

RALUT REPORTER

RETIRED ACADEMICS AND LIBRARIANS AT THE UNIVERSITY OF TORONTO

Visit our web site at www.ralut.utoronto.ca



PRESIDENT'S REPORT

TOM ALLOWAY

As outlined in John Valleau's Membership Committee Report, we are instituting a new service for RALUT members who encounter a problem claiming a benefit under the University's health and dental plans that Green Shield administers. Doug Creelman (creelman@psych.utoronto.ca), a past president of RALUT, has volunteered to be the contact person to provide assistance to RALUT members. He will be available for consultation in person at the Academic Retiree Centre each Friday. Doug is there to provide information and assistance in working with Green Shield to find out why a particular claim has been denied, what additional documentation may be needed to get the claim approved, and how to enlist the help of your dentist or doctor.

During the time before I retired when I was a vice president of UTFA, I advised a number of UTFA members who had encountered difficulty making claims with Green Shield. Unfortunately, an issue about which several

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PENSION COMMITTEE REPORT

LINO GRIMA

There are two recurring UofT pension issues confronting RALUT members: augmentation and governance of our Pension Plan. Regarding the latter, your Pension Committee will stay—and keep you—informed on progress in the Governing Council Pension Committee [GCPC] which was set up as part of the last settlement (2009-2011) between UTFA and the UofT administration. UTFA has five seats on the GCPC and one is reserved for a retired faculty member/librarian. Our rep is Helen Rosenthal, who is very experienced in pension matters and who is also on the current UTFA Negotiating Team and on UTFA Council.

As noted in our last report UTFA and the Administration have entered the mediation stage of bargaining under Kevin Burkett. The items in negotiation of course include compensation (salary, benefits and pension). In addition, and very significantly, in this round, UTFA is proposing to expand the scope of the bargaining process beyond items prescribed in

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 President's Report continued

people contacted me was denial of a claim for a non-emergency medical procedure that had taken place while the claimant was outside Canada. The University's travel plan only covers emergency medical treatment outside Canada. However, what constitutes an emergency treatment is open to interpretation. Trouble can often be avoided if you contact Green Shield before you receive the treatment and determine whether the treatment would be covered.

A more common problem that is easier to deal with is denial of a claim for a needed dental procedure provided by a local dentist. If my personal experience is any guide, Green Shield often initially denies claims for almost any dental procedure more complicated than routine teeth cleanings and fillings. I then have to call Green Shield to discuss the matter, and they then require my dentist to submit additional information before the claim is eventually approved. On at least one occasion, my dentist had to submit the same information more than once before the claim was finally approved. Nevertheless, the Green Shield staff that were available over the phone were quite helpful in explaining exactly what information was required for approval of the claim. Sometimes the Human Resources people at the University can be helpful, especially when we know exactly what we are asking for, and how it fits with the benefits we deserve. So don't hesitate to contact Doug for help if needed.

MONTHLY LUNCHEONS

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

 Pension Committee Report continued

the current Memorandum of Agreement (MoA). For more details see UTFA's Bargaining Report #4-2011-2012, which is available on the UTFA web site (www.utfa.org).

Our pension and partial indexation (75% of the increase in the Consumer Price Index (CPI)) are as safe as we could imagine. The remaining augmentation of 25% of CPI will be part of the bargaining between the two negotiating teams. We are very confident that augmentation will figure prominently in these negotiations and that our UTFA Negotiating Team will put augmentation very high on their list of demands. The reason is very simple and compelling: this issue is significant to **all** faculty and librarians, because they all are either pensioners now and in the future.

Our pension is a deferred salary, and salaries are at least expected to keep up with the cost of living. It is true that the UofT Pension Fund is in serious deficit, but the past mistakes of the managers of the pension fund should not be visited on pensioners. In the current budget constraints, we need to remember that our pensions are not a burden on the public purse – we earned our pensions and we contributed part of our past salaries to the Pension Fund. Denying augmentation amounts to a cut in our deferred salaries.

