

RALUT REPORTER

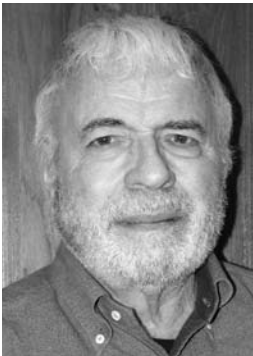
RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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

Vol. 6 No. 2 July 2006

President's Report

Doug Creelman



Lots has happened this past month. The arbitrator (finally) has spoken, and there are a couple of items of good news in his report. Our pensions are to be increased at 100% of the cost of living, and we have been awarded \$250 for optometrists each two years. I am sure that eventually the University will get around to writing to us, formally announcing these gains.

We have had Annual General Meetings both of RALUT and of UTFA. While the UTFA meeting was badly attended, ours filled the room. To my mind the most important item of business at each was passing of a resolution that decried a letter sent to salaried faculty and librarians that was jointly signed by the Provost and the vice-president Human Relations. Sadly, the letter mis-stated facts regarding the pension settlement and attempted to drive a wedge between salaried and retired faculty and librarians and retirees. The letter incorrectly maintained that our gain in pension entitlement was a loss to those currently salaried. This argument was explicitly denied in the arbitrator's finding. The mean-spirited, repeated propagandistic reiteration of the failed argument in the administration's letter and the incorrect facts they put forth were the reason for the resolutions passed by both meetings. The RALUT resolution is reprinted elsewhere in this issue; have a look at it, and at the UTFA web site, where the arbitration finding, the letter, and other documents are available.

On a happier note our Senior Scholars' Symposium, held at Massey College to a full house, was a great success. Thanks are due to Germaine Warkentin and John Dirks for arranging a most exciting day of intellectual multi-disciplinary fare. All agreed that it should be an annual event; look for it.

Senior Scholars Symposium

Fred Wilson

Senior scholars are continuing their research and enhancing the reputation of the University. This is often unrecognized – certainly it does not appear in PTR increments. RALUT has recorded this contribution in the list of scholarly publications that have appeared in the Reporter. But this contribution remains largely invisible to the U of T community as a whole – often even department chairs do not have a record of the scholarly work of retired members of their departments.

The Senior Scholars Symposium, organized by RALUT and held on April 11, was an attempt to show to the U of T community some of the results of major scholarly work by “retired” members. Massey College welcomed the Symposium; and the Upper Library was crammed full with those who came to hear their colleagues report on their work. There were four sessions in the morning and four in the afternoon. Lunch was enjoyed by all in the Christopher Ondaatje Hall in Massey College, and the day ended with a wine and cheese reception.

continued on page 2

PENSION AUGMENTATION

Helen Rosenthal

The long-awaited arbitrator's report was given to us on April 5. In the section dealing with pensions, Justice Winkler wrote “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 administration adamantly opposed giving full inflation protection to retirees, throughout the entire process of negotiation, mediation and arbitration. This opposition was expressed again following the arbitrator's award, in a shameful and misleading letter sent on April 7 by Vivek Goel, Vice-President and Provost,

continued on page 4

In this Issue

President's Column	1	Prime Mentors of Canada: A Letter	6
Senior Scholars Symposium	1	Retired Faculty Members Brush up on Their Library Skills	7
Pension Augmentation	1	Retiree Residence [Public Policy Committee]	8
2006 Annual General Meeting	3	Memo from the Benefits Committee	8
RALUT Memorial Award- Awarded!	4		
RALUT Deceased Members	5		

Senior Scholars Symposium continued from page 1

The presentations were varied indeed. Consider Ursula Franklin, of the Department of Materials Science in the Faculty of Applied Science and Engineering, and recognized for her work in the women's movement and for peace (she has been awarded the Pearson Medal for her work for Peace). Professor Franklin was there to describe the origins and pedagogy of the Ursula Franklin Academy of the Toronto District School Board. This is the only school in the Toronto Board that is named after a living person. The school is now ten years old, and Professor Franklin has been active in its planning and ongoing activities. (The award ceremony of the Pearson Medal was held in the Academy.) The Academy has no specific catchment area; its students come from all over the Toronto district, and are there by choice. The students sign a contract that commits them not only to learning but to community involvement. Technological literacy is high, but it is not a technology or science school; it has the usual curriculum of any academic high school, but technology is used throughout all the courses as a matter of course. Hours are longer than customary to make available Wednesdays for special courses not on the regular curriculum.

