

# RALUT REPORTER

RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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## President's Report

### Taking care of ourselves



I just learned of a great idea – it's called ICE (In Case of Emergency). Most of us carry a cell phone, although if you are like me you don't use it much. But I carry mine just in case I need to call for help, or to alert an appointment that I will be late, or to tell my wife what goodies I got for dinner.

The real need will be if I am disabled, hurt, and someone needs to be informed. Here is where the cell phone comes in – if in the memory there is an entry "ICE" with a phone number, then they can get the word out. If everyone did it, and everyone knew to look for the ICE entry it would work. If everyone didn't know it still might make a difference. So here is the suggestion – find a 14-year-old and have him/her enter the ICE number in your cell phone.

One of the things we can do to take care of ourselves is to get busy. One of the ways to be busy has been suggested by Jack Stevenson, a member of the RALUT Executive. RALUT will be setting up a mentoring programme. The idea is for those of us who know a lot to take on a younger colleague (who may not know as much) to help with planning and stick-handling everything from tenure planning to retirement alternatives. Sounds like a great idea; York has had such a programme for some years. Look soon for opportunities to become a mentor. Actually we could use some help in getting the programme off the ground. If you want to help, get in touch.

## RALUT Senior Scholars' Symposium

The second annual RALUT Senior Scholars' Symposium will take place in the Upper Library at Massey College on March 29. As last year, registration will begin at 9:30 and the two sessions consisting of four papers each will run from 10:00 to 12:00 and 1:00 to 3:00. The registration fee of \$15.00 will include lunch in the Massey dining hall and a wine and cheese reception at the end of the day.

A more formal call for papers—on any scholarly subject in any discipline—will be issued later, but everyone who is already interested in submitting a proposal (250 words) may do so by e-mail to Merrijoy Kelner ([merrijoy.kelner@utoronto.ca](mailto:merrijoy.kelner@utoronto.ca)) or John McClelland ([john.mcclelland@utoronto.ca](mailto:john.mcclelland@utoronto.ca)).

Building on the success of last year's symposium, we want once again to show the U of T community that the University's "retirees" have not retired intellectually and that there is still much excellent wine fermenting under our whitish-grey thatch.

Speaking of being busy, our (sometimes almost frantic) chair of the Senior Scholars Committee needs help – we want to have a forum to discuss the need for and availability of small grants to retirees to attend conferences, pay publication page charges, hire research help. But there is nobody available to do the organizing. Too many fine ideas, not enough bodies. This is just one example. If you want to help let us know. We need organizers. We need envelope-stuffers. RALUT needs YOU.

*Doug Creelman*

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## Do you have Emeritus/Emerita Status?

Germaine Warkentin

It's an old tradition, the awarding of the designation "Professor Emeritus" (and more recently "Emerita") to retired university professors. The title is usually applied to those who retire as full professors, but in some places is also awarded to tenured associate professors. Practice at universities across Canada varies; a recent survey for CURAC (College and University Retirees' Associations of Canada) reported:

Recognition – Emeritus status. Most (over 62%) of the responding organizations reported that recognition in the form of emeritus status was provided at their institutions and in some cases this was more than in name only. In many, but not all such situations granting of emeritus status took the form of an institution-wide policy. Some institutions appeared to have more of an ad hoc than a well-defined institution-wide policy. There was often uncertainty about the meaning of "emeritus" and confusion about its availability to staff as well as academic retirees. Nearly a quarter of the responding associations indicated that there was no provision of such recognition by their institutions.

What happens at the University of Toronto? Some of our members have been asking, so the Senior Scholars Committee recently took a look at the local customs.

Toronto's procedures with respect to Emeritus/a status are not easy to locate, but if you look at the web site of the Provost, [http://www.provost.utoronto.ca/English/Section\\_IX.html](http://www.provost.utoronto.ca/English/Section_IX.html) you'll find that the stated policy is quite simple:

### Section X. Professor Emeritus/Emerita

The Policy on Appointment of Professor Emeritus stipulates that a faculty member who retires at the rank of Professor may elect to have the status of Professor Emeritus conferred. This Policy has been revised recently so that an individual appointed to this rank may elect to have the title of Professor Emerita (see PDAD&C #3, 2003\_04; Attachment #1). Faculty members who retire early and who hold the rank of Professor at retirement are also eligible for appointment as Professor Emeritus or Emerita. Faculty who have held a named chair are also eligible to request that their emeritus title include the name of the chair. For example, the "Smith Professor" could become the "Smith Professor Emeritus." Such titles require the approval of the Provost. Individuals who are re-appointed

to a post-retirement position, whether full time or part-time, are eligible to hold the rank of Professor Emeritus or Emerita as well as the recommended rank for the teaching position if different.

