



## NEWSLETTER/BULLETIN

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### **MESSAGE FROM THE CURAC PRESIDENT**



As the days get longer and the sun gets higher in the sky (if we can see it), individuals look forward to the renewal that spring brings. So should organizations like CURAC/ARUCC.

Late in 2012 we circulated a health care discussion paper that described the problems our system poses to individual Canadians and to our governments. That paper provoked a number of thoughtful responses from individuals across the country. We thank everyone who took

the time to respond. Our challenge now is to determine what contribution CURAC/ARUCC can usefully make to the ongoing deliberations of Provincial Health Ministers (see, for example, this link: <http://www.theglobeandmail.com/news/politics/health-ministers-look-to-cut-back-on-pricey-diagnostic-tests/article9820161/>).

In February, our Pension Committee submitted a critique of "The Morneau Report" (which proposed pooling the investment funds of the pension plans of Ontario universities) to the Ontario Minister of Finance (see Paul Huber's article in this Newsletter). An official of the Ministry has since informed us that no decisions about Mr. Morneau's recommendations have been taken, but they are considering submitting the pooling idea to a further "expert committee." We will be watching closely for any further developments in this area.

In 2006 our application for federal registration as a non-profit corporation in Section II (Not-For-Profit Corporations) of the Canada Industries Act was approved. Section II has now been replaced by a new Canada Not-For-Profit Corporations Act. For our registration to continue, we must revise our Bylaws to conform to the new Act and have the revised Bylaws approved by our members. Consequently, proposed new Bylaws will be presented at the Annual General Meeting during the Conference in St. John's in June for approval by the voting Delegates of our Member Associations. The proposed new Bylaws will be circulated well in advance of the Annual Conference.

In October I had the pleasure of attending the Atlantic Regional Conference at l'Université de Moncton, the Ontario Regional Conference at Ryerson University, and the AROHE Conference at the University of North Carolina, Chapel Hill. All three combined discussions of topics of broad interest with presentations on the activities of retiree associations at individual institutions. At AROHE,

breakfasts were served in a large meeting room where circular tables had been set up, each with a single Moderator and a (different) specified topic. Individual attendees were free to take their breakfast goodies to the table of their choice and join that table's discussion. I found that those discussions led to useful exchanges of ways in which local associations had dealt with the designated topic.

Elsewhere in this newsletter you'll find more details about our 2013 Annual Conference. This will be my first visit to "The Rock" and I'm looking forward to seeing St. John's and a bit more of Newfoundland. I'm also looking forward to seeing, hearing, and talking with representatives of our Member Associations from across Canada. I find these conferences invigorating and I hope you do too.

*George Brandie*

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## **CURAC 2013 ST. JOHN'S JUNE 12 – 14**

Bob Lucas, Chair, 2013 Local Organizing Committee

The Local Organizing Committee for this year's conference in St. John's Newfoundland and Labrador is happy to announce a program that is nearly complete. It can be viewed on the conference website [www.mun.ca/munpa/curac2013](http://www.mun.ca/munpa/curac2013). We suggest you check the website from time to time to view changes as the last few details concerning the program are finalized. The committee expects the program sessions with their eclectic mix of local and national talent will be of interest to all.

The conference website also offers an online registration and payment capability that includes acceptance of all major credit cards as well as a payment by cheque option.

All sessions and social events will take place on the campus of Memorial University of Newfoundland while accommodations are available in the university halls of residence or the Quality Inn. Links for reserving accommodations can be found on the conference website. A conference rate has been established at the hotel but it should be noted that the block of rooms and guaranteed rate are only valid up to 60 days prior to the conference. Delegates are therefore encouraged to make their bookings as soon as possible.

Following the conference, Peter Russell, CURAC's founding president, and a former Chair of the Churchill Society for the Advancement of Parliamentary Democracy will be leading a tour to Ship Harbour where Winston Churchill and Franklin D. Roosevelt developed the Atlantic Accord during World War II. Further information is on the conference website.

See you in St. John's!