It was a fascinating discussion. Professor Franklin and "her" school are both to be admired. Retired?

(Many will also recall that Professor Franklin was one of the women who had to resort to the courts to secure fair retirement benefits from the University.)

Here is the complete programme:

Morning

- 1) John Beckwith, Professor Emeritus and former Dean, Faculty of Music: "Vagabond of Glory: Calixa Lavallée as Stage Hero."
- 2) Mladen Vranic, Professor of Physiology and former Chair, Department of Medicine: "Dangerous Liaisons - Diabetics and Hypoglycemia"
- 3) Doug Campbell, Professor Emeritus of Sociology: "Gender, Marital Status, and the Canadian Protestant Clergy: A National Survey."
- 4) Ursula Franklin, University Professor Emerita, Department of Materials Science Engineering: "My School and I: Pedagogy at the Ursula Franklin Academy."

Afternoon:

- 5) Russon Wooldridge, Professor Emeritus of French: "The Web of Words"
- 6) Merrijoy Kelner, Professor Emeritus, Institute for Life Course and Aging: "How Far can Complementary



Photo: Ken Rea

and Alternative Occupations Go? The Socio-Political Context for Professionalizing."

- 7) Glenn Morris, Professor Emeritus of Biology (UTM): "Conversations with Insects: Acoustic Behaviour of the Bog Katydid: *Metrioptera sphagnorum* (Orthoptera Tettigoniidae)"
- 8) Andrew Hughes, University Professor Emeritus, Faculty of Music and Centre for Medieval Studies: "Singing the Praises of a Martyr: the Liturgy of St. Thomas Becket in Medieval Europe."

From Calixa Lavallée (he composed Canada's national anthem and then pursued his career in the United States) to the Bog Katydid (complete with sound effects) and the liturgies of the martyrdom of Thomas Becket, from diabetes to alternative and complementary occupations – it was a fascinating day!

It was certainly successful in demonstrating that many retirees are far from being retired.

The symposium was conceived by RALUT's Senior Scholars Committee, which is chaired by Professor Germaine Warkentin (Professor Emeritus of English and Distinguished

continued on page 3



Photo: Ken Rea

2006 Annual General Meeting

The 2006 annual general meeting was held at Victoria College on April 25. The guest speaker was Professor Peter Russell, the founding president and honorary vice-president of RALUT, who reviewed the history and achievements of our organization during its first five years. He emphasized that RALUT must be bold in advancing the interests of retirees, which he saw as consonant with the interests of the University as a whole. With UTFA, RALUT cohosted a forum on redesigning retirement, that led to the abolition of mandatory retirement at the University of Toronto. Now the organization is following this up with moves to establish regular academic and social events for retirees, ensure the continuance of library services, and create reliable mechanisms to resolve issues about benefits and status of retirees on campus. There are three main challenges to meet: the development of retirement housing in partnership with the university, the establishment of retiree centres on all three campuses, and the outreach of retirees to the larger community. In due course, RALUT might spawn a foundation with charitable status for educational purposes. The speaker was thanked by Past President Ralph Garber.

The meeting proceeded with approval of the minutes of the 2005 meeting. The report of President Doug Creelman included a motion passed by UTFA critical of a letter of April 7 to nonretired colleagues from the Provost and Vice-President of Human Resources and Equity which portrayed gains by retirees as being at the expense of non-retirees. This was endorsed by the assembly. (See Motion on page 7.)

The Treasurer, Diane Henderson, noted that RALUT is in sound financial shape and well placed to pursue its objectives.

John Dirks, reporting on behalf of Germaine Warkentin, referred to various initiatives of the Senior Scholars Committee: programs with the library (set up by Joan Winearls), the questionnaire to retirees, the January 11 forum for retired scientists and the April 11 symposium.

Beate Lowenberg reported for the Membership Committee, which has now awarded the first memorial bursary to an undergraduate, Peter Knecht, and has established a program of AGO visits and faculty club lunches.

Ruth Pike, reporting for the Benefits Committee, spoke of the need to monitor the delivery of benefits to members and of the moves to ensure that retirees have standing with the ombudsman.

Symposium continued from page 2

Senior Scholar, Centre for Reformation and Renaissance Studies). The hard work of organizing it was done by Professor Warkentin and Professor John Dirks (Professor Emeritus of Medicine and President of the Gardner Foundation). Professor Dirks chaired the proceedings.

