

RALUT REPORTER

RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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President's Report

Jack Stevenson

The English philosopher, Bertrand Russell, once told a parable about a rooster in order to illustrate a point in inductive logic. Every day at first light the rooster would crow, the sun would rise, and the farmer would come out to feed him corn. Well, you know what happened.

One day at first light the rooster crowed, the sun rose, and then the farmer came out and chopped off his head. Where did the rooster go wrong?

He was following the "straight rule of induction," roughly, that a well established series of events will continue as before, that the future will resemble the past. The rule is not in itself a bad one: we depend heavily on "learning from experience" by observing regularities. But obviously we must be careful not to confuse correlations with causality: the rooster's crowing did not cause the sun to rise or the farmer to feed him corn. A more subtle error he made was his failure to see that the series of events he relied on was part of a larger series of events. If he had broadened his horizons, he might have learned what happened to many other roosters and understood something useful about the propensities and motives of farmers.

We have seen Russell's parable played out in what is now being called "The Great Recession of 2008-2009." Many thought that deregulation, a booming stock market, constantly rising home prices, easy credit and general

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Pension Augmentation Denied

Helen Rosenthal

Finally, many months after receiving the arbitration briefs from UTFA and the administration, the mediator-arbitrator Martin Teplitsky has issued his arbitration award for the two years from July 1, 2009 to June 30, 2011.

There were two pension proposals in the briefs: UTFA demanded pension augmentation for retirees for both years and the administration demanded an increase in pension contributions for current employees. Both requests were denied by the arbitrator.

For those of you who are presently retired, the denial of augmentation means that your pension no longer has the purchasing power it had at the time of your retirement. This loss is permanent unless, in a subsequent year, there is an award of augmentation that is greater than 25% of the increase in CPI.

As you know, pensions are guaranteed to increase each year by 75% of the increase in CPI of the previous calendar year (indexation). The remaining 25% of the increase in CPI is the augmentation that UTFA requests in negotiations. Inflation has been low in the two years covered by this award and so the dollar loss incurred by the denial of

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prosperity would continue indefinitely. Many, who failed to see deeper and wider trends, had their heads chopped off, so to speak. What has this to do with RALUT?

Yes, RALUT has been successful during its existence of about a decade. We have seen the end of mandatory retirement; we have maintained our pensions and benefits; we have raised the profile of retirees in the University through an annual Symposium and a Publications and Honours list; we have been instrumental in the founding of the Academic Retiree Centre and Senior College.

But we should not assume that things will continue as before, that nothing will come along to disturb the even tenor of our days. We must gird ourselves for the possibility of new battles that may be looming ahead. I cannot predict exactly what they will be, nor am I saying that the pensions of *current* U of T retirees are in danger.

Yet consider the fact that both provincially and federally we face large deficits that portend serious austerity measures for universities and other public bodies. The Ontario Government has already signalled that it wants a public sector wage freeze and has announced that it will not bail out university pension plans that are in wind-up deficit—such as is the case in our U of T plan, resulting in a proposal to increase the pension plan contributions of those not yet retired. The Federal and Provincial Governments are discussing, with still unknown results, new regimens for pension plans, such as improvements to the Canada Pension Plan or supplementary pension plans, which could affect our future members.

This summer the Dean of the Faculty of Arts and Science announced the planned closure of certain centres and the amalgamation of some Departments, with some layoffs. Forestry was also faced with significant changes. Many of RALUT's members devoted their careers to some of the affected units and have an interest in what is happening to them—or others down the road.

Some members of UTFA believe the best way to deal with these problems is certification as a union—with, as yet, unclear implications for retirees. You can follow the foregoing financial and organizational events as they unfold by going to the web sites of UTFA www.utfa.org and OCUFA www.ocufa.on.ca to read the various reports posted there.

It would be easy for those of us *already retired* to say, "I'm all right, Jack. Let the Devil take the hindmost." That

would be, to say the least, imprudent. The obvious facts of biology dictate that RALUT, in order to maintain its strength and influence, needs to take in each year newly retired or semi-retired members. And we must be prepared to meet *their* needs as conditions change.

So we have taken actions to be ready for whatever may befall. We have become incorporated as a not-for-profit, noncharitable corporation without shares in order to allow RALUT to be an advocacy organization in which the corporation (and its assets)—rather its members (and their individual assets)—is the entity that can incur legal liability.

At the 2010 AGM RALUT members approved the By-law that sets out the basic structure of our organization as incorporated. A Board of Directors was nominated and elected, and the persons to be presented to that Board as nominees for RALUT offices were announced.