For the time being your Pension Committee will watch events very closely. We would also very much welcome your comments, questions and suggestions on this crucial issue. We would also welcome additional volunteers to your Pension Committee.

Thanks to all who participated in discussions and contributed to this report, especially the members of the RALUT Pension Committee: Tom Alloway, Douglas Creelman, Ralph Garber, Calvin Gotlieb, Lino Grima, Diane Henderson, George Luste, George Milbrandt, JohnMunro, Scott Rogers, Helen Rosenthal, Peter Russell, Jack Stevenson, John Valleau.

MEMBERSHIP COMMITTEE REPORT

JOHN VALLEAU

When the President, Tom Alloway, asked me to act as Chair of the Membership Committee, I had no idea what might be involved or what I needed to do. I'm still a bit confused, but the first thing I want to do is to thank the other members of this Committee, most with long experience of its efforts, for gradually training me up, in the most patient way, to the problems we face. Because the reality is that RALUT finds itself in changed circumstances and needing a correspondingly new posture, one which the Committee is still exploring.

Of course RALUT's role as advocate for our retired academics and librarians, especially in matters of the pension arrangements and benefit entitlements, remains as central and important as always. And, as always, much of this work takes place behind the scenes and depends (since RALUT is not itself a bargaining unit) on ensuring that UTFA is aware of the importance to retirees of various protections or modifications of the pension and benefit arrangements. Naturally, the weight carried by RALUT's concerns in these matters depends on the number of members we have and our resources. So maintaining the membership remains a central task for the Committee. (This means finding new members from among the retiring faculty and librarians. I was surprised to discover that at this University even so simple a task is fraught with logistic difficulties!)

That is all as before. And of course RALUT continues as well to publish the RALUT *Reporter*, to organise monthly social lunches at the Faculty Club, to host a rather festive AGM, and so on. But RALUT had, formerly, expanded its role in another direction, to offer its members a variety of quasi-scholarly

attractions. In particular, it published annual listings of the publications and awards of its members, held annually a Senior Scholars' Symposium, and so on. This gave RALUT a personality somewhat split between its scholar persona, which seeks recognition and support by the University, and its advocate persona, which is apt to feel called upon instead to confront the University administration. The solution to this was the separation of RALUT's roles between two institutions: the quasi-scholarly activities were embraced by one of them, called Senior College, and the rest by the other, which kept the name RALUT. Peter Russell, our Honorary President and also Principal of Senior College, drew attention, in the Fall edition of the *Reporter*, to some concerns this separation raises.

The RALUT Membership Committee therefore faces the question: what might RALUT, stripped of its scholarship-related activities, now be offering to its members? This has been, and will be, an ongoing question. We want very much your suggestions and ideas. So far, this year, we have suggested two such activities.

The first proposal was to offer an advisory service to RALUT members, with respect to their queries and problems in connection with their pension benefits and their medical and dental coverage. This is meant to be a personal *service*, for members only, regarding the individual problems that frequently occur due to the Byzantine confusion of many of the regulations that control our individual entitlements. (And so is completely divorced from RALUT's role as *advocate* in the determination of *policy* on pension and benefit matters, except possibly by way of informing us in that role.) We perceived the problem in offering such a service to be that of finding someone both competent and willing to take on the responsibility. I nevertheless moved to the Board, on behalf of the Committee, approval-

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in-principle of establishing such a service, conditional on finding an appropriate volunteer. Imagine my gasp of delight when Doug Creelman not only seconded the motion, but then volunteered to provide the service! So this service will exist, starting immediately! You will find a notice, giving the required contact information, elsewhere in this issue. We do hope it will prove useful to many of our members.