The process for appointment is straightforward, but anecdotal evidence suggests that not very many prospective retirees are aware of what they need to do. Full professors should submit to their Chair a formal request for appointment as Professor Emeritus or Emerita; there's even a form to be filled in. The completed request has to be forwarded via the Dean to the Provost's office by May 31 if retirement takes place as of July 1. The award is reported for information to the Academic Board, and after review by the Board, the President writes to advise the new Professors Emeriti of their status, and the university updates its personnel records. Practice at the federated Colleges varies; at Victoria, where I taught, my name had to be formally presented to the Senate, with a citation, before I could adopt the title.

It's a good system if it's in full working order, but experience suggests that not very many retirees or prospective retirees know about it, and that implementation may be erratic across the campus. Professor Emeritus/a is a historic title; the honour is not negligible, and the status may not be either, as those still active who are required to submit their CVs for conferences and grants are certainly aware. The Senior Scholars Committee would like to hear from those eligible for emeritus status whether they were aware of the policy in force at the University of Toronto when they retired, and if they applied for the title. Send responses to [ral.ut@utoronto.ca](mailto:ral.ut@utoronto.ca) with the header "Emeritus/a Status"; we'll report back at a later date, and future retirees will thank you!

"Lectures ... are our most flexible art form. Any idea, however slight, can be expanded to fill fifty-five minutes; any idea, however great, can be condensed to that time. And if no ideas are available, there can always be discussion. Discussion is the vacuum that fills a vacuum. If no one comes to your lectures or seminars, you can have a workshop and get colleagues involved. They have to come, and your reputation as an adequately popular teacher is saved."

— John Kenneth Galbraith, *A Tenured Professor*

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## Pensions

*Helen Rosenthal*

The next round of negotiations between UTFA and the administration has begun, with the UTFA Salary, Benefits and Pensions Committee concluding its work of drawing up a set of proposals for the academic year 2007 - 2008. Input from the retired members of this committee was welcomed and I can assure you that the needs of pensioners are well represented in this document, which will now proceed to UTFA Council for possible amendment and approval.

The last set of negotiations resulted in the arbitrated Winkler Award, which covered the years 2005 - 2007. While the award granted "...augmentation to 100% for the two years covered

by this award...", the implementation of the award brought to our attention certain problems with respect to the method of calculation of the pension increases and the issue of retroactivity. These matters are too involved to discuss here, though I will provide further information if requested on an individual basis.

The relevant UTFA officers are aware of our concerns and we hope that the next agreement, whether it is secured through negotiations, a mediated settlement, or an arbitrated award, will reflect our interests in these matters. In the meantime, we are in UTFA's hands and we wish them great success in their negotiations.

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## AROHE Meeting

### Phoenix, AZ 13-15 October 2006

AROHE (Association of Retiree Organizations in Higher Education) meets every other year to share ideas, to share enthusiasm for continued involvement with our universities, and to share ways of coping with our institutions. Here are some highlights.

The meeting comprised nearly 100 attendees, from California to Toronto. Prior meetings were concerned with organization and concerns about institutional arrangements. This year's was inspirational. The most compelling and interesting sessions were concerned with relations with the University and the community. Service and involvement were at the forefront.

Two organizations have programs that organize volunteers for (short term) assistance to community (and university) endeavours. Selection of volunteers, commitment, and scheduling are key, and the retirement centre is the focus, seeing that these are properly organized. Selection, making sure that the volunteer fits with the needs of the requesting organization was important. A person who serves as a volunteer must be seen as a "special person."

Another programme, run through an "Emeritus College," is designed to serve the "public good." There are specialized niche programs, tuned to the needs of special groups at the

different campuses of the University. One program involves "friendly visitors" to institutionalized folks or members in need of assistance.

Betty Rodman, retiring Executive Director at University of Southern California – one of the earliest Retiree Centers, spoke of the contributions of a Retiree Center. It provides institutional memory, ensconced in the membership; it represents broader interests than those of the more focussed full-time faculty; it provides ambassadors from the University to the broader community.

