

RALUT REPORTER

RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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President's Note



I hope others have had as rewarding a summer as I did; interesting travel, but a couple of health challenges. These got me to thinking, as we all do on occasion, about what aging really means, and how to cope with the challenges inherent in getting on in years.

The semi-annual concern about the negotiations regarding our benefits and pensions have (for once) yielded relatively quick and, to me, surprisingly and gratifyingly positive results. We owe our representative Peter Russell a warm round of thanks for his contribution. I guess I have taken the chance, now that is settled, to sit back and look for direction and assistance in moving on.

Academics, of course will go to the printed word, and a challenging one is from the journal *Circulation*. This is a report from an expert panel titled, "Physical Activity and Public Health in Older Adults: Recommendation from the American College of Sports Medicine and the American Heart Association." It was published on-line at <http://www.healthyagingprograms.org/content.asp?sectionid=102&ElementID=553> and sets forth the obvious but often neglected (by me) requirement that we remain physically active. It concludes, "... physical activity should be one of the highest priorities for preventing and treating disease and disablement in older adults."

University – Utfa Settlement Improves Benefits and Protects Pension

Lino Grima

The UTFA Negotiating Team and the Administration have reached a two-year settlement on salary, benefits and pensions for 2007-2009. The parties were assisted by a mediator, Mr. Martin Teplisky. This settlement has been ratified by both the Business Board of the University's Governing Council and UTFA Council.

Several items in the settlement are of particular interest to RALUT membership and these will be highlighted below. For the full text of the agreement go to <http://www.hrandequity.utoronto.ca/Assets/policy/acad/mosutfa.pdf>

For further details on implementation go to <http://www.provost.utoronto.ca/public/pdadc/0708/15.htm>

Over the two years this settlement provides for pension augmentation to protect the purchasing power of our pensions. This increase on July 1, 2007 and 2008 will be equal to the increase in the cost of living (CPI) during the previous calendar year.

This settlement includes improvements in the existing benefits package for all members of the pension plan (i.e. all faculty, librarians and retirees):

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Work-study Students can Help Retirees with their Research

by Scott M. Eddie
Professor of Economics, emeritus

“There’s no such thing as a free lunch,” runs the old economic dictum, but you can get student help for your research projects at no financial cost to you. Any faculty member or librarian, whether retired or not, can request one or more work-study students, who are paid by the university with funds granted by the province. Students

receiving OSAP assistance (or at least eligible to receive it) may apply for work-study jobs through the Office of Admissions and Awards. These jobs are limited to a maximum of 12 hours per week, with a maximum total of 180 hours between early September and early March – so a student working twelve hours each week could only work for you for 15 weeks during that interval; if 10 hours, then for 18 weeks, and so forth.

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- Hearing aids – For monaural hearing loss up to \$500/individual/three years; for binaural loss up to \$1000/three years. This coverage will be added to the Extended Health Care Plan effective November 1, 2007, for claims that occur on or after that date and can be applied to cover audiologists’ fees.
- Vision care – Effective November 1, 2007, the current amount of \$250 per person/two years to pay for optometrists’ fees can be applied to cover the cost of eyeglasses and contact lenses.
- Orthodontics – these new benefits commences on July 1, 2008. The dental plan provides coverage for orthodontic procedures up to \$2500/individual/lifetime.
- Child care – this new benefit will start in January 2009 for expenses incurred in 2008. It covers up to 50% of child care expenses up to \$2000/year, with the proviso that the total cost of this benefit will not exceed \$1 million/year for all faculty and librarians.

One sobering comment – there will no doubt be new premium rates arising from these improvements but that is the nature of a benefit plan with shared costs.

The remuneration for courses taught by retired faculty members and faculty members teaching on overload has been increased to \$14,000 effective September 1, 2007 and to \$14,490 effective September 1, 2008.