At its first meeting, in May, the new Board elected the announced nominees as RALUT's officers. It also appointed a task force, consisting of the President and two Vice-Presidents, to examine RALUT's committee structure as well as the terms of reference for each, and to make recommendations regarding them. It worked through the summer, examining documents and consulting colleagues. In addition, our hard working Vice-President, Diane Henderson, along with our web master, Ed Barbeau, worked on the renovation of our web site. Diane also deserves our thanks for doing the heavy lifting in putting together a RALUT Hand Book and Calendar. The former provides, among other things, job descriptions and records essential items for our institutional memory.

At its September meeting the Board discussed and approved the recommended committees, with their terms of reference, and appointed their Chairs. The changes made were not radical. We will have much the same committees as before, but with some changes and updated, precise terms of reference tied to the Objects in RALUT's Letters Patent. Information about the committees and their Chairs are provided elsewhere in the issue. There are, however, two points to which I wish to draw your attention.

First, there is now a new version of the former Policy Committee, called the "Public and University Policy Committee." Remember the rooster? We want to get ahead of the curve, to keep a broader and deeper surveillance of events that can affect us. And, as I have said before, we want to make friends, not enemies, by establishing good relations with other retiree associations, as well as UTFA.

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The Dean's Corporate Plan Runs Into Collegiality

Peter H. Russell



Each year, it seems, an issue arises or an event occurs at our University that becomes the focal point for debate and discussion. That focal point for the 2010-11 academic year is clearly the Academic Plan of the Dean of Arts and Science. The issue is less the contents of the plan than the process through which it was made and through which it was to be implemented. That process smacks of the corporate

world where strategic plans are hatched by a small group at head office, the bad news for some is camouflaged in the banal homilies of the public relations office and sent down the line to the loyal employees who are promised to be consulted as “we move forward” with the plan. The uproar now going on around the campus indicates that the Dean's corporate process is totally out of tune with the traditional collegiality that has characterized governance in the Faculty of Arts and Science.

The Dean's plan is the product of an ad hoc Strategic Planning Committee (SPC) that Dean Meric Gertler established in his first year of office to do nothing less than “rethink the Faculty and its strategic direction” over the next five years. SPC is a nine-person body that includes its chair, Dean Gertler, three vice-deans, three departmental chairs, the director of a centre and a college principal. In the first part of the year, the SPC consulted widely, received submissions from 80 units of the Faculty and from undergraduate and graduate student organizations. It reviewed these submissions and some external reviews through the second part of the year and issued its Academic Plan in July, 2010.

The Plan is a long (38 single-spaced pages) rambling document which, to say the least, is not easy to digest. It

begins with some stirring words setting out a “vision” of the Faculty's future including great things like supporting “curiosity-driven” research at the highest level, enhancing the Faculty's global reputation, a strong sense of community, a broad education for undergraduates which will help them become critical and creative thinkers and ethically grounded global citizens, and wherever possible integrating graduate education “one of our most noteworthy comparative advantages” with undergraduate teaching. But then a jarring fiscal note is struck. This vision will be difficult to realize if the Faculty does not address accumulating deficits that will soon reach \$60 million.

This opening reference to a large deficit conveys the impression that a fiscal crisis is what drives the Plan's proposals for structural change. But this rationale for closing down centres and merging departments seems to fade away when, 30 pages later, the Plan returns to budgetary considerations. On page 32 we get the good news that the Faculty's fiscal forecast shows the annual structural deficit steadily shrinking to the point of forecasting “a small annual net operating surplus” for 2012-13. The thorough and well-documented analysis of the Faculty's budgeting statements carried out by the English Department's Professor Holger Schott Syme which was sent to the Dean, Provost and President on October 13 and widely distributed across the Faculty, shows that this forecast was made independently of any of the Plan's structural changes.

There remains the challenge of dealing with the accumulated deficit from previous years. The Plan tells us that, assuming no interest was levied, the deficit that between page 2 and page 30 has come down to \$56 million could be retired over 15 years with annual payments of \$4M (“roughly 2% of the our annual operating budget”). As Professor Syme observes, the Plan does not make the argument, explicitly

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Second, RALUT exists to serve its members. We need the best possible communications with you in order to know what you need, want and think. To this end we have established a Communications Committee, which will oversee the Reporter and our Web Site, but will go beyond that to look to improvements in other forms of two-way communications, whether by new electronic means or traditional means, such as letters and phone calls.

Finally, I urge you to become involved in RALUT, the organization that exists to serve your interests. Communicate with us with your ideas and desires. (I have an “open door policy”: you can reach me directly at johnstevenson@sympatico.ca or 416.231.1052.) Above all, volunteer to serve on one of our committees. You will have an interesting time conversing with colleagues, and you will advance the interests of yourself and your fellow academics and librarians.