# MR. MORNEAU'S REPORT TO ONTARIO ON POOLED ASSET MANAGEMENT: A CRITICAL ANALYSIS

Paul B. Huber (Dalhousie), CURAC/ARUCC Pension Committee Chair

Summary of a brief presented to Ontario's Minister of Finance by CURAC/ARUCC in March 2013

(The brief's URL is <[http://www.curac.ca/wp-content/uploads/2013/03/Brief re Morneau Report.pdf](http://www.curac.ca/wp-content/uploads/2013/03/Brief_re_Morneau_Report.pdf)>)

## Introduction

Mr. William Morneau, Ontario's Pension Investment Advisor, reported that many of the over **"100 public-sector pension funds in Ontario, . . . are unable to realize the lowest possible investment management costs or access the range of asset classes desired."** He recommended creating, conditionally, **"a new pooled asset manager [PAM] to oversee investment on behalf of the smaller Ontario public sector pension funds, as well as several non-pension funds. . ."** Morneau envisaged that legislation would force these funds to shift all their \$100 billion in assets to a new PAM for seven years. Investment staff made redundant as a result would also transfer to the new PAM despite Morneau's lack of confidence in their expertise. Taxpayers would pay \$50 million or more to set up the new PAM. Because Morneau believed that the existing large public-sector managers — Teachers, OMERS and HOOPP (each with assets over \$50 billion) — couldn't do the job, he proposed a new organization to be controlled by the financial services industry for ever.

CURAC/ARUCC supports pooled asset management, but it rejects Morneau's recommendations on minimum scale, compulsory participation, newness, and governance. Pension and other funds will voluntarily utilize a public-sector PAM, provided they receive good value and possess leverage to correct inadequacies. Adequate minimum scale should result without coercion. Ontario needs a competent, relatively low-cost PAM that provides expert access to alternative investments and is controlled by its clients/beneficiaries. Preferably, it would result from modifications to one or more existing large asset managers. CURAC/ARUCC also favours the acceptance of funds from public-sector clients in Ontario and other provinces on a cost-recovery basis.

## \$50 Billion Minimum Scale?

The \$19 billion Yale University endowment has long been among the best managed institutional funds. Returns are comfortably above those of the large Canadian funds cited by Morneau; they exceed the median Canadian pension fund by 5%-8% annualized. Highlighting commitments to alternative asset classes and quality management, its long-term success casts doubt on Morneau's minimum scale. The \$130 million of annual savings that Morneau expects from pooling amounts to just 0.13% of the \$101 billion (or more) in assets that he would force into his new fund; Yale saves \$210 million annually from improved asset mix alone (1.2%) and four times more through careful management and control of risk.

Some observers attribute the investment failure by the University of Toronto Asset Management Corporation [UTAM] to its emulation of Yale. However, the salient features of Yale's investment style are:

1. lean management;
2. careful selection and oversight of external alternative-asset managers (because knowledgeable managers can exploit the major mis-pricings that prevail in non-traditional asset classes);
3. focus on assets whose returns correlate minimally with those on equities and bonds;
4. modest commitment to traditional asset classes where active management cannot improve returns.

UTAM did none of these. Its costs exceeded 1% annually (far above those at smaller institutions), and a third of its assets in 2008 were with intransparent "fund-of-fund" managers (who choose the actual hedge<sup>1</sup> managers). Correlations of returns were ignored, and traditional equities were traded on efficient markets where active management would likely add no value. UTAM's experience provides expensive evidence of incompetence. Could Morneau's recommendations result in an elephantine Provincial 'UTAM'?

## Asset Mix Issues

Canadian pension funds hold 85% to 100% of their assets in large-capitalization equities, bonds and cash, mostly in North America. High costs, insufficient capital and lack of in-house expertise are Morneau's explanations of reluctance to add non-traditional assets. Our analysis differs: managers of small pension funds as well as of mutual funds often are driven by "group-think." Idiosyncratic asset allocation will be blamed for bad results; with 'normal' asset allocation, blame can be shifted onto the group or the "index." Investment consultants often suffer from the same herd mentality and in the past were unfamiliar with alternative investment options. Consequently, a PAM may need more than "cost-effective advice" to induce pension funds to improve asset mix; regulation could require a minimum percentage allocation to alternative asset classes that these funds carefully select.