There was some discussion of ending mandatory retirement. My favorite quote, "He had to continue on; his wife could not imagine his hanging around home." This session focussed on alternatives. For instance Florida International Univ. Allows ½ time for five years as a transition. The group was interested in Toronto's more flexible programme.

In summary, the meeting was a success, and the group from Canada (Russell and Creelman from Toronto, Howard Fink, CURAC President, from Concordia) had much to contribute and to learn.

*Doug Creelman*

More information about AROHE and its activities is available on their website at <http://www.arohe.org/>

## Current Publications and Honours

### Continuing the list published in the REPORTER 6.3 (September, 2006):

Richard Blackburn (Near and Middle Eastern Civilizations) has published *Journey to the Sublime Porte, The Arabic Memoir of a Sharifian Agent's Diplomatic Mission to the Ottoman Imperial Court in the Era of Suleyman the Magnificent*. Beirut: Ergon Verlag Wuerzburg in Kommission, 2005.

Adrian Brook, (Chemistry; University Professor Emeritus) was awarded a D.Sc. degree (honoris causa) by the University of Toronto on June 9, 2006.

**Douglas Creelman (Psychology, and President of RALUT)** has been elected a Fellow of the American Psychological Association.

**John Dirks (Medicine)** in June 2005 was awarded the Roscoe Robinson Award for excellence in teaching by the International Society of Nephrology. In May 2005 he received the International Medal by the National Kidney Foundation, USA and in October 2006 the Adrienne Clarkson Laureateship at Massey College. His recent publications include:

"Diseases of the genitourinary system," with Susan Horton, Giuseppe Remuzzi, Arrigo Schieppati, S. Adibul Risvi, in *Disease Control Priorities in Developing Countries* 2nd edition, ed. George Alleyne, Disease Control Priorities Project (DCPP), Fogerty International, NIH, World Bank 2006; with Sheila Robinson, "A Global View of Nephrology," in *Kidney Diseases in Ethnic Minorities and the Developing World*, edited by Meguid El Nahas et al., 2005; with Dick De Zeeuw, Sanjay K. Agarwal et al. "Prevention of Chronic Kidney and Vascular Disease: in "Toward Global Health Equity – The Bellagio 2004 Declaration," *Kidney International* Vol 68, Suppl. 98, pp. S1–S6, 2005; with Sheila W. Robinson. "The Global Perspective of the International Society of Nephrology: A Decade of Experience with COMGAN"; *Kidney International*, Vol.68 pp.1–16, 2005 (October); and "The ISN Programs for the Prevention of Kidney Disease"; *Nature Clinical Practice Nephrology*, Vol 1 #2; January 2006; with Sheila W. Robinson, "Preventing vascular diseases in the emerging world: a multidisciplinary approach"; *Diabetes Voice*, March 2006.

Jose Jimenez, MD, FRCP reports that Juan Carlos I, King of Spain, has awarded him the decoration *Encomienda de la Orden al Merito Civil*. This Order was created in 1926 by Alfonso XIII, King of Spain, to recognize not only extraordinary contributions of a civic nature to the Spanish State by Spaniards residing in Spain but also to recognize life-working-achievements of non-resident Spaniards who have

contributed to the common good of the community at large and thus enhancing Spain's global interests for a better world.

**Eva Kushner (President Emerita, Victoria University)** was recently elected a Senior Fellow of Massey college. She received an honorary Doctorate of Sacred Letters from Victoria University at its May 11th convocation.

**Gordon Nikiforuk (Dentistry)** has published "Diabetes and Periodontal Disease: A Complex Two–Way Connection," in *Diabetes Care News* 19 (Autumn, 2004) , 1–4.

**Shizuhiko Nishisato (Measurement and Evaluation, OISE/UT)** has just published a compendium of his career research, entitled *Multidimensional Nonlinear Descriptive Analysis* (Chapman & Hall/CRC).

**K.H. Norwich (Physiology, Biomedical Engineering)** has published: with H. Khosravani, B. Chugh, and M. F. Milosevic, "Time response of interstitial fluid pressure measurements in cervix cancer," *Microvascular Research*, 68: 63-70, 2004; "Physical entropy and the senses," *Acta Biotheoretica*, 53: 167-180, 2005, and with L.J. Hoffer, M.J. Hamadeh, and L. Robitaille, L., "Human sulfate kinetics," *American Journal of Physiology, Regulatory, Integrative, Comparative Physiology*, 289: R1372-R1380, 2005.