Our other proposal arises from the perception that many RALUT members retain a lively interest in matters of public policy. Possible areas of interest include such matters as the funding and governance of the University, the effects of funding levels on the evolution of its academic life, and the future development of healthcare in Ontario, especially perhaps as it affects seniors. Furthermore, our members have not only the interest, but also often very special expertise that is needed to generate good policy in such fields. We therefore think that a number of RALUT members would appreciate the possibility of taking part in *study/working groups* on such policy issues as they choose. This would carry the possibility, of course, of then assuming an influential role of public *advocacy* with respect to such issues. This is perhaps an especially auspicious moment for launching such activity, in view of the discussions now arising from submission of the Drummond Report, which proposes policy changes for the Ontario government (including in post-secondary education and healthcare), to reflect the predicted deficit. The Minister for Colleges

and Universities, Glen Murray, also seems to be signalling in public statements that he will propose some drastic changes in the ways our universities operate. We have raised with the Board the desirability of facilitating the opportunity for our members to join in study groups such as we describe. The proposal found general approval, although the modalities of getting it organised are not yet clear. In response to our recommendation, and also to specific concerns arising from the Drummond Report, the Board activated the Public and University Policy Committee, chaired by Don Bellamy. This committee will meet very shortly, and we hope it will consider how we might best inaugurate the Members' Study Groups we suggest (as well, probably, as itself addressing various policy issues raised by the Drummond Report).

As a RALUT member, you could be a real help to the Membership Committee as we consider what services or opportunities we might be offering to our members. For starters, we'd love to have your comments on the two proposals described above. Do they sound attractive to you? How can they be improved? In particular, whatever ideas you may have for fleshing out the study-group proposal will be most useful. But more generally, what *further* services or other proposals occur to you? We're happy to hear your suggestions and ideas, even the outlandish ones!

And, of course, anyone who wishes to join us on the Membership Committee will be welcomed with open arms.

SCOPE OF RALUT ADVOCACY

JOHN STEVENSON, PAST PRESIDENT

What is RALUT for? What is it trying to accomplish?

In general terms, the answer is clearly given in the letters patent that RALUT (originally founded in 2001) obtained when it sought to reincorporate as a not-for-profit corporation without shares in 2009. The letters patent state that the "Objects" (goals or purposes) of RALUT are:

- (a) Promoting the interests and well-being of the retired academics and librarians (and such other persons as are specified in the membership rules) of the University of Toronto;
- (b) Maintaining suitable forms of participation in the life of the University of Toronto community;
- (c) Organizing educational, cultural, advocacy and recreational events for the benefits of its members;
- (d) Providing a forum for the discussion of issues of importance or of interest to members;
- (e) Joining or cooperating with other academic retirees associations;

And such other complementary purposes not inconsistent with these objectives.

Since its inception in 2001 RALUT has engaged in a number of such activities.

For example, RALUT advocated for the end to mandatory retirement at 65 and published a book of essays, *Time's Up!*, on the topic—see Objects (a) and (d). Through its Senior Scholars Committee, RALUT collected and published annually a Publications and Honors list showing how active many retirees still are academically, and it sponsored a series of symposia on topics of general interest to the educated public—see Objects (b) and (c). Moreover, under (e), RALUT has joined and cooperated with other academic retirees associations, such as CURAC and AROHE.

What has changed since 2001 is that RALUT has spun off two new entities: ARC (the Academic Retiree Centre) and Senior College, which are recognized parts of the University and which receive financial and administrative support from

it. Senior College has become very active in pursuing Objects (b), (c) and (d), which were formerly important activities of RALUT.

This apparent partial "take over" has left many RALUT members asking, "What is there left for RALUT to do?"

What these two new entities, ARC and Senior College, *cannot* do is to engage in advocacy activities that could be adversarial, at least potentially, vis a vis the University, for that could put them in an unseemly, indeed practically impossible, conflict of interest, as they are now part of the University.

Thus, although RALUT still pursues Objects (b) and (c) through its strong support of Senior College and ARC, it is *only through RALUT that retirees can engage in independent advocacy endeavors* that promote the interests and well-being of retired academics and librarians of the U of T.