### A newly created PAM for Ontario?

Morneau opposed using Teachers, OMERS and HOOPP as a PAM because of alleged inappropriateness of governance structures, inability to accept assets in kind, and difficulty in setting up a family of pooled funds that could meet the asset mix decisions of other institutions. These reasons are flimsy. Establishing a new skilled PAM that competently manages illiquid assets classes would proceed more painfully and cost more than Morneau contemplates. Each of the existing large Ontario funds could more readily adjust to an expanded mandate than could a new fund immediately create complex new investment structures. Instead of forcing public-sector funds to buy into unknown, untried, and inexperienced investment vehicles, Ontario should ensure a choice among existing successful investment management options.

### Governance

Despite Morneau's claim to "**view excellence in governance . . . as an essential element of an effective and efficient investment management entity,**" he proposes a self-perpetuating governance structure in which the investment industry would control the Board of Directors of his Corporation in perpetuity, and the Ontario government could intervene only in extreme situations. Stakeholders could protest, but ineffectually. These extraordinary proposals are grossly unattractive for pension sponsors and pension beneficiaries whose current and future pensions are at risk.

Morneau's governance model doesn't prevail at the large Canadian public-sector pension funds he mentions. But *de facto* it exists at some corporations and non-profit institutions, often leading to problems of inadequate oversight, undisclosed conflicts of interests, and excessive remuneration. An appropriate governance structure should empower contributors and beneficiaries to control the board of directors. Pension sponsors, employers, employees and pensioners should select all the directors.

### Scrambling out of an empty Pool (after diving in)

Morneau recommends that, "**after a cooling-off period [of seven years], participating institutions should be free to withdraw from the pooling framework . . .**" This is a prescription for disaster. Illiquid asset classes like private equity, infrastructure, real estate and timberland cannot be quickly bought or sold except at disadvantageous prices. Unexpected exit by a few major clients from a pooled fund could force Morneau's PAM to liquidate assets abruptly, throwing the burden of the resulting losses on the remaining clients. To require the Board of a PAM to act in the best interest of its clients, as Morneau recommends, is insufficient; clients must also be treated impartially. Hence, the enabling legislation must empower PAMs to restrict exit from illiquid pools.

### Conclusion

CURAC/ARUCC recognizes that benefits could accrue to pension plan sponsors, their beneficiaries, and Ontario taxpayers. However, the approach must differ fundamentally from the flawed recommendations of the Morneau report.

<sup>1</sup> Many so-called "hedge funds" are extremely leveraged, minimally-regulated and not actually hedging. Excess leverage and risk make most such funds unsuitable for pension fund investment.

## SHARED RISK FOR NEW BRUNSWICK PENSIONERS?

David Wiezel, Past President, UNBREA

The Province of New Brunswick has been making waves with its proposal to withdraw from its “guaranteed” defined benefit/indexed/lifetime pension plans and replace them with a “Shared Risk” model. In addition to current employees, those “shared risk” provisions also would include thousands of already retired civil servants, crown corporation employees, hospital management, teachers and roughly 800 former University of New Brunswick employees currently covered by the Provincial Government pension plan (support staff and those retired faculty who contributed prior to 1993 when a separate pension plan was established for academics).

The main features of the proposed Shared Risk plan are:

- The Provincial Government would no longer be the Guarantor of the plan;
- Current CPI guaranteed indexing would be replaced by “conditional” indexing dependant on investment returns;
- In a very bad year, base benefits could be reduced;
- Survivor Benefits (50%) would be apparently affected by these changes.

More information can be found on the **Province of New Brunswick’s** website:

<http://www2.gnb.ca/content/gnb/en/corporate/promo/pension.html>

Some opposed to the changing retiree benefits have formed an organization (**Pension Coalition NB**) and are calling on the Government to honour the deal they made with retirees. Their website is:

<http://www.pensioncoalitionnb.ca/>

The next few months should prove interesting as there is a very lively public debate going on.