**Ann Robson (History)** gave the keynote lecture, "A 'Crisis' in Fashion" at the John Stuart Mill Biennial Conference 1806–2006 (sponsored by the British Academy and the Bentham Project) at University College, London, April 5, 2006.

**Ann Saddlemyer (English)** reports she has published "Behind the Scenes: Irish Theatre, Irish Lives, and the Task of the Biographer", in *Theatre and AutoBiography: Writing and Performing Lives in Theory and Practice*, ed. Sherrill Grace and Jerry Wasserman (Vancouver: Talonbooks, 2006), 261–74; "Shaw's Playboy: Man and Superman", in *Irish Studies in Brazil*, ed. Munira H. Mutran and Laura P.Z.Izarra (São Paulo: Associação Editorial Humanitas, 2005), 103–126; and "Play and Interplay – Synge and Lady Gregory", in *From 'English Literature' to 'Literatures in English' International Perspectives: Festschrift in Honour of Wolfgang Zach*, eds. Michael Kenneally and Rhona Richman Kenneally (Heidelberg: Universitätsverlag, 2005), 119–131. In addition she has edited for publication Synge's *When the Moon Has Set*, in *Synge: A Celebration*, ed. Colm Tóibín (Dublin: Carysfort Press and DruidSynge, 2005), 147–63

At the 2006 Annual Banquet of the Canadian Water Resources Association (CWRA) in Toronto, **Lino Grima** received an award "in recognition of his long and dedicated work" as Chair of the CWRA Scholarships Award Committee.

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## **A Faculty Club Lunch for New Members, and Potential New Members!**

*Beate Lowenberg*

On November 15<sup>th</sup> the President and Executive Committee welcomed recent retirees and newly-joined members of RALUT to an informal buffet lunch at the Faculty Club.

A bright sunny day reflected the positive mood prevalent amongst our guests, many of whom seemed to recognize friends and colleagues in the rapidly forming convivially chatting groups. Attendance exceeded what we had anticipated, but not surprisingly the Faculty Club took this seamlessly in its stride and additional supplies materialized with quiet efficiency.

Welcoming and informative, albeit informal, speeches by Doug Creelman (President), Germaine Warkentin (Chair Senior Scholars) and Lino Grima (Vice-President) provided some factual background for those of our guests who were not previously familiar with our organization.



It would appear that the combination of the eloquence of our speakers, the ambience of the surroundings, and the generally stimulating conversation helped to generate such palpable enthusiasm that we acquired additional new members on this occasion!

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## **Changes for Current Publications and Honours?**

*Germaine Warkentin*

The regular listing of retiree publications and honours has been one of the most successful initiatives in RALUT's history. Everyone seems to scan them, they have been used to track new research by several colleagues, and we know how important they are to members because we received anxious queries when a number of people were accidentally left out of the last issue (see the Supplement in this REPORTER). But there's a problem: RALUT members are producing so many

new contributions to scholarship that the column is now taking up space in the REPORTER that is badly needed for other articles. The Senior Scholars Committee is reviewing options and will bring recommendations to the Executive as soon as possible. Among the changes being considered are limiting the list to books, chapters and articles, or reporting names and numbers in each issue and then issuing a full supplement once a year. "Current Publications and Honours" showcases retirees' achievements to the university at large, so we want to maintain it, but we think the form needs to adapt. If you have suggestions, please send them to me at [g.warkentin@utoronto.ca](mailto:g.warkentin@utoronto.ca)

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## **Planning Ahead: A RALUT Checklist**

Illness and death come to us all. Your caregivers and survivor(s)—spouse, partner, children, executor—will need certain important types of information to look after your affairs properly. You will save them much difficulty, and will avoid mistakes, if you create one or more fact sheets for them that will enable them to find the necessary documents and other information. Facing reality can bring peace of mind both to you and those for whom you care.

