee welcomes your input. Its members are: Helen Rosenthal (chair), Doug Creelman, Ralph Garber, Calvin Gotlieb, Lino Grima, Diane Henderson, George Luste, George Milbrandt, Peter Russell, Jack Stevenson.

Helen Rosenthal

REPORT OF POLICY COMMITTEE

The Committee's activity has been concentrated on gathering information needed to plan and develop a retiree residence for members of RALUT. Many such residences have been built at American colleges and universities and are now getting underway in Canada at UBC and Laval Universities. Meetings have been held with private developers from the US and Toronto, and also with managerial staff of Central Mortgage and Housing Corporation. Increased knowledge about alternative approaches to tenancy and financing such developments, not to mention complexity of choices and procedures involved, will be important in moving the project forward in the coming year.

Respectfully submitted,

Donald Bellamy

REPORT OF NEWSLETTER EDITOR

Much the same as last year. As always, it seems, there have been delays in getting the next number out -- I cannot pressure hard enough on our contributors, but usually they have a good reason or reasons for being late ("I've got a book to complete" -- one which I know since I currently have two book manuscripts that require editing). But my apologies.

I would like to thank all who have contributed -- Doug Creelman for his regular column, Germaine Warkentin, for many different things, Ken Rae for his help in editing, his photography, and his reports, and all the rest.

I would like to ask of our many members to submit short pieces on things relevant to RALUT members. The REPORTER needs more of this sort of input.

Fred Wilson (Editor, RALUT Reporter).

REPORT OF THE NOMINATIONS COMMITTEE

Moved:that the following slate be approved for membership on the RALUT Executive:

Returning members:

John Bellamy

Ruth Pike

Fred Wilson

John Stevenson

Helen Rosenthal

New members:

Dorothy Pringle

Scott Rogers

For information only:

Officers for 2007-2008

Doug Creelman, President (07-09)

Lino Grima, Vice-President (06-08)

Diane Henderson, Treasurer (06-08)

Ed Barbeau, Vice-President (06-08)

Cornelia Baines, Secretary (06-08)

Others

Beate Lowenberg (06-08)

Don Bellamy (06-08)

Ruth Pike (07-09)

Fred Wilson (07-09)

Scott Eddie (06-08)

John Stevenson (07-09)

Helen Rosenthal (07-09)

John Rucklidge (06-08)

Dorothy Pringle (07-09)

Scott Rogers (07-09)

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Ralph Garber (Past President)

Peter Russell (Honorary President)

Motion:that RALUT extend its appreciation to Germaine Warkentin, a founding member of RALUT and continuing member of the executive committee, who played a major role in every aspect of RALUT including most recently her accomplishments as chair of the Senior Scholars Committee.