Helen Rosenthal, for the Pensions Committee, thanked those who participated in the recent round of negotiations and fielded two questions from the audience, the first concerning lack of a survivor pension to a spouse acquired after retirement and the second whether pension augmentation applied to retired OISE colleagues.

Don Bellamy, for the Policy Committee, discussed progress on housing for retirees.

Finally, Editor Fred Wilson spoke about the increase in material for the Reporter, particularly the recent publications and activities of retirees compiled by Germaine Warkentin.

The assembly passed a constitutional amendment abolishing associate membership and adding a provision to allow any faculty member or librarian to join RALUT at the age of 60. Finally, nominations were closed and the new members of the executive committee installed:

Officers for 2006-2007

Doug Creelman, President (05-07)
Cornelia Baines, Secretary (06-08)
Diane Henderson, Treasurer (06-08)
Lino Grima, Vice-President (06-08)
Ed Barbeau, Vice-President (06-08)

Other members for 2006-2007

Don Bellamy (05-07)
Michael Donnelly (06-08)
Scott Eddie (06-08)
Beate Lowenberg (06-08)
Ruth Pike (05-07)
Helen Rosenthal (05-07)
John Rucklidge (06-08)
Jack Stevenson (05-07)
Germaine Warkentin (05-07)
Fred Wilson (05-07)

Retiring members are George Milbrandt and Sid Olyan. A motion was passed to acknowledge and thank these two for their work, the former for helping develop the collaboration between RALUT and UTFA, and the latter for his role in developing new initiatives such as the Senior Scholar and Public Policy committees.

The minutes of the meeting and the Committee Reports can be found on the RALUT website at www.ralut.utoronto.ca/agm2006.html.

They and the Senior Scholars Committee are to be thanked for the work they put in. And Massey College should be thanked for being a fine host.

There is talk about organizing a similar session for next year. Everyone thought it was a good idea.

RALUT Memorial Award-Awarded!

Beate Lowenberg

Now that RALUT has entered the sixth year since its founding on February 19th, 2001— and in view of our notable achievements since then— we decided that the time had arrived for us to consider appropriate ways in which to commemorate those of our members who have passed on, but whose efforts to further the interests of all retirees continue to outlive their tenure as active members of our organization.

The Commemorative Initiatives sub-committee first met just a year ago, and produced their conclusions in September 2005: Proposing that a bursary of \$1000 in honour of deceased RALUT members be awarded to a UofT student through the University of Toronto General University Award Fund. By this means, RALUT's link to this award would be preserved, while not requiring us to participate in the administrative details. I am very grateful to Diane Henderson and Helen Rosenthal for their invaluable contributions to this project.

Our sub-committee decided that this bursary should be awarded on the basis of financial need, secondarily associated with academic merit. Our rationale for this approach was due to our intention to make a difference, and our observation that the most brilliant students already tend to gather numerous awards. If our bursary enables a student to continue with his/her studies, that support could be seen as a worthwhile investment in the student beneficiary's future.

The first recipient of our bursary, Mr. Peter Knegt— as already announced at our April AGM— was selected earlier this year. Information obtained from the Student Awards Officer indicates that this student was a very appropriate choice. Despite extremely trying family and financial circumstances, Mr. Knegt has maintained a very commendable academic performance; he plans to graduate this June with an Honours Bachelor of Arts degree. In the letter of appreciation which we have received from Mr. Knegt, he comments that "I hope you realize how beneficial these awards can be for students, and how helpful you've been in my personal regard."

Pension Augmentation continued from page 1

and Angela Hildyard, Vice-President, Human Resources, in which they claim that pension augmentation "threatens to distract resources away from the faculty and librarians who are actively advancing the University's work". You can read the entire letter on the RALUT and UTFA websites. Fortunately, UTFA and its negotiating team were adamant in their support for augmentation to 100% of CPI, and we thank them for their efforts and success on our behalf.

There is some ambiguity in Justice Winkler's award with regard to the actual calculation of pension increases,



Peter Knegt

Encouraged by this successful implementation of our original concept, it has now been decided to continue awarding this annual \$1000 bursary for the time being. In future, this award will commemorate the members of RALUT who have died during the preceding year— unlike the situation with this initial bursary, which honoured all deceased RALUT members to April 2006. Those names were supplied to attendees at our recent AGM, and can also be found published in this issue of the RALUT Reporter.