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or implicitly, that it is to finance these repayments that departments must be merged and centres disestablished. Professor Syme also reminds us that the Faculty of Arts & Science continues pay more than \$9 M into the University Fund than it takes out of that Fund. In effect A&S subsidizes professional faculties like Law, the Rotman Business School and Dentistry. That should be borne in mind in considering the small savings that will result from terminating thriving units of Arts & Science.

Between the fiscal bomb and the fiscal fizzle, the body of the Plan sets out a host of ideas on strengthening the academic work of the Faculty. Most of the ideas entail constructive changes in curriculum and policies. A few are destructive and it is these that are at the heart of the debate over the Plan.

Before turning to these contested points of structural reorganization, let me say a few things about the positive, constructive proposals. Many of the ideas reflect President Naylor's Vision 2030 which sees the University increasing its commitment to research and graduate teaching, with a relatively smaller undergraduate enrolment. The Plan reports that already this is occurring with an increase of graduate enrolment since 2004 of 1000 Masters and Ph D students. The Plan does not talk about reducing undergraduate enrolment but rather of managing the intake of students so that it better matches the teaching resources of the departments.

In various ways the Plan looks forward to the Faculty's research strength more directly penetrating its undergraduate programs. Among other things it wants to expand on the research opportunities its program of 199, 299, and 399 courses, and it looks forward to more graduate-only and research-only units following the example of Criminology, Industrial Relations and Drama in offering undergraduate courses through the colleges.

Off-setting and balancing the deepening of the research side of undergraduate education is the Plan's emphasis on broadening the education of its undergraduates. The Plan is impressed by the resurgence of interest in liberal arts education. It wants to reduce the number of programs the Faculty offers (which now stand at close to 400) and expand their breadth. It proposes new first year courses focusing on "Big Ideas" and themes that feature leading faculty members. It recognizes the success of Vic One and Trinity One and welcomes the new first year programs that St, Michael's, University and Woodsworth plan to introduce.

Now all of the above sounds pretty good and is the kind of stuff that the Faculty of Arts & Science in its traditional collegial manner can certainly begin to work on. But it is the structural changes – the bitter sprinkled on the sweet – that constitute the strong medicine which, on one reading of the plan, the Faculty is being told it will have to swallow.

The most contentious of these proposed changes are the "disestablishment" of centres and the dissolution of departments. In part, the rationale for these changes is an external report finding that the Faculty has just too many units. We don't know how these external assessors arrived at this conclusion. The Faculty of Arts & Science at U of T is bigger than most Canadian universities, and is one of the largest and most complex "Faculties" in the world. Breaking it up into two or three separate faculties has been considered before and perhaps should be looked into again. But making the number of units a rationale for destruction does not strike many of us as intelligent planning. Reducing administrative overhead is a goal of the Plan and could be one of the benefits of restructuring. But this benefit – which in dollar terms is very small – must be weighed against the value of what will be lost in academic value by the proposals.

Of the three centres that are to be "disestablished" at the end of the academic year – the Centre for International Studies, the Centre for Diaspora and Transnational Studies and the Centre for Ethics – it is the proposal to close the Ethics Centre that has provoked the most controversy. One reason for this is that as recently as April of this year, the Centre received an extremely positive external review which stated that in its first five years the Centre has emerged as one of the best in the world. The Plan wants to see more consideration of ethical issues in undergraduate courses but does not explain why the closing of the Centre is the best way of doing this. Nor did it consider the value of what the Centre has done to increase the understanding of ethical issues in the research and teaching of professional faculties like business, medicine and law. The Faculty's left-hand even went ahead and appointed acting Directors to fill in while the Centre's Director is on leave without telling these colleagues that the Faculty's right-hand was planning to terminate the Centre.

The other very dubious structural proposal is to merge East Asian Studies, Germanic Languages and Literatures, Italian Studies, Slavic Languages and Literatures, Spanish and Portuguese and the Centre for Comparative Literature into a new School of Languages and Literature. The Plan does

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not say whether the Centre for Comparative Literature is to be disestablished or whether, as a part of the School, it would retain its identity and continue to deliver its programs. The plan does not explain how the language departments slated for demolition were selected for the School. It does say that English and French are excluded because of “the special importance of two of Canada’s founding languages”. While that is a fine patriotic sentiment, leaving the two largest literatures of the country out of the school does not seem to make much academic sense from the perspective of comparative literature. The Plan does not consider the possible loss of intellectual energy and creativity that over the last forty years has made the Centre of Comparative Literature one of the jewels in the University’s crown. Nor is there any careful analysis of what might be lost in terms of pedagogy and scholarly leadership when stand-alone language departments disappear.