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## THE CHALLENGES OF PENSION FUND MANAGEMENT IN 2013

Ian Skaith, OCRA (Fanshawe College)

With the Morneau report, defined benefit pensions are in the spotlight. We have had both negative and positive predictions about the future viability and potential investment success of DB model of pension. Private sector employers, unless unionized, have been dropping the defined benefit pension in favour of the defined contribution (DC) pension model.

The DC Model limits employers’ future pension liabilities. Employees take out their contribution accumulation augmented by employer contributions and investment returns, but employers have no obligations beyond the payout to the employee at retirement.

DB supporters point to the risks of the DC Model which does not guarantee a lifetime pension with survivor benefits. DC Model supporters do not like the DB Model formula restriction on future payout. In the private sector, the employer liability issue will hasten the shift to the DC Model.

The large, well-managed broad public sector defined benefit plans did very well in 2012, in some cases achieving double-digit returns. How can we explain this exemplary performance in the context of precarious and gloomy global economic circumstances? The economic misery list includes:

- Threats of sovereign debt failures in countries like Ireland, Greece and Spain;
- For Canada a relentless increase in household debt;
- An ongoing debt and deficit crisis in the United States;
- Rising unemployment in all nations hitting as high as 25% in counties like Spain;
- Low rates of economic growth except in countries like China; prospects for 2013 have improved in North America;
- European nations are in recession with little hope of a quick recovery.

Since 2009 investors all around the world have sought safe haven from volatile stock and debt markets. The price of gold has risen to \$1600 USD per oz. Safe haven interest rates have hovered around 1%, a return that does not allow effective real saving when inflation exceeds 1%. Investors who scrambled for

safe haven by investing in US Treasury securities are earning a negative return so their financial wealth is shrinking. Against this scenario described above, how can we understand how large public sector pensions like CAAT performed so well over most years after the disastrous crash in 2008? I believe the answer lies in the increasing opportunities to diversify into new investment choices and to manage risk using derivative strategy.

Investment research has established that 80% of investment portfolio performances is related to diversification and not to the fortuitous selection of winning investments. Large diversified pension funds can limit risk exposure and accept longer term investment horizons yielding higher returns. Derivatives contracts allow fund management to limit capital losses in falling markets and enhance returns in rising markets

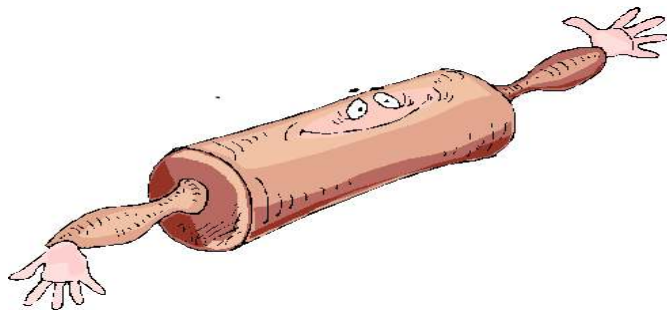
Larger pensions with assets over \$5 billion have taken advantage of new investment opportunities in public infrastructure, private equity and real estate. Barring another year like 2008, there is no reason to believe that the larger pension funds of any type could not continue to deliver investment performance sufficient to support indexing.

There is always a caveat to any forecast. Given the enormous injections of money into the world economy, we have to hope that central banks can reduce the liquidity before it turns into inflation. Developed countries have avoided inflation to date because excess production capacity in the world economy has not been eliminated by higher rates of economic growth. There is slack production capacity all around the world which means that so far excess money (liquidity) has not been factored into higher prices.

As the slack is taken up in a recovering global economy, inflation will rise and higher interest rates will not be far behind. Higher interest rates would not be helpful in a heavily indebted global economy. Financial markets would become more volatile which is very negative for pension fund management and performance even with the use of derivatives to manage risk.

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On the Lighter Side - After the excellent discussions about serious pension issues, take a break for a lighter moment before proceeding to the next group of articles, also excellent reading.



