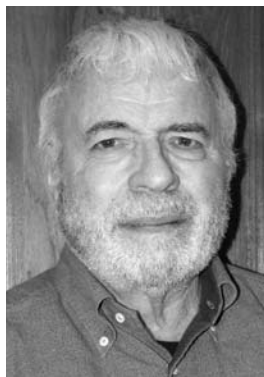


RALUT REPORTER

RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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

Vol. 8 No. 2 Spring 2008



President's Report

Professor Creelman is absent and has been unable to send in his usual Report. The usual President's Report will return in the next number, together with a brief report on the Greek islands.



The RALUT Exec '07-08

Her power point presentation was copiously illustrated with photographs of past and future architectural views of Robarts. Even when the book fortress was built several years ago, I found the building certainly interesting and attractive and time has made it more even more comfortable on the eye. Of course time and use have taken their toll. The plan is to expand and refurbish the University's central library building.

The business agenda followed the guest speaker. The formalities of agenda and minutes approval were completed in short order. In his President's report, Doug Creelman highlighted some of the work and accomplishments. Our Retiree/Senior Scholars Centre is expected to be up and running later this year. The Planning Committee included four RALUT members and had been meeting for three years. The Centre will be housed at 256 McCaul

continued on page 2

At the Ralut AGM: Some Highlights

Lino Grima

RALUT Vice-President & Member UTFA Council

The agenda of the Annual General Meeting of RALUT provided the membership with an opportunity to look back on a year full of activities and achievement and forward to another promising year. The sun shone brightly into the spacious hall of Victoria College on Tuesday 29th April 2008, which no doubt helped with the excellent turnout of about 80 members who enjoyed a healthy and tasteful lunch before the meeting came to order at 1.00 pm. More formal minutes of the AGM are in the draft stage. Meanwhile this is a brief report on the main highlights.

Our President Doug Creelman introduced our distinguished guest speaker Carole Moore, Chief Librarian at the University of Toronto, who spoke about UTL as an leading research library in the 21st century

In this Issue

| | | | |
|---|---|---|---|
| At the Ralut AGM: Some Highlights | 1 | The Children's Book Bank | 6 |
| Third Annual Senior Scholars' Symposium | 3 | Carole Moore, Chief Librarian Addresses RALUT AGM | 7 |
| Retiree Centre Could Open in the Fall | 4 | Retirees are Eligible for Small Research Grants funded by SSHRC | 7 |
| The Pension Fund and UTAM | 5 | RALUT Member Receives Honorary Degree | 8 |
| Academics for Higher Education and Development (AHED) | 5 | Benefits Bulletin | 8 |
| Editor's Report, 2007-2008 | 6 | | |

AGM continued from page 1

Street and will include carrels and lockable space. Doug emphasized the need for all of us to support this new initiative to get off the ground. It is partly up to us to demonstrate its need.

The printed financial report, presented by RALUT Treasurer Diane Henderson, showed that our finances were “in good shape”, with a modest positive balance every year since 2001. All the other reports of the Standing Committee Chairs were available in printed form and are also available on the RALUT website.



Carole Moore and RALUT members at the AGM

Beate Lowenberg presenting on behalf of the Membership and Social Events Committee noted a very encouraging development, viz. that RALUT has been invited to make a pitch at the University’s annual retirement information meeting in 2007 and 2008.

Ruth Pike reported for the Benefits Committee, whose main function is to advocate for better benefits for retirees [and



D. Henderson & Carole Moore, Chief Librarian & keynote speaker



Doug Creelman

also salaried faculty & librarians]. It works co-operatively with the relevant offices of the University and UTFA to ensure that existing benefits are maintained and, wherever possible, improved (e.g. the new Hearing Aids benefit).

Helen Rosenthal, Pensions Committee Chair noted that in August 2007, UTFA and the Administration reached a mediated agreement as a result of which retirees received pension augmentation to the full CPI increase in the previous year on July 1 of 2007 and 2008.

The many activities of the Senior Scholars’ Committee chaired by Cornelia Baines, include the Spring Symposium of 2007 and 2008 and the publication of the 2007 Symposium Proceedings.

