

NEWSLETTER/BULLETIN

Spring/printemps 2014

Issue No. 18

THE PRE-CONFERENCE ISSUE



THE PRESIDENT'S LETTER

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Greetings to CURAC members!

We are saddened by the sudden death of our colleague, Doug Creelman, a member of the Psychology Department at the University of Toronto, a long-time supporter of CURAC, a member of the local organizing committee for the CURAC regional conference in Toronto, and a co-chair of the CURAC Benefits Committee. Doug's many contributions to RALUT and CURAC will be long remembered, and he will be sorely missed.

Much of my time since the publication of the last newsletter has been focussed on the canvass of member organizations, as proposed in my letter in the fall issue of the newsletter. All 38 members have now been contacted and presented with the following questions:

1. What additional services might CURAC provide to member associations?
2. What are the major issues, concerns or problems confronting the local association?
3. What advice does the association have regarding issues CURAC might address?
4. Are there individuals in the association who might be interested in volunteering?
5. Other thoughts, comments, observations, etc.?

So far, I have had full and complete responses from 14 member associations. Other members have replied indicating the need to consult their executive committees. Most respondents submitted their feedback via email; however, four individuals were interviewed by phone.

With respect to the first question, most member organizations are reasonably satisfied with the services currently provided – newsletter, bulletin, website, annual conference. There was some interest in the provision of more information regarding “best practices” and also support for the establishment and/or continuation of regional meetings

which allow for networking among associations. Use of webinars was recommended as well as an increase in the number of discounted services through partnerships (along the lines of Economical Insurance and CARP). More discussion about pension indexation was also suggested. Several associations indicated that it would be useful to identify the composition of retiree organizations – faculty only, faculty and librarians, faculty, librarians and staff (i.e., all-inclusive). Comparisons could then be made with associations most similar in structure.

In terms of the concerns of member associations, one of the most common related to the recruitment and retention of retiree members. Problems in this regard had to do with the difficulties in the first instance of identifying and contacting the pool of retired employees. Home addresses and email addresses are typically not provided by the host institution. Subsequently even with those who were identified and contacted, encouraging them to join the group and attend meetings, and then to get them involved to the point of taking on an office in the organization, were challenges for many of the associations.

A more comprehensive accounting of the results of this survey will be provided at the annual general meeting in Hamilton. Hope to see you there!

Sandra W. Pyke

CURAC President

REGISTER NOW FOR THE CURAC 2014 CONFERENCE!

Register before April 15th for Early-bird Rate!!

It's time to register for the 12th Annual Conference of the College and University Retiree Associations of Canada (CURAC)! The McMaster University Retirees Association (MURA) and the Retirees Association of Mohawk College (RAMC) look forward to seeing you in Hamilton on May 28th - 30th, 2014. Conference sessions will take place at McMaster and the conference banquet will be held at Mohawk College.

To register for the conference online and pay by credit card, please click on:

<https://conferencereg.mcmaster.ca/go/conferences/CURAC-2014>. You may register for the full conference (reception, all conference sessions,

lunch & refreshment breaks, banquet) at a cost of \$150.00 (for registrations prior to April 15) or \$160.00 (after April 14th), or for a single day. Registration for a single day (May 29th or 30th) is \$50.00 and includes conference sessions, lunch & refreshment breaks; you may also purchase single-day registrations for both dates for a total cost of \$100. The cost of parking is covered for all levels of registration. Extra banquet tickets – to supplement single-day registrations or for guests – are \$60.

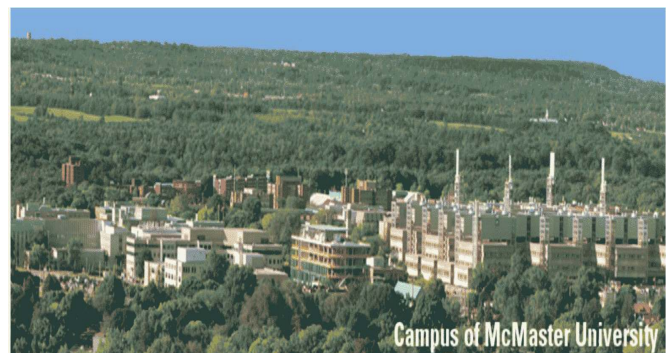
Alternatively, a registration form for those who wish to pay by cheque is available on the conference web site: mcmaster-retirees.ca/curac2014.html, at the second line under 'Conference Registration.'