Ralph feared his wife wasn't hearing as well as she used to and he thought she might need a hearing aid.. Following advice from his family doctor, he decided to test Mary's hearing. While she was preparing dinner in the kitchen, he stood 40 feet away from her in their den, and asked in a normal voice "Honey, what's for dinner?" No response, so he moved to about 30 feet away, and repeated the question. Still no reply, he asked again from 20 feet away in the dining room. Again no response, so he stood at the kitchen door, about 10 feet away, and once more, there was no reply to his question. Then Ralph stood right in front of Mary as she was rolling out the pastry for a chicken pot pie, "Honey, what's for dinner?" and he quickly ducked as she pointed the rolling pin at the cut-up chicken on the counter and turned to face him, saying,

**"RALPH, FOR THE FIFTH TIME, CHICKEN POT PIE !!!!!!"**

# THE MEMORIAL UNIVERSITY OF NEWFOUNDLAND PENSIONERS ASSOCIATION (MUNPA)

Barbara Cox, President

MUNPA was formed in 1985 to represent all retirees and the beneficiaries and survivors of retirees of Memorial University, all of whom automatically become members of the Association upon retirement. Total membership is currently just over 1,550 of which just over 1,000 pay a voluntary annual membership fee primarily through monthly payroll deduction. The membership is almost equally divided between academic and non-academic retirees.

The stated objectives of the Association include:

1. To promote and defend the interests of retirees particularly in:  
(i) the University pension and benefit plans, and  
(ii) access to the University and its facilities;
2. To inform pensioners about matters of interest to them and to provide social activities for them;
3. To foster mutually beneficial relationships between the Association and other elements of the University community including faculty and staff unions, non-bargaining groups and administrative bodies;
4. To monitor changes to the pension and benefit plans of the University and of other employee groups in the province and elsewhere;
5. To facilitate interaction with other retiree/seniors organizations.

The Association is governed by a Board of Directors including an Executive Committee consisting of a President who may serve for two years, Vice-President, Secretary, Treasurer and immediate Past President who normally chairs the nominating committee. The Standing Board Committees are Administration, Awards, Communications, By-laws and Amendments, and Services to Members.

The Administration Committee is responsible for the efficient operation of the Association office including the duties for any contractual services. The Awards Committee oversees the Association's Tribute Awards Program which recognizes the achievements of up to three Association members each year. The Communications Committee is responsible for the monthly Association Newsletter "Your Voice" and for the Association's webpage as well as for any other communication issues. The By-Laws and Amendments Committee maintains a watch on the Association's by-laws and recommends to the Board the wording of any amendments to be put forward at a General Meeting. This Committee also recommends to the Board any administrative policies needed for the efficient administration of the Association. The Services to Members committee has the task of recommending to the Board appropriate social, recreational, educational, and other events deemed of benefit to membership.



MUNPA has representation on the University Board of Regents Benefits Committee and the Pensions Committee. In 2011, MUNPA signed a Memorandum of Understanding with Memorial University. A Memorandum of Understanding between Memorial and Academics Without Borders Canada is overseen by a member of MUNPA.

We look forward to meeting many new and hopefully some old friends at the 2013 CURAC Conference and AGM. If you have not visited

Canada's tenth province, this year would be an excellent opportunity.

Photo above: The Local Organizing Committee for the 2013 CURAC/ARUCC Conference and AGM  
Back L to R: Charles Goss, Ed Williams, Bob Lucas, Phil Kirkby; Front L to R: Barbara Cox, Joanne Myrick Harris; Missing from photo: Kjellrun Hestekin.

# **YORK UNIVERSITY RETIREES' ASSOCIATION (YURA)**

## **Memorandum of Understanding**

John Lennox, Co-President (YURA)

YURA now has a signed memorandum of understanding (MOU) between the university and the retirees' association that establishes a collaboration agreement between the two bodies. It was formally signed into being by York's president, Mamdouh Shoukri, and YURA's co-presidents, Janet Rowe and John Lennox, on October 2 last.

The MOU is the result of two years of discussions between the Office of the then-Provost Patrick Monahan and YURA. The spirit of the discussions over several meetings was consistently cordial and positive, and the text of the MOU was the result of consultations with the senior university administration and the YURA Executive Committee.