Don Bellamy reported on behalf of the Public Policy Committee which has put a lot of effort on the Retiree Residence project over the last 3 years. At some future time the Public Policy Committee may either re-open communications with the Administration or approach a

continued on page 3



Book sale, UTP

Photography by Joan Winearls

Third Annual Senior Scholars' Symposium

The third annual symposium organized by the Senior Scholars' Committee of RALUT took place on Thursday the 10th of April at Massey College. A full house of sixty retired colleagues (minus a couple of no-shows) gathered to hear presentations by eight of their number. The Right Honourable Adrienne Clarkson was to have opened the proceedings, but another obligation prevented her from speaking to us until mid-morning. She recalled the pleasure she had felt as an undergraduate doing research, a pleasure she still feels today, and was heartened and encouraged by the fact that so many U of T retirees felt this same enjoyment and resisted any intimation that they should stop.

The eight stimulating research papers ranged widely over the disciplines that the University encompasses: international studies, medicine, education, engineering, environmental science, anthropology, geophysics, and political science. The morning session, chaired by John Dirks, began with **Peter Hajnal** (Faculty of Information Studies, Munk Centre for International Relations) who spoke on the G8 and other similar organizations. Originally rather secretive, these bodies have in recent years become more transparent under the pressures exerted by "civil society," i.e., the various NGOs and other social groups.

Hajnal was followed by **Tony Miller** (Public Health Sciences, Faculty of Medicine) who reviewed the data on the change in mortality rates as a result of systematic testing and screening for breast, prostate, and colo-rectal cancer. His research has led to the conclusion—somewhat unpopular—that while the new procedures do detect

cancerous lesions that are then treated, the cancers that are thus eliminated are not necessarily of the invasive type likely to metastasize.

Next, **Suzanne Hidi** (OISE) discussed her research into the psychological dimensions of interest and self-regulation as motivational forces in human behaviour. Recent work in the neurosciences suggests there is a specificity of brain reactions when an individual is engaged in interesting activities and is processing interesting content.

To end the morning, **John Senders** (Industrial Engineering) spoke on climate change and its likely implications, starting with the simple observation that possums, animals formerly confined to the American south, now can be found in the High Park area of Toronto and that record high temperatures for any given date in the past 150 years at the latitude of Toronto all occurred recently. His research indicated that agricultural patterns will soon shift significantly farther north while more southerly areas, at present suitable for farming, will become almost deserts.

The symposium then took a break for lunch and conversation in the Massey dining room and reconvened at 1:15 pm for the afternoon session, chaired by Merrijoy Kelner.

Lino Grima (Geography, Centre for the Environment) outlined the problems associated with trying to put a value on humankind's most necessary commodity, water. While it is possible to determine the actual cost of making water available in any given place, its value as part of the ecosystem is much harder to determine and Canada has much to learn from the water-management practices of countries such as Australia and Israel where water is scarce.

continued on page 6

AGM continued from page 2

local developer with a proposal. Meanwhile the committee is looking for another project and your suggestions are very welcome.

Ed Barbeau presented a brief report on the Website. Efforts continue to develop a better and cleaner front page and extend the scope of the links from the RALUT Website.

Many thanks to the members of the Executive Committee who have completed their term: Scott Eddie, John Rucklidge and Dorothy Pringle. We are grateful to Ed Barbeau who will continue as chair of Communications even though he is stepping down from the Executive Committee.

Doug Creelman continues as our President while Lino Grima was re-elected as Vice-President and Jack Stevenson joins as a second Vice-President. Beate Lowenberg is our new Secretary and Diane Henderson continues as Treasurer. Welcome to two new members of the Executive Committee: Claudia Colas (Membership Chair) and Roselyn Stone who were elected to their first 2-year term. Stalwarts Ruth Pike, Helen Rosenthal, Scott Rogers, Don Bellamy, Fred Wilson (editor of the REPORTER) and Cornelia Baines continue their smart work on the Executive Committee. Thanks to all. Speaking of smart work, the AGM recognized Ed Barbeau's valuable contribution to the planning and smooth running of the AGM and Liz Walker's outstanding office support throughout the year.

Retiree Centre Could Open in the Fall

Peter Russell

There is a good chance that the St. George campus Retiree/Senior Scholars Centre will open this fall. On May 14, Elizabeth Sisam, Assistant Vice-President Campus and Facilities Planning, presented the Report of the Project Planning Committee for the Centre to the University's Planning and Budget Committee. The report has been approved by the Provost and was well received by the Committee.