One intriguing – and welcome - feature of this settlement does not affect retired faculty and librarians but is worthy of note. This settlement provides for an ATB salary increase of at least 3% for faculty and librarians. In addition it provides additional modest salary gains for the lowest quartile by setting a minimum dollar amount if 3% of their salary is less than \$3060. For example, for tenure stream faculty, the ATB on July 1, 2007 will be \$3060 if 3% of their salary is less than \$3060. Similarly,

base salary increases increase by a lump sum (in contrast to the conventional percentage increases) of \$585 on January 2008 and \$605 on January 2009. The rationale is that “salaries for the lowest paid 10% of faculty at other universities have been rising significantly faster than for the lowest paid faculty at UofT” [UTFA Newsletter, September 14, 2007]. The lump sum of \$3060, in the example will be applied to faculty with salaries ≤ \$102,000.

UTFA and the UofT Administration have agreed to establish joint working groups to consider four issues, two of which are of crucial interest to RALUT. These joint working groups are scheduled to report in 12 months.

- Pension Plan Governance and Funding, including the issue of an appropriate forum for UTFA to have a voice concerning pension plan governance
- Benefits
- Salaries of faculty outside the tenure stream
- Workload and Work-Life Balance

Congratulations to both the UTFA and the Administration Teams on bringing in a settlement that has salary and benefit improvements for a very broad demographic range of the faculty and librarians at UofT. Tom Alloway, Vice-President Salaries, Benefits and Pensions led the UTFA team which included two prominent RALUT members, UTFA President George Luste and RALUT’s Founding President, Peter Russell. Well done.

Nota bene. In writing these highlights of the settlement, I consulted and relied on the UTFA and UofT websites extensively. Readers are urged to check details and applications in these official sources rather than rely on these highlights. Comments and suggestions are welcome.

Lino Grima is RALUT Vice-President and represents retirees on UTFA Council. He may be reached at lino.grima@utoronto.ca

Progress Report on RALUT Endowed Memorial Award, at Five Months

Beate Lowenberg

Our membership has been responding with gratifying enthusiasm to the launching of the new RALUT Endowed Memorial Award, which was inaugurated last April: We have already—in the space of less than five months—more than passed the halfway point to our target of \$20,000!

The aim of our new award, like that of our ongoing RALUT Memorial Student Bursary, is to honour our deceased members. The conditions for making the award will be the same as those being used for selecting the recipients of our current bursary, namely that financial need is the primary consideration and scholarly excellence is second.

We intend to maintain our current bursary for now, until the RALUT Endowed Memorial Award donations have reached the minimum target of \$20,000 and can therefore finance an annual award in perpetuity which will be approximately equivalent to that of our existing bursary.

The advantages of establishing this endowed award compared to the existing RALUT bursary are several. All contributions—whatever their amount—are eligible for income tax receipts since they are made through the university instead of, as with our existing bursary, through

RALUT. In addition, the award's criteria enable it to qualify for matching government funds if available. Then, once the minimum target of \$20,000 has been reached within the maximum allotted time span of five years, the RALUT Endowed Memorial Award is funded in perpetuity without the requirement for additional financial input.

Being a student in difficult financial circumstance is nothing new, and many current students continue to face daunting financial hurdles which are potentially detrimental to their academic progress. Financial assistance provided by our RALUT Endowment could conceivably eventually reap dividends far greater than the actual award that is granted.

The impressive flow of donations to the RALUT Endowed Memorial Award since its launching on April 2nd of this year, thanks to the generosity of so many of our members, is a reassuring confirmation of their support. We have not yet, however, reached our goal of \$20,000; the closer we are to attaining this, the more valuable the potentially matching government funds would be if these become available.

Many of us are deeply grateful for the enrichment of our lives which has resulted from our association with the University of Toronto, and assisting eligible students is one way of passing some of this benefit on to a younger generation.