The preamble acknowledges the "recognition of the University's relationship with retirees as one characterized by engagement and respect." The text continues by saying that "This Memorandum of Understanding is intended to provide a framework for collaboration that maintains and enhances the relationship between the University and its retirees and that recognizes the contributions and continued membership of retirees in the York community." The MOU enumerates "entitlements and opportunities currently available to retirees" which include Library privileges, York card for retirees, access to the York Archives, and York email for retirees. It also outlines future initiatives such as use of meeting space, participation in outreach and in student recruitment activities, opportunities for mentoring, and involvement at convocation as participants or volunteers.

YURA has undertaken to prepare a list of retiree volunteers who would be available for involvement in academic and non-academic university activities. The Provost has undertaken to consult with deans about the ways in which volunteers could be most helpful to them and their various departments and units.

The Coordinating Committee, chaired by the Provost or his/her designate, is to meet three times per year with membership drawn from the University administration and YURA. We look forward to further constructive discussions about and implementation of initiatives that will involve interested retirees in the life of the institution.

### **Fund-raising**

Our annual "Showcase" fund-raising day, involving the sale of baked goods and "attic treasures," took place at the end of November. YURA raised \$1400 which has been donated, as has been the case heretofore, to two bursaries: The Mature Student Bursary and the William W. Small Award. This event involves a tremendous effort by our co-convenors, Marilyn Cartmill and Noel Corbett. YURA volunteers take care of sorting and pricing items, as well as providing tasty bake items. It is a great satisfaction for YURA to be able to contribute to student support in this way.

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## **LEARNING IN RETIREMENT (LinR) PROGRAM AT CARLETON**

David Holmes

President, Carleton University Retirees' Association

The Learning in Retirement program at Carleton has now been running for over a decade. Originally established by the university's Alumni and Development Department, it is now operated as a unit of the Centre for Initiatives in Education under the direction of Professor Tim Pychyl. Although quite independent of the Carleton University Retirees' Association (CURA), many of our members either teach in or participate in the program.

The program has now grown to the point that LinR offers four sessions each of ten distinct six-lecture courses and is bumping up against the limit of available space and time slots. The program makes use of



an accessible room on the ground floor of one of the student residences that is not part of the university's regular classroom pool. For 24 weeks in the fall and winter this room is used morning and afternoons by LinR. There are around 1,000 "students" who regularly attend a LinR course and this number is growing. Courses are limited to a maximum of 50 students and usually have a minimum of 15. Students range in age from 55 to 85 and currently pay \$100(+HST) per course. Lecturers are paid a modest honorarium while registration and administrative work is carried out by university staff. Approximately half the lecturers are retired Carleton faculty, while others are mostly retired public servants. Lectures run for 2 hours once a week for six weeks. Needless to say there are no exams and no attendance requirements!

Recent offerings ranged from the history of Ottawa, to a history of infectious diseases, to the pros and cons of renewable energy – to list just 3 topics.

Anyone curious about the program should check: [www.carleton.ca/cie/learning-in-retirement](http://www.carleton.ca/cie/learning-in-retirement)

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## **GROWING FROM THE GRASS ROOTS: ENGAGING OUR MEMBERS UBC Association of Professors Emeriti (UBCAPE)**

Bonita Long  
Chair, Membership Committee  
UBC Association of Professors Emeriti

A couple of years ago we watched with growing dismay as our numbers declined. With the end of mandatory retirement, the pool of new Emeriti had shrunk dramatically. We cast about for an innovative way to encourage lapsed members to renew and other Emeriti to join. Because universities are organized into many subgroups, each unit creates its own unique culture. UBC has 70 departments and schools, as well as a large group of librarians who hold Emeriti status. Given that Emeriti have intimate knowledge of their unit's culture, as well as familiarity with the interests, desires, and needs of their colleagues, we decided to take advantage of this structure and grow the association from its "grass roots." Since then, we have recruited representatives from among our members and currently have representatives from 73% of the university's departments and schools.

We initially engaged our representatives in a membership drive in which they played an important role in its success. Through personal contact, they encouraged lapsed members in their units to renew and other Emeriti to join our association. As a consequence, our numbers are now at an all-time high. Through the diligent sleuthing of our representatives, we have updated contact information on many Emeriti, greatly enhancing our ability to keep in touch.