The report calls for an expenditure of \$415,000 to renovate space on the 4th floor of 256 McCaul, and an annual expenditure of \$36,000 to support a part-time Executive Director for the Centre. The Committee was not asked to vote on these expenditures as they are within the University administration's discretionary level of spending. However, the report's positive reception by the Committee and its support by the Provost means that the plan for the Centre, as set out in the report, is now approved.

The establishment of Retiree/Senior Scholar Centres on the University's three campuses was one of the conditions of the Agreement between the Governing Council of the University and the University of Toronto Faculty Association on ending mandatory retirement. The Agreement was approved by both parties in April, 2005. The plan for the St George campus centre was developed over a two-year period by a fifteen-person planning committee appointed by the Provost. The final version of this report can be found at: <http://www.governingcouncil.utoronto.ca/AssetFactory.aspx?did=5170>

The mission statement for the new Centre sets out the following objectives:

- to develop programs and services which provide information, support and enhance opportunities for retired faculty and librarians to contribute to the life of the University
- to facilitate the contribution of retired faculty members and librarians to the mission of the University
- to facilitate and encourage retirees' involvement and contributions to the larger community beyond the University; and
- to encourage their talents as an ongoing resource to enrich the broader University.

The Centre will be located on the south-west side of the 4th floor of 256 McCaul which is the second building south of College Street on the west side of McCaul. RALUT's office has been located in the north-east corner of that same building. RALUT will now move across the floor into the new Centre. In addition to the RALUT office,

the Centre will have an office for the Executive Director, a small meeting room, a kitchen, reception area and eight study carrels with storage lockers. The Centre will also have access to a larger meeting room adjoining its facility.

A Board of Management will be responsible for the governance of the Centre. The structure of the Management Board called for in the Planning Committee Report and the individuals who have agreed to fill these positions are as follows:

2 Representatives of the Provost: David Cook (Principal of Victoria College), Edith Hillan (Vice-Provost)

Representative of UTFA: George Luste (President of UTFA)

Representative of RALUT: Doug Creelman (President of RALUT)

2 retired U of T faculty members: John Dirks, Peter Russell

Retired U of T Librarian: Joan Winearls

Non-retired U of T faculty member: Esme Fuller-Thomson (Social Work)

Non-retired U of T librarian: Marian Press

The first meeting of the Board is scheduled for late May. At that meeting the Board will elect its officers. It will also have some important decisions to make if the Centre is to open in the fall of 2008. It will have to review and approve the physical layout of the Centre so that the remodeling work can proceed as soon as possible, and it will have to initiate a process for hiring the Centre's Executive Director. The Board is also expected to develop a strategic plan to provide the additional funding that will be needed to support Centre activities and opportunities for development.

One of the Centre's first projects is likely to be the establishment of a Senior Scholars College. Last year RALUT's Senior Scholars Committee held workshops on this project. Another workshop will be held on September 25 at Massey College. The aim is to emerge from this meeting with a definitive plan for the College to be brought forward to the Board of Centre.

Canada's first university Retiree/Senior Scholars Centre will soon be a reality. Planning should follow soon for centres on the Mississauga and Scarborough campuses. The initial operating budget provided for the Centre on the St. George campus makes it clear that the effectiveness of the Centre will depend on its success in recruiting the volunteers needed to keep it open five days a week. This is generally the pattern with the retiree centres I have visited in the United States. I am confident that our retiree community will seize the day as it enters a new stage in making its presence felt at the University of Toronto.

The Pension Fund and UTAM

Helen Rosenthal
Chair, RALUT Pension Committee

UTAM, the University of Toronto Asset Management Corporation, governs the investment of three U of T funds totalling \$5.74 billion. The largest of these funds is the Pension Fund with assets of \$2.99 billion.

UTAM presented its 2007 Annual Report to the Business Board on April 28, 2008.

One of the items most notably missing from this report is any discussion of the costs incurred in managing the Pension Fund; a search of documents turns up this information in the U of T Pension Plans Annual Financial Report.

Fees and expenses increased in the last year from \$15.6 million to \$23.1 million, an astonishing increase of 48%! Most of this increase was paid to the external managers to whom UTAM outsources the investing. UTAM's policy is to continue to increase the investment in Alternative Assets, which are hedge funds and private investments. As of December 31, 2007, 17% of the Pension Fund was invested in these Alternative Assets, which are risky and volatile. There are currently investments in 19 hedge funds and of these 14 are "funds-of-funds", resulting in the employment of literally hundreds of managers. UTAM's stated goal is to increase the investments in Alternative Assets to 45%.