The donations which our members have been generously contributing— in addition to their renewal dues— are finding an appropriate purpose with initiatives such as this recently-established RALUT Memorial Award student bursary; which also is a way in which we can in some measure repay our debt to UofT. We are now exploring additional initiatives, in order to expand RALUT's contribution to more of the numerous worthy causes existing in our midst: Suggestions from our readers are most welcome!

and so we have requested and now received details of the implementation. The formula is unusual, but it will provide the proper compensation. The July 1, 2005 and July 1, 2006 augmentations, which total 1.07% (the sum of 25% of each of the 2004 CPI of 2.1% and the 2005 CPI of 2.2%) will be applied to the June 1 pension, prior to the regular indexation as of July 1, 2006.

The next round of negotiations should commence in January, 2007. The RALUT Pensions Committee will be considering which proposals we will encourage UTFA to include in its negotiations, and we welcome input from RALUT members.

RALUT Deceased Members
Feb 01 – Jun 06

Name	Date Joined	Name	Date Joined
Baigent, Margaret	12/03/01	Main, Oscar Warren	16/03/01
Bain, Harry	26/03/01	Meltz, Noah	28/05/01
Barnett, Mary G.	12/03/01	Mettrick, David	30/04/01
Bem, Raillie Jeanna Franca	11/04/01	Michel, Helen Lewis	14/06/01
Bigelow, James	26/03/01	Moorhouse, Eleanor	14/05/01
Borth, Rudi	16/03/01	Morgan, Peter F.	26/03/01
Brehaut, Carol	06/04/01	Morley, Nina Hope	12/03/01
Brock, Peter de Beauvoir	16/03/01	Olnick, Harvey	26/03/01
Brodeur, Claude	28/05/01	Owen, Alan	30/04/01
Bryden, Ken	26/03/01	Palin, Gordon Kerle	12/03/01
Chalk, John H.H.	30/04/01	Papsin, F.R.	10/06/02
Clark, Samuel	18/02/02	Paterson, Garnet R.	27/02/01
Conacher, Muriel	30/04/01	Payzant, Geoffrey	12/03/01
Dunlop, Bruce	22/02/01	Pokorny, Dusan	26/03/01
Dyson, Peter	12/03/01	Prugovecki, Eduard	11/04/01
Eccles, Jean J.	30/04/01	Ribner, Herbert	06/06/02
Evreinov, Irina A.	28/05/01	Ridout, Freda	16/03/01
Gerson, Jack	22/02/01	Rimrott, Friedrich P.J.	10/06/02
Giffen, P.James	16/03/01	Scott, Mary(Marnee)	16/07/02
Gordon, Alan M.	27/02/01	Sim, Stephen	10/06/02
Guillet, James E.	27/02/01	Sky(Shykoff), Ruth	12/03/01/
Hall, John	30/04/01	Smith, Carlton George	26/03/01
Hastings, John	01/02/01	Snell, G.E.	10/06/02
Hsing, Henry C.	16/03/01	Stagg, Geoffrey L.	30/04/01
Jarvi, Edith	12/03/01	Sword, John	26/03/01
Kalbach, Warren E.	10/06/02	Thornton, A.P.	16/06/02
Kellen, John A.	16/03/01	Toguri, James M.	20/04/01
Kerpneck, Harvey	01/02/01	Van der Eyk, J.J.	14/05/01
Klein, Lothar K.	30/04/01	Volpe, Robert	10/06/02
Kroger, Rolf	20/04/01	Wang, Cynthia C.H.	06/04/01
Kushner, Donn	26/03/01	Wickens, G.M.	16/03/01
Lehman, Alfred	30/03/01	Zekulin, Gleb	
Luckyj, George	16/03/01	Zsuffa, Louis	

Prime Mentors of Canada: A Letter

Dear Editor

I wish to make some comments, amounting to a personal endorsement, on the Prime Mentors of Canada (PMC) mentoring program. This program was established in 1988 under the direction and guidance of Professor Conchita Tan-Willman. It is affiliated with the University of Toronto. It recruits mentors—retired people and others who are prepared to devote an hour weekly, for two and a half to three months, of their time to mentor, on an individual basis, students from the schools that have enrolled in the program. Since that time hundreds of students have benefitted from this program. The students range in age from 10 to 13 (grades 5 to 8).