In the concluding section of the Plan on “next steps” we are told that “As it moves towards implementation, the Faculty will lead a consultation and deliberation process...” I am pleased to report that our colleagues are not dummies. Those slick corporate weasel words did not fool them for a minute. Even though the Plan was released in July, the response was quick and large. The “push-back” focused above all on the intimation that the structural changes were in effect a *fait accompli* and that consultation would deal only with how best to implement them.

Letters of protest quickly poured into the Dean’s email system, some from individual students and faculty members, some from groups protesting the dismantling of the Ethics Centre and the treatment of the Comparative Literature Centre. A letter of protest signed by a long list

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augmentation will be low. By the same token, of course, the cost to the settlement of awarding augmentation would also have been very low. Augmentation in the first year of the agreement would have been 0.261% and 0.32% in the second year, the net effect slightly more than the sum of the two due to compounding. Henceforth, each year’s increase in pensions, whether the result of indexation alone or a combination of indexation and augmentation, will compound the loss of augmentation in these two years.

The arbitrator justified the denial of augmentation with these comments: “The relevant CPI increases for purposes of augmentation were very low. There is no pressing need

of chairs and directors as well as a number of prominent retirees was sent to the Academic Board of the Governing Council. Many of the signatories who had participated in the consultation preceding the development of the Plan said they felt betrayed by the un-collegial way in which the Dean released and proposed to implement the Plan. In September the University of Toronto Faculty Association, citing various clauses in its Memorandum of Agreement with the University of Toronto that call for a collegial form of governance, filed an Association Grievance against the Plan’s planning process. The Faculty Association and the Dean have organized “town hall” meetings at which concerns about the Plan and its process have been ventilated. There has even been some lively discussion of the Plan at the Arts & Science Faculty Council.

I am pleased to report that all of this “push back” appears to be having some effect. Dean Gertler has written a letter committing himself to a full consultation process that is open to looking at alternatives to the Plan’s proposals. Collegial consideration of alternatives to closing the Ethics Centre and merging the Comparative Literature Centre into a Language School is now under way.

So let me conclude on a semi-optimistic note. What the experience of the Art & Science Academic Plan shows is that collegiality in decision-making that is so out of keeping with the top down corporate world is still alive and, if not in full health, is at least not dead at our university.

at this point for any augmentation.” He also wrote “There is no doubt that the pension plan is in difficulties.” We have rejected the former argument above and, as to the latter, we refer to previous articles in the Reporter and from UTFA regarding the causes of the pension plan difficulties.

Every faculty member and librarian retires. Those currently retired have been adversely affected by this award. They, and those yet to retire, should be very concerned about the possible precedent that has been set by this award.

We acknowledge with great appreciation the unceasing efforts of UTFA and its bargaining team in arguing for augmentation.

A Place for Live Help

Don Bellamy

If you, a member of your family, or a friend want to explore and work toward a time when new living arrangements and services should be included in personal planning, getting advance information about the territory is the place to start. One comprehensive public education volume, "A Guide to Programs and Services for Seniors in Ontario" is available at no charge, both in print and on-line through the Ontario Seniors' Secretariat. It can be ordered at (416) 314-7511. Within its 245 pages are important sections on community based health services, housing, and care services designed to help elderly people to live at home as long as possible, but when necessary to move into some form of residential care.

Much care is needed to learn about these matters before committing to important changes. Recent newspaper

Review of *On Retirements: Playing seriously with the work of growing older* By Jon Bernard Gilmore, New York: BPS Books, 2010. 309 pp plus Epilogue, Acknowledgments, and Index \$24.95

Douglas Creelman

There are many fine books telling us how to retire successfully, happily, productively, or in good health. This is not one of them. Instead, Barney Gilmore gives us a compelling memoir, telling us some ways he has accomplished some of these, in a series of short chapters, written between 1993 and 2008.

Gilmore is a UofT retiree, a clinical psychologist and renowned teacher. He taught, for many years, the Psychology 100 course in Convocation Hall, receiving many accolades and awards. He writes mostly from his retirement home in Kaslo, BC, on the shores of Kootenay Lake in the Kootenay Mountains and from his sometime home in Caledon, Ontario.

The separate, dated essays all are eminently worthwhile, although they sometimes frustrate. I came to understand some of my own frustration when, in an essay late in the book, discussing the inevitable pressure of deadlines (even in retirement) he writes, "Sometimes I can sit down and write without any sense of where to begin or even where I want to go ..." But this is in great measure the joy in reading this book; the stories (travelling cross-country with a cat, the changing local Maydays parade and maypole dance), and essays (on 9/11/01, ways to reward - and not to

reports, both urban and rural, have described in graphic detail some of the unpleasant situations in which seniors found themselves. Such issues are not all confined to unlicensed or unregistered services or retirement facilities, but can be largely avoided by careful inquiry and on-site inspection when it can be arranged. The problems for applicants are compounded by lengthy waiting lists and bed shortages. Too, there are serious shortages of personal care workers and adequate training of this large body of workers calls for oversight by the public authority.