Work-study continued from page 2

Mostly undergraduates, the work-study students offer a wide range of skills. Many of them are fluent in one or more foreign languages: For example, I don't know Polish, but I have had a series of absolutely remarkable students with native fluency in Polish who read and summarized for me many articles and book chapters relating to three of my research projects. I have employed other students who knew Russian, Ukrainian, Czech, Slovak, German, Hungarian, Serbo-Croatian, and other European languages. Many others know Asian or Middle Eastern languages. But it doesn't end there – I have had statisticians, actuarial science students, computer network whizzes, software gurus, website builders, and database mavens doing a series of specialized tasks. For research in economic history, and for the academic side of some charitable work I have been doing, these students have been indispensable, especially when the grant funds ran low.

How does one get work-study students? The steps are simple: At the appropriate time in the Spring (in 2007 it was

the end of March until the end of May) you post your job(s) for the coming academic year on the Career Centre website (<https://www.employers.careers.utoronto.ca/employers/>); in the Summer the Career Centre informs you whether your jobs have been accepted (I have never had one refused), and then in the Fall you wait for the students to apply. To post the jobs, you need to register on the website, and you will then receive acceptance notifications by e-mail. For each position listed you may request up to three students. Whether any students will apply for your jobs depends on the attractiveness of the jobs to them, but also to some extent on external economic conditions: After the dot.com bust in the stock market, suddenly lots of computer science students became available for work-study employment, because so many part-time jobs in the dot.com world had disappeared. Now, with the overall economy humming along, there are once again only a few computer science students in the work-study applicant pool.

There are restrictions on the types of jobs that you can list. The basic criterion is that the job have some recognizable academic content. *continued on page 4*

More on: What Ails Healthcare for University/College Retirees? — What is the Prescription?

In Number 18 of the REPORTER we reprinted from the CURAC Newsletter an essay on this topic by Dr. Tarun Ghose, Professor Emeritus, Department of Pathology, Dalhousie University. Cornelia Baines later in a letter to the editor, discussed some of the issues raised by Dr. Ghose. Here is Professor Baines intervention.

(Reprinted from the CURAC Newsletter, with permission of the editor and author)

To the Editor

I have just read Dr. Ghose's oped on the Canadian Health Care System and find it excellent. But it impels me to add a few comments.

Work-study continued from page 3

Thus purely clerical jobs are not approved, although a research assistant position that includes some data entry is permissible. You cannot expect undergraduate students to do your research for you; you need to assign quite specific tasks. I have had students good with spreadsheets producing tables, statisticians doing cluster analysis and running regressions, computer science students testing optical character recognition software, and others building websites (this latter has never worked very well, so I have given up advertising a position that I called "website design and maintenance"). One of the most useful tasks that I have given students, especially those familiar with foreign languages, is to take notes on items in the scholarly literature relating to my research topics. I have designed a form in which I ask them to take notes, and after I have instructed them on how to do the note-taking and telling them what I want them to look for, it typically only takes maybe three or four readings before they catch on and produce very useful notes in the form that I want them. In a few cases, after three or four readings, I discover the student has no aptitude for such work, and give him/her something else to do. The form of note-taking is designed to make it easy for me to produce and check footnotes, and to prevent any inadvertent plagiarism, and so far it, and the students using it, have worked very well indeed. So if you would like to get a survey of some literature in your area in, say, Farsi, you will certainly be able to find students able to help you with that task.

Other students have helped in organization of conferences and symposia, in arranging for talks and seminars by visiting speakers, in administration of academic programs and preparation of reports to sponsors (including photographs and line art), even in producing a promotional video. If

1) In the words of a senior but still active Toronto cardiologist, our health care system does not need more money— it just needs changed behaviour by doctors and patients. In terms of physician behaviour, many are aware that a fee-for-service system can evoke unnecessary services but other systems tend to encourage physicians to do as little as possible. When I was paid at a clinic on a sessional basis, I had colleagues who arrived with coffee and morning
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you can set it up as a series of clear steps, chances are you can find a student who can do it for you.

Here are two samples of job descriptions I have posted for the current academic year:

1. Research assistant.

Qualifications:

Good organizational and library search skills. Ability to keep to deadlines in work assignments and to work unsupervised at assigned tasks. Basic familiarity with computers (PC, Windows environment). Meticulous attention to detail, especially in documentation of work performed. Work is all in English, but an elementary knowledge of either German, Hungarian, or Polish would be an asset (see below under Duties). Some courses in European history would be an asset, but are not required.