It is reasonable to ask if this increase in expenses is justified. Does this costly active investing bring with it excellent returns? UTAM's report shows that the actual net return in the Pension Fund in 2007 was 5.98%, short even of the University's target return of 6.38%. George Luste of UTFA has shown that a passive investment portfolio, invested 50% in Canadian bonds and 50% in the TSX, would have returned 6.8%.

It should be clear why we are so concerned about UTAM and why it is so important to have faculty and librarians represented on the Board that governs the investment of the Pension Fund. One outcome of the last mediated settlement for Salaries, Benefits and Pensions was the establishment of a Joint Working Group on "Pension Plan Governance and Funding". The co-chairs of this working group are George Luste for UTFA and Angela Hildyard for the administration. The mediator, Martin Teplitsky, remains seized of the issue of governance and he will mediate / arbitrate a resolution if the two sides cannot reach agreement. Our first priority is to secure representation for faculty and librarians, retired and not yet retired, in the governance of the Pension Fund.

As we have a defined benefit pension plan, retirees will continue to receive their pensions even if the Pension Fund is in deficit, though we would then be less likely to receive augmentation or improvements to the plan. As well, a deficit in the Fund directly impacts UofT's operating budget. We should all be concerned.

Academics for Higher Education and Development (AHED)

From: Steven Davis

I am writing to you about a new NGO, Academics for Higher Education and Development/ Universitaires pour l'éducation supérieure et le développement (www.ahed-upesed.org), the mission of which is to support developing countries build capacity in higher education. It proposes to fulfill its mission by sending college and university academics, both retired and active, including staff, faculty, and administrators as volunteers on projects to the developing world. AHED – UPESED will be working with several partners, including, VSO Canada, and l'Agence universitaire de la Francophonie. <http://www.ahed-upesed.org/en/vso-partners/> Both VSO Canada and AUF will financially support our volunteers and the former, will provide training for them.

We now have several projects for which we are seeking volunteers. <http://www.ahed-upesed.org/en/projects/> If

you are interested in volunteering or putting your name on our list of potential volunteers, please consult our web page at <http://www.ahed-upesed.org/en/volunteer/> Also, we are looking for people who are interested in working with us in various capacities, since AHED – UPESED was founded and run by a Board of academics. <http://www.ahed-upesed.org/en/about/directors/> Please contact me if you would like further information about participating in the activities of AHED – UPESED or about the organization. sdavis@ahed-upesed.org

One of the members of our Board, Bernard Schiff, is a retired faculty member at the University of Toronto.

AHED - UPESED has a newsletter to which one subscribes through our web site. Would you like me to sign you up to receive the newsletter?

sdavis@ahed-upesed.org

RALUT REPORTER

Editor's Report, 2007-2008

The REPORTER has gone out, as you know, though not as regularly as I would have hoped and likely not as regularly as the members might wish. But I have been working on books (three out this year), and my publishers have sometimes been very insistent. You, the members, have, however, been generous with your patience, and that has been appreciated.

I would like to thank all those who have helped, in many various ways – getting copy in, proof-reading and so on – and the office staff for making the mailing arrangements with U of T Press so easy for me.

A final note: if any of you have material that you think might go into the REPORTER, do send in; I'll likely use it, and other members will appreciate it. I'm at fwilson@chass.utoronto.ca.

Fred Wilson,
Editor

The Children's Book Bank

Hi there. I got your e-mail address from the RALUT website. I am writing to you in your capacity as editor of your association's newsletter. I am the founder of a charitable organization called the Children's Book Bank. The Children's Book Bank is essentially a non-profit children's bookstore operating in the Regent Park area of Toronto. It will operate very much like a regular bookstore though the books will be free to the children and most of the inventory consists of recycled books. We are opening in mid April and are hoping to offer a range of literacy support services. Our initial plans involve hosting groups of children who are registered in ongoing programs through different community agencies (such as the Yonge Street

Mission) and hosting local school children for field trips. The idea is that the children would come to the book bank for a reading or story telling and would then be assisted in browsing and selecting an appropriate book.

We are presently looking for volunteers who enjoy and are experienced in reading to groups of young children. We thought that this might be of interest to some of your members and were wondering whether you had any suggestions on how we might publicize this volunteer opportunity.