It was to preserve RALUT's independence and freedom of action that it reincorporated in 2009 as a separate not-for-profit corporation.

In short, RALUT now exists primarily, although not exclusively, as an advocacy organization. The question arises: What should be the scope and nature of its advocacy activities?

- (1) According to one school of thought, RALUT should be concerned exclusively with preserving and enhancing the pensions and benefits that its members *receive directly* from the University of Toronto. Its main means of influence, it is said, is and should be through the good offices of UTFA, that, through the Memorandum of Understanding with the University, is the sole official, but as yet non-unionized, "bargaining agent"

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Scope of RALUT Advocacy

between the faculty (and its retirees) and the University. Retirees have four members on UTFA Council and one member on the Governing Council Pensions Committee. UTFA has done us retirees well so far, it is said, so leave well enough alone.

- (2) A second school of thought holds that the advocacy efforts of RALUT has extended in the past and should extend in the future, at least to some extent, beyond that aforesaid narrow scope.

After all, this second school claims, the first bone of contention that was gnawed by RALUT was the mandatory retirement issue, a controversy that was an important public policy matter debated even unto the Supreme Court of Canada. (See the RALUT web site archived issue Vol.5 No.4, December 2005 of the *Reporter* for a review of *Times Up!*, to which our John Munro contributed an important essay originally written for RALUT.)

As we enter into what appears to be a time of austerity, other changes may be in the offing, such as changes (from 65 to 67) of the age at which OAS (Old Age Security) can be claimed. This Federal pension, together with CPP (Canada Pension Plan) constitutes part of our current pension package, independent of the University. Even though, for many of us, part or all of the OAS is clawed back by the Canada Revenue Agency (CRA), the OAS is important for those, often elderly women, with small pensions.

Moreover, it is claimed, the mandate of RALUT should extend beyond the interests of current retirees to include the interests of those who will, in the course of nature, become the future mainstay members of RALUT and who may face problems from which current members may be to some extent immune. We should note the trend from defined benefit pension plans to defined contribution plans that might affect future retirees, and the planned CRA phase out of the SRA Supplementary Retirement Allowance (SRA), which many current retirees now have, and will probably not lose, but which may not be extended to others.

Recently, to address this issue of the scope of RALUT's advocacy efforts, a rough pilot survey of the current members of the Board of Directors was conducted by email, with 71%, more than a quorum, responding. A list of 24 possible advocacy activities was presented and the Board members were invited to rank them as being of 2 (of major concern or interest), 1 (of some concern or interest), or 0 (of no concern or interest). The notion of "being of concern or interest" was deliberately left a broad or vague one, for the salience of an issue may change over time and circumstance and only a rough estimate was sought.

"What were the results?" you may well ask.

Without looking at the details, which given the choices and limited sample size, might not be reliable, the general impression is that the Board has a relatively expansive and forward-looking view of the range of advocacy activities appropriate for RALUT.

It should be noted that militant advocacy can take many forms. It need not take the form of taking our canes, crutches and wheel chairs to storm the Premier's Office. It can take the form of reasoned, academic arguments in public forums, such as we have used in the past.

What is of prime importance is what RALUT members think about these issues.

There can be no leaders without followers. The Board exists to serve RALUT's members. It cannot do so without their direction. The Board needs to know what you think and want.

It has been suggested that RALUT conduct a survey of its members, perhaps using the free, convenient Survey Monkey email method, on these important issues. The Board may well decide to do so in the near future. Moreover, at the 2012 AGM there will also be presentation on the possible effects of UTFA unionization, should UTFA take that course, which is by no means certain.

Become involved. It is your organization. Let us know what you think.

ENDOWMENT FUND UPDATE

BEATE LOWENBERG

Almost five years since its April 2007 inauguration, it is extremely gratifying to be able to report that this fund's current Endowment Book Value (EBV) as of 15th March 2012 was \$73,980.00.