Duties:

Under supervision of principal investigator, assistant will help maintain and expand a research bibliography on European economic history, make an inventory of already-existing books and articles in the bibliography, and do some limited summarizing of materials located. Items in the bibliography are mostly in English, but numerous sources also exist in other European languages, so at least an elementary knowledge of one of these languages (especially Hungarian, Czech, Polish, French, or German) would be an asset, but is not required.

8 - 12 hrs/wk - Flexible hours; Job can be tailored to a particular student's language skills, especially to advanced knowledge of the language.

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“Emeritus” Explained

I thought that, for the fun of it, I would check what our favourite student source tells us about the term ‘Emeritus’. Here is what Wikipedia, the free encyclopedia, tells us:

Emeritus is an adjective that is used in the title of a retired professor, bishop or other professional. Emerita was used for women, but is rarely used today. The term is used when a person of importance in a given profession retires, so that his or her former rank can still be used in his or her title. This is particularly useful when establishing the authority a person might have to comment, lecture or write on a particular subject.

The word is typically used as a postpositional adjective but can also be used as a preposition adjective. It is frequently capitalized when it forms part of a title. The word originated in the mid-18th century from Latin as the past participle of emereri meaning to “earn one’s discharge by service”. Emereri itself is a compound of the prefix e_ (a variant of ex_) meaning “out of or from” and mere_re meaning “earn”. The word is always associated with the title, not the name, of a person. For example, “Professor Emeritus of Mathematics Alex Robertson”.

Having done with ‘emeritus’ I thought I would also check ‘professor’. Here Wikipedia tells us that:

The meaning of the word professor (Latin) varies. In most English-speaking countries, it refers to a senior academic

who holds a departmental chair, especially as head of the department, or a personal chair awarded specifically to that individual. In some countries like in the United States, Hong Kong, Canada and India, individuals often use the term professor as a polite form of address for any lecturer, or researcher employed by a college or university, regardless of rank. In some countries, e.g. Austria, France, Romania, Serbia and Italy, the term also applies to high school teachers.

Professors are qualified experts who may do the following:

- * conduct lectures and seminars in their field of study (i.e., they “profess”), such as the basic fields of science or literature or the applied fields of engineering, music, medicine, law, or business;
- * perform advanced research in their fields.
- * provide pro bono community service, including consulting functions (such as advising government and nonprofit organizations);
- * train young or new academics (graduate students).

The balance of these four classic fields of professorial tasks depends heavily on the institution, place (country), and time. For example, professors at highly research-oriented universities in the U.S. and all European universities are promoted primarily on the basis of their research achievements as well as their success in raising money from sources outside the university.

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What Ails Healthcare continued from page 4

paper, caught up on their phone calls and then saw three patients. I received precisely the same stipend that they did although I would see 12 patients in a morning and stay two hours longer. Current practice sees GPs who will deal with only one chief complaint per visit, relying on additional visits for other equally important complaints to enhance revenue. All very understandable given their low remuneration and high overhead, but not desirable. Simply put, doctors are in a conflict of interest situation because it is in their own short term interest to maximize their income, not to protect the health care system. I have no idea what the solution is, but it is a problem that must be recognized. As for the patients, the low threshold for seeking medical advice was well illustrated by a patient who called me at 9 am for an appointment to deal with diarrhea that had commenced at 5 am the same day.

2) I believe that drugs are the single most important contributor to rising health care costs in Canada. One explanatory example would be revenue-enhancing drug combinations. A drug company can combine in one pill, two old standbys, and can charge hugely for the new formulation. However, a solution can be found in New Zealand. There all drugs are rated according to where they fall in a 3X3 table: the rows relate to efficacy: high medium and low while the columns relate to cost: high medium and low. Any drug falling in the high cost/low efficacy cell will not be paid for by the agency providing drugs. When different therapies are available for the same diagnosis, selecting the most reasonable drug becomes an easy task using this system.