RALUT has been aware for some time that members sometimes request help in their search for community care services or residential care. These inquiries led RALUT to call on its Public and University Policy Committee to prepare an entry for the website. Using it can be a way to begin to gather information that can lead to making good choices when the time arrives for action.

reward - academic performance, satisfaction in learning to curl); each of these triggered in me some resonant musing.

Gilmore is clearly an academic – one with considerable insight and intellectual range. As one of us, and like many of us, he avoids, sometimes recognizing the avoidance, emotional personal disclosure. We learn of financial exigencies that required a return to (part-time) teaching. We learn of dissolution of marriages, but not of how they happened, or their effect. I wanted to compare my experience to his, and I couldn't. Gilmore writes of his mother, in her 90s, and uses her needs as a foil to ruminate on diverse topics ranging from the international political scene to the nature of deserts. On the other hand his perspective on the death of parents struck a strong chord in this reader – compassion, regret, sorrow. As well as inevitable reminders of earlier disappointments and anger.

Gilmore's book rewards chapter-by-chapter picking up and reading. He threatens to continue to write these often charming, sometimes enlightening, occasionally distressing essays. I look forward to the next collection.

Recall the RALUT Wednesdays lunches, in the Faculty Club

They are on the first Wednesday every month.

The remaining dates are

Dec 1

Hope to see you there!!

Where in the World are ralut Members?

This question arose at a meeting of the Membership Committee earlier this year. Certainly, as would be expected, the GTA is home to the majority of us, approximately 600 in the total membership of about 700. In order to find out how far flung our members are, a check was made of our membership database. We used postal codes to look for members who are not in postal codes beginning with L or M—that is, members outside the Greater Toronto Area. We found a total of ninety-five members who live elsewhere—in Canada, the United States, and abroad.

We wanted to know where our out-of-town members were in order to explore ways that they might be better served by RALUT, since for many it is not practical to travel to Toronto to take part in the Annual General Meeting or other activities. Our website and *The Reporter*, as well as occasional mailings and email, serve as important points of contact. But perhaps some other approaches could be explored, for example, to facilitate get-togethers of members. Do we have enough members, in ‘clusters’, that is, in reasonable proximity to each other to make it feasible for them to get together? Do we have some clusters of at least five? Here are the numbers.

Starting in British Columbia with a total of nineteen members, we found our largest potential cluster on Vancouver Island: ten in Victoria with an additional member up Island, and another smaller cluster of five members in Vancouver. As well, there are three other members, one each in Gabriola, Cobble Hill, and Lion’s Bay. Moving east, we have one member in Calgary and two members in Moosejaw.

The largest group of members outside the GTA is also found in Ontario, and, of those, the largest number, totalling twenty-five, is in Ottawa and adjacent areas in K postal code.

New Pension Committee

Helen Rosenthal

UTFA and the administration have agreed to the Terms of Reference for a new Pension Committee which will replace the Business Board in having responsibility for policy, monitoring and oversight of matters affecting the pension plan. The Pension Committee will report directly to Governing Council.

The Pension Committee will have 20 members other than *ex officio* members: 11 members of the Governing Council, 5 persons appointed by UTFA, one of whom

Specifically there are seven in Ottawa/Nepean, three in Kingston, five in Cobourg, three in Peterborough, one each in Clayton, Warkworth, Buckthorn, Roseneath, Minden, Tweed, and Perth. In the P postal code area we have three members, with one each in Bracebridge, Parry Sound, and Powassan. Moving south, to N postal code areas: in the London area, we have thirteen members. These include three in Guelph, two in Brantford, one each in Elmira, Meaford, London, and Waterloo; four members are located further afield, one each in Hariston, Kimberley, Lions Head, and Thornbury. Heading to Atlantic Canada, four of our members live in Nova Scotia, with two in Halifax, one each in Antigonish and Granville; we have one member in PEI.

Outside Canada, there are thirteen members in eleven different American states. In Europe, five members live in the U.K., and one each in France, Italy and the Czech Republic. Three members live in Israel, one member lives in South Africa, and there are two in Australia.