A helpful checklist of important kinds of documents, as well as some tips, have been prepared to help you with this important issue. It is available at:

- our website <http://www.ralut.utoronto.ca> or, for a hard copy,
- call 416 978 7256 (leave a voice mail) or write RALUT 256 McCaul St. Toronto ON M5T 1W5

*J.T. Stevenson*

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## **A Campus-related Continuing Care Retirement Community?**

by Ken Rea

As usually defined in the US, a “continuing care retirement community” (CCRC) combines three types of accommodation – “independent living”, “assisted living”, and “nursing care” – in a single complex, with the objective of providing residents of the community with a “continuum of care” throughout their senectitude. More recently the idea of building CCRC’s having some kind of relationship to a post-secondary institution has been attracting attention and a number of such projects have now been completed in the US. The possibility of doing something similar here in Canada is being explored by a standing committee of CURAC (College and University Retiree Associations of Canada) and by groups at several universities, including the University of British Columbia, Simon Fraser University, and the University of Toronto.

The independent living part of a CCRC, usually the largest part, may be a collection of town-homes, apartments, or cottages for retirees who remain active and capable of looking after themselves, although some basic services such as grounds maintenance, security, cleaning and the like are typically available. The assisted living facilities provide a broader range of services to meet the needs of residents who require more help with daily activities – provision of meals, assistance with medications, maintaining personal hygiene, dressing, and the like – but who do not require nursing care. The third level serves the needs of those who do require nursing care. This third level may also provide specialized facilities for those suffering from Alzheimer’s or for others requiring 24-hour supervision.

The “continuum of care” concept implies that the appropriate services can be made available as the needs of the resident change. This may entail physical relocation within the community, for example from an independent living to an assisted living floor or wing. In some cases the facilities may have been designed in such a way that the additional services can be delivered without the resident having to move. In all cases, however, the idea appears to be that once a person has entered a particular retirement community, he or she can expect to find the appropriate level of care within that community and not have to move out into some other facility as needs change.

In Canada, however, there may be a difficulty implementing such a full spectrum of care – in particular ensuring a smooth progression from level two to level three. It is always much more challenging to incorporate nursing care into a retirement development – physically, financially and

administratively – than it is to provide residential and assisted living services. Even in the US, where the continuum of care concept has developed, many retirement community developments, including some of the “campus-related” ones, have not included nursing care *per se*. Here in Canada certain features of the Canadian health care system may make it even more challenging to develop retirement communities with such facilities.

Although the situation varies from one part of the country to another, all the provincial and territorial governments have established systems for regulating access to so-called “uninsured” or “extended health care services” (nursing homes, long-term residential care, home care, and ambulatory health care services). Because the Canada Health Act does not require that such services conform to national standards the way hospital and physicians services are required to, there is considerable variation in the regulatory arrangements among jurisdictions.

So far as institutional care is involved all the provinces and territories seem to make a distinction between the provision of residential care (basic housing accommodation, sometimes called “hotel” services) and nursing care. While none (directly) subsidize the former, all subsidize the latter – although the degree of subsidization and the terms governing eligibility to receive it vary greatly from one jurisdiction to another. In some provinces (most of those in Atlantic Canada) residents of nursing homes are required to pay the full cost of such care, if they can. In others (mainly in Western Canada) most nursing services are paid for by the province. The other side of the coin, however, is that the degree of control exercised over access to nursing care appears to be inverse to the extent to which it is subsidized. In provinces where the level of subsidization is low, access to nursing care facilities tends to be relatively unrestricted. In provinces where the subsidies are more generous, a case-by-case assessment must be made to determine eligibility for admission. Such assessment procedures can be controversial and the agencies involved must be at pains to demonstrate that they are allocating space in nursing care facilities in a fair and objective manner.

This is where difficulties may arise for CCRC’s. Given that in many jurisdictions there appears to be a chronic excess of demand for such services over the available supply, local “coordinated assessment” agencies find themselves rationing access to available nursing care beds within their jurisdiction, ensuring that admission is based on the degree of “need” – not necessarily on whether or not the applicant has been living in an associated assisted living facility. When waiting lists for admission to nursing care facilities are long and queue-jumping not allowed it is possible that access to third level care in a particular CCRC may be unavailable to a resident of that CCRC when needed. Anecdotal evidence



*Frank Rees, President of a leading US firm specializing in developing campus-related retirement housing, shown with Don Bellamy, Chair of the RALUT Policy Committee, and Blanche Lemco van Ginkel, a member of the Committee. Frank Rees was in Toronto to make a presentation to the Policy Committee concerning retirement housing planning on November 30.*

suggests that in some jurisdictions such instances may be rare, perhaps because of informal understandings or other *ad hoc* arrangements, but it is difficult to find data to support any generalized conclusions on this matter.