Thank you for your time.
Yours truly, Kim Beatty
kim.beatty@rogers.com

Senior Symposium continued from page 3

Anthropology's **Becky Sigmon**, whose specialty is early human evolution, gave a richly illustrated talk on a very modern problem: the adaptability of the human species to life in Antarctica. Since that is the one continent that humans never previously tried to populate, the fairly recent establishment of permanent research stations there has required the introduction of new testing procedures to determine just how well humans can adapt to situations of extreme cold and of social confinement.

The topic of **Pierre-Yves Robin's** paper brought us back to the subject of water, but this time from a geophysical perspective. Through a process of subduction some water is taken deep into the earth's crust from which it later rises to the surface in unexpected places. This newly proposed water cycle provides a simple account for the generation of earthquakes as deep as 700 km, and for the formation of deep magmas with unusual chemical compositions.

The symposium was brought to a close by **Stephen Clarkson** of the Department of Political Science who examined the recent evolution of NAFTA from the point

of view of new forms of collaboration between Mexico and Canada. His study inverts the way American power is generally discussed by considering to what degree Canada and Mexico construct (or constrain) the United States, either because of their geographical contiguity or their unique socio-economic characteristics.

John McClelland thanked everyone for participating and attending and Cornelia Baines invited all those who would be interested in playing a more active role to consider joining the Senior Scholars Committee. Plans are underway to establish a Senior's Scholar's College which would expand the format of the symposium and become a permanent institution serving interested academic and library retirees. All RALUT members who are interested in this proposed College are urged to contact John Dirks --john.dirks@utoronto.ca

The entire day's events were enlivened by social and intellectual exchange, during lunch, at the wine and cheese reception that ended the day, and especially in the question period that followed each of the papers. All those who attended spoke enthusiastically about the experience and the presentations they had heard.

Carole Moore, Chief Librarian Addresses RALUT AGM

Here is the substance of the address, concerning the Robarts Library future and in particular the Province of Ontario Investing in the Library Renovation Project

The Minister of Training, Colleges and Universities, John Milloy, visited the Robarts Library on February 28, 2008, to announce that the Ontario Government will invest \$15 million in the revitalization of the Robarts Library.

A large group of students and library supporters joined U of T President, David Naylor, and Chief Librarian, Carole Moore, in the Robarts Library to hear the good news. "The Robarts Library is a vital resource for students and is integral in our efforts to provide students with a high quality education and overall university experience," said David Naylor. "We are grateful to the provincial government for recognizing this and for providing us with the means to begin the revitalization of what is Canada's largest research library. With this funding we will be able to expand individual and group study spaces by 50 per cent and make additional improvements such as greater wireless connectivity which is fundamental in today's learning environment."

This funding provides a boost to the Robarts Library's multi-phased renovation and expansion project. Plans call for renovation of approximately 300,000 square feet on nine floors of the existing building, and a five-story, 58,000 square-foot addition, creating 1200 new study spaces.



Carole Moore, Chief Librarian at the University of Toronto

Photograph by Joan Winearls

The upgrades and addition will increase and modernize the overall study area, doubling student spaces, and be wired for total connectivity. The addition will include a new entrance on Huron Street and elevator service.

These enhancements will help to ready the University of Toronto in meeting future challenges and opportunities with creativity.

Retirees are Eligible for Small Research Grants funded by SSHRC

Doug Creelman and Peter Russell

On April 30, 2008 we met with Professor Paul Young, the University's Vice-President Research, to discuss the eligibility of retired faculty for the small grants funded by SSHRC's Institutional Grants (SIG) program. This is the only small-grants program supported by any of the funding Councils.

SIG funds are block grants that universities receive from SSHRC "to award, through their own competitive process, individual grants of less than \$7,000 per annum to support research activities such as short-term projects, research related conference travel and the holding of small seminars." The universities are responsible for distributing SIG funds to the various academic units of their institution. At the University of Toronto SIG funds are distributed on the basis of the units' success in competitions for large SSHRC grants. Each academic unit is responsible for the policy that governs grants of its share of SIG funds to its members.

Professor Young assured us that there is no university policy that would exclude retiree faculty from obtaining

a SIG-funded small grant. There may be departments or centres that have a policy of using their SIG funds exclusively to support the research of new appointees or graduate students. Such a policy would be acceptable even though it excluded older scholars, both retired and non-retired. However, in departments that do not have such a policy, the peer review process for SIG-funded small grants should not discriminate against retired scholars.