We wanted to know where our out-of-town members are in order to explore ways that they could be more involved in RALUT. As a follow-up to this article, we invite all out-of-GTA members to write us with comments and suggestions, particularly regarding the proposal to encourage get-togethers in your area. In addition, we would be delighted if you would write articles and notes for *The Reporter* about your current activities. Contact us by email or postal mail.

‘since for most it is not practical to travel to Toronto to take part in the Annual General Meeting or other activities. Our website and *The Reporter*, as well as occasional mailings, serve as important points of contact. But perhaps some other approaches could also be explored, for example, to facilitate get-togethers of members. Do we have enough members, in ‘clusters’, that is, in reasonable proximity to each other to make it feasible for them to get together. Do we have some clusters of at least five?

must be a retired person, 3 persons representing unionized administrative staff groups and 1 person representing non-unionized administrative staff. The complete Terms of Reference can be found on the UTFA website.

UTFA has argued for years that members of the UofT pension plan should have an equal voice in the governance of the plan, and this new Pension Committee is a step in that direction, although plan members are in the minority.

The Terms of Reference were passed by the Business Board on Sept. 27 and have yet to come before Governing Council for approval. It is hoped the Committee will be in operation by January 2011.

RALUT Endowed Memorial Award Fund



The RALUT Endowed Memorial Fund, which was established in March 2007, has reached a gratifying book value of \$47,550 according to the most recently available information as of July 31st this year. This total has been reached within a remarkably short time frame thanks to our extremely generous donors, and also the currently still available benefit of government matching—which has

not yet been completed respecting this total quoted above since some donations are too recent.

The Ontario government's current matching dollar-for-dollar Trust for Student Support (OTSS) program now has only a few more months to run—until March 2011—and so far we have not been given an indication that it will be renewed.

Thus our appeal for your continuing support of our financially disadvantaged yet academically excellent students comes with far greater urgency than previous appeals, due to the looming deadline of March 2011 and the uncertainty regarding the future of prospects of government matching.

Originally establishing the RALUT Memorial Student Bursary in honour of deceased RALUT members in 2006,

RALUT awarded a \$1000 bursary to an undergraduate student selected by the University on the basis of financial need and academic excellence. Three further \$1000 awards were funded by RALUT in subsequent years.

In 2009 RALUT was already able to make its first \$1000 award from this then two-year-old Endowed Memorial Fund (replacing the RALUT Memorial Student Bursary) by topping-up the interest it had generated during the 2008-2009 fiscal year. Encouragingly, in our current academic year the interest earned during the previous fiscal year by the now much higher value fund will more than cover the \$1000 award. Eventually we intend to make more than one annual award.

This will be the first time the RALUT Endowed Memorial Fund has been 'self-supporting' with respect to completely financing its award!

Online donations using the University or RALUT websites can be made using this University of Toronto link: <https://donate.utoronto.ca/> Enter "RALUT" in the box labelled 'enter keywords here'. Or for those who prefer the more traditional alternative, a donation pledge form accompanies this Reporter issue. Either way, every donation will receive a university-issued income tax receipt and all donations are eligible for matching by provincial government funds—at least until March 2011.

Many thanks to committee members Diane Henderson and Helen Rosenthal for their invaluable input.

Beate Lowenberg

The AROHE meeting 14-17 October, 2010

The semi-annual meeting of the Association of Retiree Organizations in Higher Education was held on the lovely New England campus of Wesleyan University. About 130 delegates came, three from Canada (Windsor, UBC, Uof T). The theme (Purpose and Passion in Retirement) played out in what I saw as three streams.

The most important, of course, was the sharing of best practices, and descriptions of programs and services. More about this below.

Next was descriptions of institutional arrangements, kinds and amounts of support, and issues associated with institutional connections.

Finally were aging-related inspirational talks arranged by the organizers – perhaps the least helpful of the sessions.

The keynote address was scheduled to be given by Robert N. Butler, the esteemed former director of the National Institute on Aging and researcher at New York's Mt. Sinai Hospital. Dr. Butler died this last Summer at 81, and the address was given by his student, Becca Levy, from Yale. She described health effects of attitudes toward aging, where longitudinal studies show that childhood attitudes correlate with later likelihood of heart attack and stroke. It appears that our expectations and beliefs are strongly linked to our health.

My presentation was part of a panel on "Life Long Learning," at which I briefly described the difficulties and the joys involved in founding the Academic Retiree

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Centre, and its burgeoning programs; the weekly talks, the wiki Encyclopedia project, life-writing, etc. Others on the panel described community outreach courses, monthly retiree colloquia, and a breakfast lecture series for retirees. My impression from this session and from many others at the meeting was that our ARC programs, after only a year, are comparatively excellent, but that we at ARC and RALUT are perhaps a bit inward-looking and could engage ourselves more widely in the community.