Schools are approached by PMC to participate in the program. Officers of PMC visit the schools and arrange for the teachers to choose students they think would benefit from such a program. The students that are selected are all interviewed individually by PMC and asked to name their current interests.

Over the years an average of between twenty and thirty schools have participated each year. Occasionally some drop out, primarily because of a change of principal and staff, whilst some have remained in the program throughout the whole period.

Principals have, of course, a final say in whether to adopt the program in their schools or not. Those that do are generally very favorably impressed by the students' learning over their period of mentorship, as can be seen in the glowing testimonials they send to PMC. Other members of the school staff have also written such letters, including school counsellors, contact teachers, and classroom teachers.

The mentors themselves are an interesting group; they come from all backgrounds, ranging from the academic, professors and the like, to tradespeople, artists, editors, accountants, salespeople, teachers, medical practitioners, dentists, scientists, anyone. Their interests reflect the range of topics that have been presented by the students over the years and the range is astonishing. Many of the endorsements submitted from the schools mention this, the mentors are dedicated to learning and have a passion to impart their knowledge and experience to the younger students, and encourage self-confidence and politeness in their proteges.

As a mentor, to have a student with you once a week is a responsible task. You discuss aspects of your chosen topic, let the student collect his or her facts, and arrange for suitable visual aids to support these facts. These are obtained from the internet (most students have access to this), books from the school and public library, and from other organisations. Towards the end field outings to appropriate institutions are often arranged, accompanied by a parent. The final stage is the

preparation of suitable visual aids, such as slides, overheads and perhaps a video to enhance the presentation. Some students prepare Bristol boards summarising their work, which are afterwards displayed in the school halls. Throughout work on their project, the students learn to condense the material and format it for presentation, aiming at simplicity and accuracy. After a trial presentation ('dress rehearsal') the final presentation generally takes place at about the twelfth week, though with the older students working on more difficult topics the period may be extended. There are no time restrictions imposed by the Prime Mentors, but a mentor soon becomes aware when the topic approaches an end.

Students are encouraged to make a presentation, but they can opt to submit a written account. I have been a mentor for this organisation since 1989, and have mentored over 50 students. With one exception, all my students have made this formal presentation. It is a valuable way for the student to gain self-esteem and self-confidence. Students answer questions at the end of their talk, where everyone, teachers, principals and parents included, is free to ask a relevant question or two.

The standard expected from a Prime Mentor project is considerably higher than that of other school projects. This varies, of course, from student to student, and though the program is not aimed for gifted students, some extremely interesting and detailed topics have been undertaken.

It is not only the student that benefits from this program. Fellow students in the class often participate in the project, indirectly by discussion at school. They become interested in the subject and make helpful suggestions both in the substance and about the mode of delivery.

Parents also benefit, for over the course of the project they have an opportunity to be fully involved, often accompanying their children to the library, choosing and selecting appropriate books. They become aware of exhibits in museums and have opportunities to accompany the children on field trips and are often involved in a rehearsal given at home. Many of these parents attend the final presentation at the school.

For the students' teachers, the mentoring program offers an opportunity to see projects worked out in more detail and over a longer period of time than the classroom affords, and the students' enthusiasms contribute to a positive attitude toward learning in the classroom. Again, many of the testimonials submitted by the schools make this point. Often students who have seemed aloof from normal school classes present excellent projects when working on their own or in pairs with a mentor, and become keener on other activities at school, both academic and social.

As a member of the Board of Advisors, I have been privileged over the years to officiate at many of these presentations. All have been excellent and some really outstanding. There is not one standard approach to mentoring and the final presentations show this.

continued on page 8

Retired Faculty Members Brush up on Their Library Skills

Three information sessions on updating library skills for retired faculty and librarians were given recently at the Library for RALUT (Retired Academics and Librarians of the University of Toronto) members. The sessions, which included connectivity, library searching skills and e-resources, were organized by RALUT's Library Privileges Subcommittee of its Senior Scholars Committee, in conjunction with Reference and Research Services, Robarts Library, and the Scotia bank Information Commons.

The Library immediately got on board when Joan Winearls, retired Map Librarian, discussed the possibility of the Library's giving these sessions after receiving an enthusiastic response to the idea from various RALUT members. "Arranging the type and content of the sessions and developing a needs questionnaire, involved other retired reference librarians—Susan Johnston, Elinor Fillion and Carol Calder (OISE/UT) —and Jenny Mendelsohn, head of Reference and Research Services, and Michael Edmunds, director of the Information Commons," said Winearls.