The scope of the role of the representatives in the association is still evolving as we look for new ways for them to represent and promote the association. For example, they can advocate on behalf of Emeriti, organize Emeriti groups around social or academic activities, facilitate feedback on association activities and services, and approach their administration to find out how Emeriti can contribute to their unit. Working groups from among our representatives have been formed to tackle specific issues as they emerge. We also encourage our representatives to publicize the activities of Emeriti through short articles or items in our newsletter. To show our appreciation for their contribution to the association, once a year we host a wine and cheese reception so that they can meet other representatives and learn more about the association.

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## **AROHE CONFERENCE 2012**

From Notes Provided by John Meyer (Windsor) and Carolyn Gilbert (UBC)

The Association of Retirement Organizations in Higher Education (AROHE) biennial conferences are hosted by member organizations. The 10<sup>th</sup> anniversary conference was jointly sponsored by The University of North Carolina at Chapel Hill, North Carolina Central University in Durham, and North Carolina State University in Raleigh, October 21-24, 2012. Sessions were held at the conference hotel (The Carolina Inn in Chapel Hill) with lunches and dinners being hosted by the three sponsors and participants travelling by bus to Durham and Raleigh.

The many conference sessions covered a wide range of topics of great interest to retired faculty and staff, with musical entertainment to accompany proceedings at the banquets and receptions. Here is a selection of notes from some of the plenary sessions.

**Trudier Harris** (UNC Chapel Hill) **“Our Journey to the Mars of Retirement.”** For everyone who enters retirement, it is new space. She spoke of outer space - whatever surrounds us when we retire (houses, possessions, people, activities) - asked how much we need, and advises that we aim for a leaner, fitter space, better fitting a new life, leading to a better quality of life. She described the inner space of Mars, cultivating an attitude to explore the new Mars, not wasting time regretting or resenting. This includes health and health-promoting activities and dealing with loneliness. We should design our own new space and claim it. Finally, she spoke of creative space: “What is this Mars thing?” This is where lifelong learning programs and imagination come in. She advises us that we happen to the territory, rather than let the territory happen to us.

**Nortin Hadler, M.D.** (UNC Chapel Hill) **“Rethinking Aging: Growing Old and Living Well in an Overtreated Society”** While noting the advances in efficacy of science, medicalization, and longevity, Dr. Hadler strongly condemned the overtreatment of seniors. Reduction in medication, surgeries, unnecessary treatments and insistence on proof of the efficacy of tests and treatments before taking them are all serious warnings. He defines Type II Malpractice as “doing the unnecessary and doing it well.” There is never a quack without a theory. So if it does not work, do not do it, and if it does work, ask how much benefit is one likely to enjoy and at what risk. Screening by tests may not be useful unless the test is accurate. It may be an economic abuse of society and patients. We need to be able to cope with pain, aging, and death. Often we die because it is our time and not a list of probable causes. Now, if you are 85+ years old, you are certainly “off warranty”. Beware of the hype in advertising. Check his many publications listed on his website (Google Nortin Hadler, M.D.) and also view an interview given by Dr. Hadler and available at: <http://video.unctv.org/video/2248292642/>

**David Perlmutter** (U. Iowa) **Retirement in Academics.** His main point was that there is a lack of discussion about the intellectual transitions of retirement, and that even phased retirement does not prevent the feeling of having fallen off a cliff, due to the sudden loss of community. Some of his ideas for Emeriti: Mentor new administrators. Who knows better how the university works? Coach others on whether to retire or not; help with the intellectual transition, showing them how they can still use their intellects. Be more assertive. Ask why we don't have someone who connects with us. Organize to have one voice. When called for university fund raising, bring up the question: How are Emeriti treated? How can you have a great university without generations of great professors? *And from another speaker's presentation this important point: “What do alumni remember when they reach into their pockets but a favourite professor?”*

***Congratulations to Ken Rea (Toronto) on his election to the AROHE board of directors!***

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*Ed. Note: The version français of this newsletter will be available soon at [www.curac.ca](http://www.curac.ca)*

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