Among the programs that struck me:

At U.C. Davis Retiree Center (<http://retireecenter.ucdavis.edu/volunteer.html>), volunteers are recruited for a range of functions, from volunteer ushers at their theater to visitors and helpers in the university's hospice program.

At Arizona art work by retirees is displayed throughout the University – in hallways, meeting rooms, etc. This is organized by the Center.

SUNY has a system-wide “Retirees Service Corps,” Among the opportunities available is to serve on the jury for mock-trials at the Law School. Sounds like fun.

The parallel sessions left one wishing to be two or more places at once; there was lots going on, including useful discussion and much networking over the excellent breakfasts and lunches. I came to appreciate the wide range of types of organizations, funding models, and degrees of institutional support that are represented in this excellent international organization. Many of the power point presentations from the meeting will be available on the AROHE web site, <http://www.arohe.org/index.php>

AROHE MEETING APRIL 2011

Association of Retirement Organizations in Higher Education

Dear Colleagues,

Time is fast approaching for the upcoming AROHE Conference!

Several networking groups and retiree leaders have emerged from Conference registrations and we are collecting interesting data from the 2010 AROHE Survey to present at the Conference.

Don't miss your chance to take the survey, network with like minded individuals and discuss the AROHE survey results at the conference!

Soon the AROHE Newsletter will be posted on line, but we wanted you to “read all about it” as soon as it became available, so it is attached to this message.

Thank you goes to Jeri Frederick for assembling and editing the AROHE Newsletter! Would you like to present at the AROHE Meeting.at.Sea in April 2011? All AROHE Meeting.at.Sea attendees will have the opportunity to present, moderate, or lead discussions. We welcome your submissions for topics, networking leaders for discussions, round table presentations, and poster sessions. Those interested in having their names and topics publicized on the web and in other promotions must submit their ideas by Nov. 8, 2010 to: info@arohe.org

Please do not hesitate to contact us with any questions.

We hope to see you at the Conference!

www.arohe.org
info@arohe.org

Janette Brown
Executive Director

213.740.7121
jcbrown@usc.edu

Recent AROHE Newsletter

- a. Purpose and Passion
- b. President's Message
- c. Spotlight
- d. A Great Value!
- e. The Nonexistent Retiree
- f. Heading East to Wesleyan
- g. The Conference Program
- h. The AROHE Meeting at Sea
- i. AROHE on the Move
- j. Strategic Planning
- k. An Opportunity to Present

RALUT Communications Review

Diane Henderson

In mid-2009 the Executive Committee appointed a Task Force to review RALUT's various means of communication with members. The Task Force began with a meeting to consider our major communications media: *The RALUT Reporter*, and our Website (www.ralut.utoronto.ca). Our overall objective was to determine how our members regard these media—how satisfied they are at present, and what opinions do they have about various aspects of their content and presentation. To help answer these questions, our initial proposal was to make a survey of our members' opinions; in order to get a fairly rapid response, we decided on an email survey using the freeware survey software, surveyMonkey. A short questionnaire of ten questions was emailed in late September.

Summary of Survey Results

We were very pleased with the rapid response of our members and their thoughtful comments and suggestions. The full survey results are mounted on our Website and we direct your attention to it for the detailed information it provides. The first six questions dealt with *The Reporter*. Responses to the first question, on members' overall satisfaction with *The Reporter*, indicated a high level of satisfaction: 42% were very satisfied, 57% were satisfied. The second part of the question asked for comment: How could it be improved? Many suggestions were made on both content and presentation. Examples regarding content: include more debate on issues; information on our retirees' activities and on retirees outside the GTA; and encourage more involvement from readers. On presentation: follow a regular publishing schedule ensuring timely articles; improve layout; include some colour in layout; use a more attractive typeface. For question 2 on how much of an issue they read, 88% read the whole issue or most of it.

What topics are most useful, and of most interest? Question 3 listed topics and asked respondents to indicate (on a five point scale from least to most) their level of interest. Results for responses that fell in the top two points (4 or 5) were: News of interest to U of T retirees (74% selected 4 or 5); Information about pensions and benefits (90%); Opinion pieces (47%); Proceedings or reports on RALUT meetings (47%); Material of interest to seniors or retirees in general (59%). On question 4, Would you be willing to help reduce costs and paper consumption by downloading your issue of *The Reporter* from our website or an email attachment, the response was a rather surprising 88% in favour.

Questions 5 and 6 asked if respondents would be interested in assisting with *The Reporter*; question 5 asking for interest in helping to produce the issues using desktop publishing tools got a mainly negative response with only 2% for Yes, and 12% for 'Possibly'. Twelve respondents did offer to assist at some level and provided their email addresses for contact. Question 6: Would you be willing to contribute material if asked to do so by the Editor? returned a positive response of 32%. Twenty-five respondents offered to contribute and provided their email addresses for contact.