While the “access to third level care issue” may complicate the development of full-fledged CCRC’s in Canada, it has not prevented them from being established. Many have been built as commercial for-profit ventures, others by religious, ethnic or other special interest organizations. Financing and payment arrangements differ greatly, as do locations, architectural features, and management systems. However, while the idea of establishing CCRC’s having some kind of affinity with an institution of post-secondary learning has become well-established in the United States (more than thirty such communities have been built there), it is currently difficult to find examples in Canada. (The “Village by the Arboretum” in Guelph is a retirement community located on land leased by a private developer from the University of Guelph, but it does not appear to have been designed as a specifically campus-related venture. Some of its residents are, however, former faculty or staff. UBC is developing an ambitious residential development on its extensive land-holdings which will incorporate some type of retirement-living housing, but not, apparently, a full CCRC type of development.)

In the US, campus-related living arrangements have been built in the belief that they appeal to people who have some kind

of interest in maintaining (or re-establishing) an involvement in the life of a post-secondary institution. Retired faculty and staff, alumni, and others who seek the cultural, intellectual and social experience of university or college life (as well as the specialized health-care, athletic and other facilities available in university settings) are seen as potential subscribers to this kind of offering. While geographic proximity may not be essential – some of the US developments have been built at some distance from the related campus – it does appear to be desirable. It may not, of course, always be feasible. Most of the US developments seem to be associated with colleges or universities located in smaller cities, towns, or in suburban locations. Few, if any to date, have been built in large cities. There may be several reasons for this. One, obviously, is the availability of suitable land to build on. Taxes and other expenses also make it more challenging to develop affordable accommodation in such places. Another is the availability of alternative amenities and attractions. The benefits of access to campus-based cultural and other facilities may be more obvious in suburban or other less adequately supplied areas than in the downtown core of a big city.

Some, but by no means all, campus-related CCRC’s that have been developed in the US were in some way supported by the college or university. In some cases they have been built on land owned by the institution and made available on terms ranging from outright gift to leasing under varying conditions. This raises the question of what possible benefits a college or university might expect from having a campus-related retirement facility. Apart from the possibility of some income from land leasing, it has been suggested that the institution could benefit from having direct access to the members of a community who would be well disposed toward “planned giving” to the institution, who might provide a pool of part-time teaching or other inputs, who could provide a “clinical base” to support medical, geriatric and other research and teaching activities, and who could serve as a base for alumni association activity. It is also possible that an institution would consider such a community an added attraction for prospective faculty, staff and students who might view it as an indication of the institution’s commitment to “community” and the possibility of a life-time involvement therein.

Note: This article has been adapted from a report being developed for inclusion in the inaugural issue of the electronic CURAC Newsletter to be published in late December or early January.

## **CURAC Conference and AGM – Advance Notice**

The 2007 CURAC/ARUCC Conference and AGM will be held at the University of Windsor on May 24-25, 2007. A reception will be held on the evening of Wednesday May 23. The main conference sessions will be scheduled on Thursday May 24 and Friday May 25. Some post-conference activities will be planned for Saturday May 26. The conference will be co-hosted by the retiree organizations at the University of Windsor and St. Clair College. Excellent on-campus facilities will be available.

A new residence center with suites of two double bed rooms and en suite kitchen and bath will be available for \$70.00 per suite with breakfast included. The meetings will be in the same building and parking is adjacent. There will be several optional tours-wineries, casino, River boat, historic sites -- planned for socializing. Those attending are encouraged to stay for the weekend at these prices!

A reception, banquet, and snack breaks will be included in the registration fee, which will be modest.

The local arrangements committee, in conjunction with the CURAC conference committee, has begun planning the program. At present, the following sessions are being considered:

- 1) Retiree Centres
- 2) Safeguarding of Retiree Interests: Fiduciary Responsibilities
- 3) Protecting Private and Public Pension
- 4) Strategies for Improving Benefits
- 5) Health Resources for Seniors
- 6) Long Term Health Care -- Can You Afford It?
- 7) A Review of Non-Medical Benefits

With the newly announced Ontario governmental review of the Ontario Pension system, the program committee will be seeking a presence of one or more members of the Commission to participate at the Conference.

Suggestions for other participants in any of these sessions, or any other suggestions concerning the program are most welcome and should be sent directly to Ken Pryke <p49@uwindsor.ca>.

Updated program information about the program and registration arrangements will always be available on the CURAC website <www.curac.ca>.

### **Publication Notice**

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