3) With a son employed and paying taxes in France for almost 3 years, I have a different perspective on the wonders of their health system. True, there are no waiting lists to see a doctor. However in his experience, the quality of care offered does not match that in

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Academy for Lifelong Learning

When we retire, most of us think we will just enjoy vegetating and let the world go by! That's fine for awhile, of course, but then we begin to get that nagging feeling that something is missing, apart from a regular paycheck.

So, it's not surprising that many retired staff and alumni from the University have joined the Academy for Lifelong Learning which runs a wide range of programs and is currently occupying space in Knox College.

Toronto is not short of continuing education programs, even programs directed at older adults. What makes the Academy unique is that their workshops are based on peer-based learning. Each workshop has a facilitator but it is the members who select the topics to discuss, who research their topics, and who make short presentations to their fellow students.

Members of the Academy are interested in the whole panoply of human experience and the workshops reflect this with courses in science, economics, literature, music, philosophy, history, and the arts. It can safely be said that, no matter where your interests lie, there will be something at the Academy to pull you in. A further advantage in having a wide range of topics is that it makes it easy for the tyro to explore novel subject areas with colleagues who are sympathetic to beginners and ready to applaud a fresh take on settled ideas.

One of the great attractions of the Academy to its members is that it is an entirely volunteer-run organization. Members not only make classroom presentations, they also enthusiastically act as workshop facilitators, and sit on the committees that keep

the Academy vigorous. The overall program is set by a Curriculum committee that meets throughout the year to weigh the suggestions for new workshops that come in from members.

Members may take as many as four workshops though the average is two. All the workshops are managed by the members, one of whom serves as a facilitator. Topics for review and discussion are chosen by the group and all the members are expected to investigate each topic independently and to join in review and discussion when the group meets. The academic year runs from October to April. In general, workshops meet every other week for a period of two hours.

The workshops are the backbone of the organization but the Academy also runs Forums during term and Spring Talks following the end of term in April and May. These generally take the form of public lectures by prominent persons on topics of wide current interest.

The social side of the Academy is met by a series of popular walks, by dinners, receptions, and pub nights and, most recently, by theatre nights.

If you are looking for stimulating and rewarding activities as part of your active retirement, consider the Academy. You'll find yourself among intellectually curious, well-read, and outgoing people. For more information, visit the Academy's website at www.allto.ca.



Work Study continued from page 4

2. Academic project archivist

Qualifications:

Good organizational skills. Ability to keep to deadlines in work assignments and to work unsupervised at assigned tasks. Basic familiarity with computers (PC, Windows environment). Meticulous attention to detail, especially in documentation of work performed.

Duties:

Under supervision of principal investigator, assistant will help record documents for a research project, and organize them into an archive. Documents will be recorded into a textbase using AskSam software; students will be taught how to use this software as part of the job. Two students with complementary language skills may be assigned to work as a team.

8-12 hrs/wk - Flexible hours. Most of the work could be done at home, if the student preferred.

Students may apply by letter (mail or fax) or by e-mail. Almost all choose this latter, especially since I put the following notice at the end of each job description: "Note: Applicants may also apply by email to: eddie@chass.utoronto.ca. No phone calls please." The no phone calls restriction prevents a lot of non-serious inquiries. If you hire a student, then you will need to arrange with the business officer of your unit to handle the paperwork

involved in paying the student. The students keep track of their own hours worked, on a form supplied by Admissions and Awards, and you will be responsible for approving these time sheets.

So it's close to a free lunch. What are the potential costs? The first is that nobody might apply for your jobs. The Career Centre approves your job listings, but it does not guarantee that you will find anyone to fill the jobs. The second is that one or more students may turn out to be duds. That has happened to me, but the great majority of students I see are highly motivated and have a good work ethic. With experience, I have learned to weed out some of the potential duds in the interview process, but if they get through that and then don't produce as expected, I either shunt them off into some simple job where they can do no harm, or give up on them. I have even fired one or two. The most common form of slacking off is that the student simply doesn't do any work and more or less disappears. These students don't turn in any hours, are not paid, and so you are left with no output, but no further hassles, either.