This includes the most recent contributions from our generous donors as well as available matching funds received from the Ontario government's Trust for Student Support (OTSS) program. We have however just been notified that the OTSS has been discontinued, and it is not currently possible to obtain any information as to when this invaluable program might be reinstated.

Recently we received the following personal information regarding the two recipients of the 2011-2012 RALUT \$1000 awards; again illustrating that these awards are capable of making a significant difference to the lives of academically gifted and financially challenged students:

This recipient was born in Hong Kong, coming to Canada at the age of 13. Already as a small child she wanted to pursue a career in business and, upon being accepted by the University of Toronto, entered the commerce program at the Rotman School of Management.

Through her studies she has discovered a keen interest in brand marketing and plans to pursue a career in that field upon graduation. Long-term goals include returning to school to pursue an MBA.

Receiving the RALUT Memorial Award has made a tremendous difference, not only by assisting her financially, but also by providing encouragement and motivation in her studies. Feeling that knowledge has the power to change the direction of one's life, she is looking forward to contributing to her community

when she becomes a business professional.

Our other recipient is currently a third year student majoring in Electrical Engineering with a minor in Engineering Business.

A childhood enthusiasm for LEGO grew into an interest in the world of technology and he still enjoys reading about the latest gadgets. On graduation he hopes to work as an electrical engineer, eventually returning to school to obtain his Masters degree with an ultimate goal of managing a successful engineering firm.

Thanking RALUT very much for the assistance we have provided him with this award, he states that it has made his university experience possible and has allowed him to gain a potentially lifetime's worth of valuable knowledge.

Economic pressures are still very evident, and students remain extremely vulnerable. As shown here by our current award recipients' comments, the assistance RALUT has been able to provide is very much appreciated.

RALUT believes in the importance of maintaining, even increasing, our ability to assist such students with timely financial aid. Donations can be made online through the University of Toronto or RALUT websites using this University link:

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

Enter "RALUT" in the search box.

Alternatively, print out the donation form that accompanies this REPORTER issue.

Either way, every donation is eligible for a university issued income tax receipt.

Grateful thanks to committee member Diane Henderson for all her help.

RETIREMENT STRATEGY

ERNEST SIRLUCK

"I am looking for content," the editor wrote, "and it occurred to me that you likely have some interesting things to say. You have been long retired, and have been retired from Manitoba, from graduate dean, from fundraising for libraries (Robarts anyway), and perhaps other positions. Could I get a short piece from you...?"

Attitudes toward retirement, as members of RALUT would know, differ widely. I have one friend who is so devoted to his profession that he continues to teach part-time even though he has reached an age where his department is no longer allowed to pay him. I have another friend who took a full-time government job because he wanted to "make a complete break from the university world." I suppose most academic retirees would fall somewhere between these extremes. In my own case, since I was coming back to Toronto to live anyway, I taught for two years as a Visiting Professor Part-Time (on derisory pay) to get back in touch with my discipline, English literature, only to find that in the fifteen years I'd been out of the classroom it had been transformed by what was then known as "theory," to which I was unreceptive. I contentedly returned to full-time retirement.

But the university was my natural environment, and I spent much time there, by degrees becoming involved in university affairs. Looking back, I can see that, for me, this was a good retirement strategy; how it would be for others I can't say, but if one possesses usable knowledge and experience, and can put them at the disposal of one's university, I think it would be for others, as it was for me, a positive.

I busied myself with the restoration of the house we had bought and the cultivation of its garden, which, together with my involvement with the university, prevented for a while the onset of "retirement emptiness," but, in time, I

began to experience that: a sense of capabilities being insufficiently used. Some books were being published that gave versions of the university's history during the time I was intimately involved with it; each made a valuable contribution but none included some matters I knew and thought important. I began to write them up; setting their stages and explaining the factors involved required considerable background, and I found myself writing what grew into an autobiography, which UT Press published. I'm not recommending that every retiree submit an autobiography to a publisher, but the process of writing one is, I think, an excellent way to bring one's life into focus and comprehend its form (and one's descendants will benefit from even an unpublished biography).