The final four questions covered the Website. Questions 7 and 8 dealt with general satisfaction and level of use. For satisfaction, 54% were very satisfied or satisfied, 6% were not satisfied, and 40% had no opinion because they do not use it. On frequency of use, 27% visit at least monthly, 44% visit a few times a year, and 29% never visit. The apparent lack of agreement between the responses to these questions is due to differing numbers answering each question.

For question 9, respondents were asked to rate the Website on a four level scale (excellent, good, fair, poor) for four factors: Material of interest to them (91% excellent or good); Design and layout (79% excellent or good); Ease of navigation (84% excellent or good); Timeliness of content (74% excellent or good). Question 10 asked respondents "if you could make one specific change in the RALUT website what would that be". Many suggestions were made regarding content, navigation, design and timeliness; of the twenty-one suggestions made, major focus was on design with comments that ranged from a complete redesign, to 'cleaning up' the design, to a 'more readable' design. Suggestions for content included: more opinion pieces rather than detailed meetings reports, short articles on retirees' activities, a corner for overseas members' news, and adding more new material.

From the survey overall, we know that there is a good deal of satisfaction and use of both the newsletter and the website; that there is room for improvement and we have in hand many useful suggestions; and that a significant number of our members are interested in making a particular contribution to *The RALUT Reporter*. We are always open to your comments, opinions and suggestions, and solicit your contributions.

Update October 2010: the renovation of the website, to make navigation easier, redesign the pages, and improve its overall appearance, is currently in progress. We hope to complete the work by yearend.

University Arts Women's Club

The University Arts Women's Club offers opportunities for friendship and learning through a variety of lectures, interest groups and activities.

The Club welcomes members who are, or are partners to any full or part-time teaching staff in the Faculty of Arts and Science, University of Toronto.. Members of other Faculties and Senior Administration in the U. of T., active or retired, are invited to join., as well.

Thursday, November 18, 2010

Snapshots of Shanghai in the 1930s and 1940s

Margaret Blair, Author "Guado, Lone Islet"

1:00pm Light Lunch

1:45 pm Meeting

St. Thomas Church Hall,

383 Huron Street

Thursday, December 9, 2010

Christmas Party

Through the kindness of Ilse Treurnicht

Christmas Buffet Luncheon

12:00 noon

The President's House

93 Highland Avenue

Guests (male or female) are welcome at all General Meetings. A contribution of \$6.00 for a guest would be appreciated.

For information, call Shirley Zaky 416-766-2150

ANNUAL GENERAL MEETING

a date for your appointment book:

RALUT's AGM is set for

26 April 2011

Speaker: David Crombie

Hart House,

Music Room

enjoy lunch, enjoy the AGM, enjoy
friends and colleagues

enjoy (one hopes) our spring which will
by then be well on its way

"Members last year enjoying 2010 AGM"



Senior College Program for November to December 2010

All meetings are on the 2nd floor of the Faculty Club, 41 Willcocks St.

UD = large Upper Dining Room that seats up to 75

PLEASE NOTE: SESSIONS TAKE PLACE ON TUESDAYS AT 10AM.

OPTIONAL LUNCH \$15 RSVP TO senior.college@utoronto.ca.

Tuesday, November 9
10am- 12noon – UD

Richard Stren & Gabriel
Eidelman
“City Election Issues”
(Chair, Peter Silverman)

Tuesday, November 16,
10am- 12noon – UD

Blossom Wigdor “Aging”
(Chair, Merrijoy Kelner)

Tuesday, November 23,
10am- 12noon – UD

Andres Lozano “Deep Brain
Stimulation”
(Chair, Harold Atwood)

Tuesday, November 30,
10am- 12noon – UD

Carl Bereiter “21st Century
Skills & Knowledge”
(Chair, Suzanne Hidi)

Tuesday, December 7
10am – 12noon – UD

Roselyn Stone “Zen
Buddhism”
(Chair, Merrijoy Kelner)

Academics for Higher Education and Development
Academics without borders/Universitaires sans frontières

VOLUNTEERING IN THE DEVELOPING WORLD

Staff, Faculty & Administrators

Steven Davis

Executive Director

November 17, 2010

4:00 p.m. – 5:00 p.m.

Croft Chapter House, University College
15 King's College Circle, Room 173

Contact AHED at the University of Toronto Leslie Chan Department of Social
Sciences University of Toronto at Scarborough 416-287-7511

chan@utsc.utoronto.ca

Publication Notice

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