What makes a job attractive to the students? Two major items: (1) It is directly related to the students' course work or field of study, and (2) it will look good on their resumé when applying for a job or grad school. Secondary considerations are flexible hours and the chance to work at home or in the library rather than in a lab or office at specified hours. If you have such conditions in your job posting, then I can practically guarantee a group of interesting and talented applicants.

"Emeritus " Explained continued from page 5

And I couldn't then leave out the librarians. Here is the Wikipedia entry for that term:

A librarian is an information professional trained in library science and information science: the organization and management of information and service to people with information needs. The word is also used for those in charge of collections in general. Librarians work typically in one of the many types of library or school media centers, and increasingly in other information-provision settings; the term is also used sometimes in a popular sense to refer to anyone who works in a library. Although librarians have been traditionally associated with collections of books, as seen by the etymology of the word "librarian," modern librarians deal with information in many formats, including books, magazines, newspapers, audio recordings in various formats (both music recordings and audio books), video recordings in various formats, maps, photographs and other graphic

material, bibliographic databases, and Internet resources in general. They often provide other information services, including computer provision and training, coordination of public programs, basic literacy education, and help with finding and using community resources.

In most western nations the librarian is a professional with a Masters degree in library science who is educated to analyze information needs and provide patrons in a variety of settings with information resources appropriate to meet those needs.

In a library, there are many positions other than that of librarian; such positions include library associate, library technician, library assistant, clerk, page, shelver, and volunteer. There are also professional positions such as managers.

The full entries for 'professor' and 'librarian' are much longer. Interestingly enough, the entry for 'University President' is much shorter.

Publications and Honours

Germaine Warkentin has kept this part of the REPORTER going for some years. Very successfully. But a lot of work. She has decided it is time to take a rest and take her leave. We are all grateful for her efforts. Thanks Germaine.

The intention is to keep up this section of the REPORTER, but

exactly what the form will be has not yet been decided.

So, keep sending in notices of your publications and of any honours you have received. Send them to the Editor at the RALUT office or to his e-mail address: fwilson@chass.utoronto.ca

Fred Wilson,
Editor, RALUT REPORTER

What Ails Healthcare continued from page 5

Canada, and in spite of his being insured he is hundreds of Euros out of pocket because doctors demand cash, often in excess of what the insurance will pay, and then the hapless patient has to wait for reimbursement. He is still waiting.

4) Finally it is clear to me that bureaucratic rigidity and the ways in which people circumvent it, need attention. Example: patient arrives in emergency with a third stroke in a one-year period, and clearly is not a candidate for any kind of home care. If transferred to an ER bed, it will take

weeks to transfer her to long-term care. If, however, the patient remains on the ambulance stretcher until an application is made for long-term care with subsequent hospital admission, transfer to long-term care occurs within three or four days. You should not have to play these kinds of games in a rational system. Overall, I believe that we have an excellent health care system which is insufficiently appreciated. The evidence that Dr. Ghose presented (as opposed to my anecdotes!) is invaluable.

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Association of Retiree Organizations in Higher Education (AROHE)

2008 Conference: Values and Opportunities

October 24–26, 2008

**University of Southern California
Los Angeles, California**

In conjunction with the USC Emeriti Center's 30 year Anniversary Celebration, USC has offered to host our AROHE Conference. Although we wanted to locate our next conference in the East, the support from USC made for the optimum opportunity for AROHE. We are

delighted to announce that our 2010 AROHE Conference will take place at Wesleyan University in Connecticut.

The 2008 AROHE conference will:

- * Discuss how retirees and retiree organizations provide value and opportunity for their universities
- * Demonstrate how we benefit by sharing best practices, creative solutions, and issues
- * Show how AROHE provides many different types of values and opportunities for retirees and their respective retiree organizations

Publication Notice

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