The first session on "Connectivity" was given in late March by Martha Parrott of the Information Commons and covered the basic topics that retired faculty need to know to maintain their connection to various library services: UTORid, UTOEmail, my.utoronto, connect speeds, and basic computer requirements. Sian Meikle of Information Technology Services in the Library, presented a session on my.access. Following that, two hands-on sessions on library searching skills and e-resources were given by Patricia Bellamy and Jenny Mendelsohn of Robarts Reference and Research Services. The first library session covered the library's new home page, e-resources, such as online database indexes, full-text sources, and boolean searching strategies. The final



Jenny Mendelsohn

library session in early April covered searching via Scholars Portal Search, choosing the best subject databases for one's own research and a short introduction to RefWorks.

The response to the sessions from the approximately 21 people who attended one or more sessions was very positive and retired faculty were enthusiastic about how much they had learned. Evaluations received from participants will allow the committee to revise the content and delivery of future courses to meet the needs of retirees from different subject areas and with different levels of computer knowledge.

Winearls noted that "RALUT is very pleased with the results of this initiative and the Library's support of retired faculty and librarians' needs in this area." Retired librarians look forward to working with the Library to arrange for future courses.

Article and photo from University of Toronto Libraries Newsletter Spring 2006

MOTION moved by Rhonda Love and seconded by Ed Barbeau at UTFA Council, April 24, 2006

WHEREAS UTFA Council respects the arbitration process and accepts the arbitrator's award and whereas UTFA Council promotes the interest of all its members

UTFA Council disapproves of and disagrees with

- (i) the sentiment of the letter of April 7th, 2006 written by the Provost and the Vice-President of Human Resources and Equity,
- (ii) the claim that the pension augmentation to the retired faculty and librarians is at the expense of the non-retired faculty and librarians and
- (iii) the statement that it is adverse to the interests of the non-retired.

UTFA Council regrets and deplures the implicit criticism of the judgment of the Arbitrator.

CARRIED at UTFA Council CARRIED at the UTFA Annual General Meeting, April 24, 2006

CARRIED at the RALUT Annual General Meeting, April 25, 2006 without any dissenting vote

Retiree Residence [Public Policy Committee]

The committee is now planning a forum for the fall. It will deal with the many details about establishing a retiree residence at the University of Toronto. Our aim is to have the audience hear from specialists who have expert knowledge about our options. After that we should be in a position to give the go ahead and develop a residence and the amenities we desire.

A Letter cont'd from page 6

The whole experience is richly rewarding for the mentor. We share the students' enthusiasms, learn from their different approaches and their very varied interests, and have the satisfaction of assisting the development of initially unfocused ideas into a coherent research topic. The experience and the choice of topic can shape a hobby or even establish a profession for the student in later life. Quite a few parents have said that they themselves would have benefitted greatly from such a program when they were young. I am sure I would have.

Many of the students keep up friendly relationships with their mentors. I regularly get letters or e-mails from them, telling me of their progress at school, or informing me of a change in their school or a change in their address, or just wishing my family and me a happy holiday.

Members of the committee are now making contacts in order to learn about what is involved, for example in the business, finance and care aspects of a residence. At the same time we are on the lookout for speakers to place on the forum agenda. As we move on in this phase of our planning the committee will welcome suggestions and particularly assistance with arranging the forum.

Don Bellamy

PMC has established bursaries for students who did exceptionally well on their project and they are to be used for the students' university education. PMC follows the students' progress and advises them on how to apply to university or for other awards or positions.

In summary, the mentored students and their classmates discuss their chosen subjects and make valuable contributions, the teachers benefit by giving guidance and advice and often discuss the projects whilst in progress in the class. The parents also benefit by being involved and giving guidance to their children. The endorsements from the schools participating in the program and the letters of congratulation by the parents to the PMC all state the value of this program without reservation.

*Dugald Matheson, Ph.D. (Retired
Professor, University of Toronto,
Department of Zoology)*

Memo from the Benefits Committee

The Blue Book organizers would be thrilled to be able to beef up their online experts guide with retired academics and librarians. If you go to <http://www.library.utoronto.ca/bluebook/> you can click on the "add me" button on the top right hand corner of the page which will send an e-mail to our office. Just list the appropriate contact information and areas of expertise and it will be posted immediately.

Publication Notice

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