We encourage any of our colleagues in the humanities and social sciences who need \$7,000 or less to support their research, to apply to their department, centre or faculty for a SIG-funded grant. If you apply, please let us know how you do by contacting either of us directly or through the RALUT office. We can learn how accessible the SIG program is to retirees only by hearing from colleagues who make application.

Whatever success retirees have in applying for SIG small grants, it will not meet the needs of the many scholars at our university who we know from our surveys are continuing their research and writing in retirement. With that in mind, with the help of administrative colleagues at Simcoe Hall, we are exploring the possibility of establishing a system of self-funded research for retirees at the U of T. We will report on the results of this inquiry in due course.

RALUT Member Receives Honorary Degree

Professor J.E. Hodgetts was a professor of political science at the University of Toronto from 1963 until he was retired in 1982. From 1967 to 1969, he was the principal of Victoria College and from 1970 to 1972 he was the President of Victoria University at the University of Toronto. Hodgetts has also held visiting professorships at University of British Columbia, Northwestern University, Dalhousie University and Memorial University and has received honorary degrees from Mount Allison, Queen's, Carleton and Memorial Universities.

Hodgetts is the author of numerous papers and book reviews, as well as a number of books, including *Pioneer Public Service: An Administrative History of the United Canada's* (1956) and *From Arm's Length to Hands On: The Formative Years of the Ontario Public Service* (1996).

He has been active in several professional associations, including the Canadian Political Science Association (president, 1971-2), the Institute of Public Administration of Canada, where he served as general editor of their book series, and the International Political Science Association. In 1981 Hodgetts was awarded the Vanier Gold Medal of the Institute of Public Administration for a lasting and significant contribution to Canadian public administration. In June 1989, he was also appointed an Officer of the Order of Canada. In 2005, he was appointed to Justice John H. Gomery's Advisory Committee to help with the Recommendations Phase of the Gomery Commission.

Benefits Bulletin

- Did you know that retirees are entitled to a reduction in tuition of \$500.00 for each course taken in the School of Continuing Studies or Woodsworth College? This discount can be applied to no more than six courses in any academic year. The tuition reduction is a taxable benefit but tuition fees are deductible from income.
- To get this benefit, take your enrollment form to the Human Resources Department, 215 Huron St., 8th floor and ask for a Tuition Waiver form. Someone there will help you through the rest of the process.
- Green Shield has a number of different forms to be used in making claims. In addition to the general Claim Submission Form, there are separate forms for Drug Claim submissions, Extended Health Services Claim submissions, Dental Claim submissions and the Audio Claim form. Each type of claim entails particular supporting information.

You can get these forms on-line at:

www.greenshield.ca/English/PlanMembers/Forms

or by calling the Customer Service Centre, 1-888-711-1119. You will avoid a lot of difficulty with claims by using the appropriate form and sending it to the specified department.

Ruth Pike
Chair, Benefits Committee
r_pike@sympatico.ca

Publication Notice

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

Telephone: 416-978-7256

E-mail: ral.ut@utoronto.ca

Executive Committee

Doug Creelman, President
creelman@psych.utoronto.ca

Ralph Garber, Past President
ralph.garber@rogers.com

Peter Russell, Honorary President
Phruss@aol.com

Lino Grima, Vice-President
lino.grima@utoronto.ca

Jack Stevenson, Vice-President
johnstevenson@sympatico.ca

Diane Henderson, Treasurer
sd.henderson@utoronto.ca

Beate Lowenberg, Secretary
bfs1@sympatico.ca

Ed Barbeau, Webmaster
barbeau@math.utoronto.ca

Cornelia Baines, Senior Scholars
cornelia.baines@utoronto.ca

Ruth Pike, Benefits
r_pike@sympatico.ca

Helen Rosenthal, Pensions
rosenth@utsc.utoronto.ca

Don Bellamy, Policy
dbellamy@georgian.net

Fred Wilson, Editor, Reporter
fwilson@chass.utoronto.ca

Claudia Colas
claudia.colas@utoronto.ca

Roselyn Stone,
roselyn.stone@utoronto.ca

Scott Rogers
scott.rogers@utoronto.ca

RALUT office – Liz Walker
ral.ut@utoronto.ca

Others who help:

Joan Winearls, Archivist
joan.winearls@utoronto.ca

Ken Rea
reak@chass.utoronto.ca

Germaine Warkentin
g.warkentin@utoronto.ca