A couple of years ago I moved into a very large retirement residence (my wife had long since gone into a nursing home after a stroke). There are about a hundred and fifty others here, affording ample opportunities for observation. There are a few couples, but most are widowed or single. One sad thing is all too common: many come in walking unassisted; after a few months, they start using a cane, then too soon a walker, finally a wheelchair. The message is clear: exercise a lot, regardless of convenience.

Another very widespread thing here is the need for company, not only the eagerly sought visitors from outside but also companions inside, and this need often leads to unfortunate situations. This time the message is not only to keep up your associations and activities but to have an activity you can follow and find satisfaction in by yourself (I read).

Situations and temperaments differ; I'm a nonagenarian in reasonably good health and I find retirement pleasant enough. It has given me time to put my affairs in the best order I can, view my life in perspective, and prepare comfortably for death.

ONTARIO'S NEW HUMAN RIGHTS SYSTEM UNDER BILL 107

RUTH PIKE

The full implementation of the overhauled Ontario *Human Rights Code* and its new system for human rights in Ontario came into effect on June 30, 2008. Bill 107 gave the Human Rights Tribunal of Ontario expanded remedial provisions, both monetary and non-monetary and gave Ontarians direct access to the Tribunal. Under the previous *Code*, the Ontario Human Rights Commission would investigate complaints, decide whether to refer complaints to the Tribunal, and would generally assume carriage of the complaint at the hearing. Discrimination victims themselves now investigate and prosecute their own cases at the Tribunal.

The amended *Code* limits the investigative and prosecutorial powers previously held by the Ontario Human Rights Commission. The Commission is now mandated to advocate for human rights, to educate the public and research, analyze and promote human rights issues. The Commission still has the authority to involve itself in complaints by filing or intervening in applications in cases where it is in the public's interest to do so and where it is consistent with the Commission's new role and mandate.

The Bill established and funded a Human Rights Legal Support Centre to represent human rights applicants who claim they are victims of discrimination. Unlike Legal Aid, the Centre's services are available to everyone, regardless of income. The Centre may provide various legal services pertaining to the Tribunal process or assist applicants to negotiate without having to file applications to the Tribunal.

The ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT ALLIANCE (AODA Alliance) was opposed to Bill 107. It interprets the changes as privatization of human rights enforcement in Ontario. The following are some of the AODA Alliance concerns:

- Many human rights applicants are not represented at tribunal because of underfunding of the Human Rights Legal Support Centre.
- The Human Rights Commission has not effectively used its few enforcement powers or become a strengthened force for promoting human rights and combating systemic discrimination.
- The percentage of disability cases to which the Human Rights Legal Support Centre gives legal services under Bill 107 may be much lower than the percentage of disability cases brought to the Human Rights Code under the old system before Bill 107.
- Hundreds of human rights complainants with unresolved cases in the old system may be unable to have their cases heard when the transition to the new system was finished. The Human Rights Legal Support Centre refused to help this group of complainants.

Last August, the McGuinty Government appointed Toronto lawyer Andrew Pinto to investigate the effectiveness of Ontario's system for enforcing human rights in Ontario. The AODA Alliance has submitted a brief to the Ontario Human Rights Review outlining its concerns with the Bill and with the implementation of the Bill. It is asking for public endorsement of its brief.

You can learn more at www.aodaalliance.org

To download the AODA Alliance's March 1, 2012 Brief to the Andrew Pinto Human Rights Review on the Enforcement of Human Rights in Ontario, in MS Word format, go to: <http://www.aodaalliance.org/docs/march%201%202012%20entire%20final%20aoda%20alliance%20brief%20to%20andrew%20pinto%20human%20rights%20code%20review.doc>

2012 Annual General Meeting of RALUT

Thursday, 26 April

Music Room and South Dining Room of Hart House

- Registration from 10:30 am
- Coffee & Social Hour 11:00 - 12:00 noon
- Lunch Buffet from 12:00 noon
- Speakers:
 - Scott Prudham (V-P UTFA) and Steven Barrett (Sack, Goldblatt, Mitchell LLP)
 - “The Role of Retirees in Unionized Faculties” 1:00 - 1:40 pm
- RALUT AGM 1:40 - 3:40 pm

Please RSVP by email or phone message to the RALUT Office by Monday, 9 April

ral.ut@utoronto.ca 416.978.7256

The Seventh Annual Senior College Symposium

Toronto, A World City: Meeting the Challenges

Thursday, April 12, 2012

The Faculty Club, 41 Willcocks Street, Main Floor

9:00 Registration

9:30 Welcome and Introduction John Dirks and Merrijoy Kelner

Section I: Toronto Today

9:40 An Overview Professor Andre Sorensen, UTSC and Cities Centre

10:05 Arts and Culture Janet Carding, ROM

10:30 Open Discussion

11:00 B R E A K

Section II: Toronto, City of Tomorrow

11:15 Urban Development and Inequality Alan Walks, UTM and Cities Centre

11:35 Urban Design Bruce Kuwabara, KPMB Architects

11:55 Transportation Steve Munro, Transit Advocate

12:15 pm Open Discussion

12:45 L u n c h

Section III: Toronto as an Economic Powerhouse – What is Needed?

1:30 Financial Sector Kevin Lynch, Vice-Chair, BMO Financial Group

1:55 Technology & Innovation Ilse Treurnicht, Chief Executive Officer, MaRS Discovery District

2:20 Open Discussion

Section IV: Universities in a World City

2:40 Sheldon Levy, President, Ryerson University

3:10 Open Discussion

3:30 Summary and Conclusion John Dirks and Merrijoy Kelner

3:45 Wine and Cheese Reception (cash bar)

UNIVERSITY ARTS WOMEN'S CLUB

The UAWC provides friendly and informal occasions for its members to meet and chat. It brings members and guests together for a variety of lectures and other activities. Those eligible for membership include women members and wives of members (active or retired) of the academic or senior administrative staff of the University of Toronto.

Program

The core program consists of five Thursday lunchtime meetings with a featured speaker. Speakers for 2011-12 included: Robert Farquharson, Kristin Marshall, Suzanne

Seaquist, Rich Rotstein, and Peter Russell.

Interest Groups

In addition to the six monthly, there are a number of interest groups: Antiques and Art Appreciation, Bridge, French Conversation, German Conversation, Theatre and Movies, Gourmet Cooking, Outings, and Reading.

How to become a member

The annual dues are \$30.00, which includes four regular lunches. There is an extra charge for the Christmas Party and for the Spring Luncheon at the Faculty Club Those interested in joining please contact Shirley Zaky (416-766-2150), the Club's Vice-President of Membership.

PUBLICATION NOTICE

The RALUT REPORTER is published by RALUT, (Retired Academics and Librarians of the University of Toronto), a non-profit association of retirees, near retirees, and surviving spouses/partners of the faculty and librarians of the University of Toronto. RALUT or any of its officers can be reached by post at its office at 256 McCaul Street, Toronto ON M5T 1W5.

Those involved in the production of this issue include editing by Fred Wilson (who despite resigning as Editor last spring allowed his arm to be twisted one more time) and Tom Alloway and computer setup by Tom Alloway.

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Gift Commitment Form

The RALUT Endowed Memorial Award at the University of Toronto

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Donation Payment Options (please check one)

Option #1

- Cheque enclosed (made payable to University of Toronto) in the amount of \$ _____
- Post-dated cheque(s) enclosed in the amount of \$ _____

Option #2

- Credit Card payment in the amount of \$ _____
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Ending in _____ (month), 20 ____

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