For more information, please visit mcmaster-retirees.ca/curac2014.html. You will find the conference program, as well as details about hotel and residence accommodation, transportation, the post-conference day trip, and ideas for activities in the Hamilton area for spouses and partners.

We look forward to showing you what McMaster, Mohawk and Hamilton have to offer.

If you have any questions about the conference, please contact the organizing committee at curac2014@mcmaster.ca or leave a phone message at 905 525-9140, extension 23171.

~ Mary Johnston and Helen Barton
Conference Committee Co-Chairs



CALL FOR NOMINATIONS!!

Please contact Nominating Committee Chair George Brandie (brandieg@appsci.queensu.ca) for details of this unique opportunity to join the CURAC team.

DOUG CREELMAN: IN MEMORIUM



It was with great sadness that many of us received the news of Doug Creelman's death following a tragic accident on the streets of Toronto. Doug was a tireless worker on behalf of university and college retirees. He was one of the people you could always count on to say "yes" when asked to take on a difficult assignment. He was the leader in organizing and carrying out the first CURAC survey of medical benefits, and he remained active in that field on behalf of CURAC.

Doug served as President of RALUT, the University of Toronto's retiree association, from 2005 to 2009, and he continued to be an active member of the RALUT Board right up to the time of his death. As a volunteer at the U of T's Academic Retiree Centre he provided a weekly phone-in service responding to retirees' questions and concerns about pensions and benefits.

Doug was one of those fine American-born scholars whom we Canadians were fortunate enough to lure to our country. He joined the Department of Psychology at U of T in 1964 after completing his doctorate at the University of Michigan. He had a distinguished career as an experimental psychologist, and he continued to teach for his department after his retirement in 1999, offering a seminar on signal detection and advising graduate students. He was a continuing presence on campus and in recognition of his contributions, the University flag was flown at half-mast.

Doug was an avid sailor, sailing a Shark since 1965. Over the past decade he spent as much of his sailing time judging races and regattas around the world as racing the Shark with his wife Lynne at the helm. Another of Doug's passions was modern art. For many years he served as a docent at the Art Gallery of Ontario. I can also testify that he was a heck of a poker player!

It was a rare CURAC meeting that did not find Doug Creelman in attendance and serving on a panel. He also attended many AROHE meetings. I doubt if anyone had a larger network of friends throughout the academic retiree world. He brought intelligence, commitment and good humour to so many of our activities. He will be greatly missed.

~ Peter H. Russell (Toronto)



Following Up

In November 2013 President Sandra Pyke wrote to the Prime Minister of Canada on behalf of CURAC associations and their members. This letter expressed CURAC's concerns about the Federal Government's reluctance to implement proposed reforms to the Canada Pension Plan. She pointed out that although some modifications to the CPP appear necessary since many Canadians do not save enough for their retirement, it is also very important to maintain the national character of the CPP rather than a diversification of pension schemes from province to province.

Four months later, a reply dated April 8, 2014, was received from Kevin Sorensen, Minister of State – Finance. This letter appears to be a "boiler plate" response listing the Federal Government's "Three Pillars" approach to pensions and income supports for Canadians. There is no apparent recognition of the real pension needs of present and future retirees, even though retirees are a significant proportion of our population. This letter has been posted on the CURAC website (www.curac.ca) and we ask that member associations inform their members about it and send any comments on this issue to Ed Williams, National Secretary at:

edgarwilliams@nl.rogers.com

FEATURED CURAC MEMBER ASSOCIATION

The featured CURAC member for this issue of the CURAC newsletter is **Simon Fraser University Retirees Association (SFURA)**. After reading this interesting report from Tom O'Shea, past president of the association, please check the website to find more information about the association's activities:

<http://www.sfu.ca/retirees.html>

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Simon Fraser University was founded in 1965. By 1997, SFU had 42 retirees, and a small group met to explore establishing an association of retirees. Harry Evans, retired registrar, found that the University Act made no provision for such an association, and it would have to come under the Society Act. Thus the association formed was independent of SFU, but it began with the full support of SFU's president, Jack Blaney, who provided startup funds, and it has continued to be supported by base funding from the SFU President's office. The SFURA is open to all retirees—faculty, staff, and administration—and it has grown to 360 members, about half the total number of retired employees.

In the beginning, the emphasis was on social activities, but as the organization matured the executive moved to consider issues of medical and dental plans, travel medical insurance, and university support for retirees to continue their research. In 2011, the new Dean of the Faculty of Arts and Social Sciences, John Craig, invited SFURA president Tom O'Shea and past president Marilyn Bowman to discuss how he might be able to support the aims of the SFURA. The first recipients of these grants, all between \$2500 and \$5000, consisted of retirees from the departments of Archaeology (2), English (2), French, Geography, History, Political Science (2), Psychology, and Interdisciplinary Studies.

Following the introduction of these research grants in the FASS, SFURA president John d'Auria initiated discussions in 2013 with Dean Cupples of the Faculty of Science. As a result the Science Faculty has announced a program of Research Grants for Science retirees (RGR). The RGR allows Science retirees to receive funding that otherwise would be difficult to obtain, and it

provides an opportunity for recipients to disseminate the results of their SFU-related research to national and international audiences. The maximum amount for a grant is \$2000 per year.

This year, the SFURA representative to the Faculty of Education, Adam Horvath, has approached Dean Magnusson to determine if similar support might be given to retirees from his faculty, and the response has been positive. We hope to be able to announce the extension of retiree research funding to this third SFU faculty in 2014.

In addition, this year the Faculty of Arts and Social Sciences has added another source of funding through which retired faculty members can partner with an active faculty member to invite speakers to present at SFU.

The SFURA applauds these new professional opportunities for retirees and will work to extend them by highlighting the contributions they make to the university's professional productivity. Such support not only encourages the continued work of retired faculty, but also it enhances the profile and reputation of the university itself with the continued scholarly activities of the retirees. As Dean Craig says, "The Faculty of Arts and Social Sciences is home to a deeply distinguished group of senior scholars eminently deserving of our continued support. The gratifying response to this modest initiative has proved eloquent testimony of this fact."

~Tom O'Shea, Past President

Simon Fraser University Retirees Association

PETER H. RUSSELL

An Appreciation

Peter Russell is known for his many accomplishments which would take much more space to summarize than the one page available in this edition of the CURAC



newsletter. We profile him here for his contribution to CURAC/ARUCC from its humble beginning up to the present day. Peter Russell, still involved, was the first president of the

organization, and he was responsible for steering it through its early days. Here is a brief background to the events that resulted in the formation of CURAC/ARUCC.

Peter retired from the University of Toronto in 1996 and while continuing with his writing and research, he became involved in some new areas of activity. One was the Churchill Society for the Advancement of Parliamentary Democracy which he joined as a director in 1997. He also became interested in retiree activities soon after becoming a pensioner, and he was alerted by fellow retirees that the university, supported by the University Faculty Association, was planning to help itself, without consulting the pensioners, to some of the surplus which had accumulated in the university's pension fund. This threat galvanized Peter and other emeritus colleagues into forming an association to defend and advance retiree interests.

RALUT (Retired Academics and Librarians of the University of Toronto) was formed in 2001, and Peter Russell was its founding president. RALUT was able to stop the raiding of the pension funds, and the association quickly grew to more than 700 members. Following the success of its adversarial actions, RALUT was able to develop constructive and cordial relations with both the university administration and the Faculty Association.

As RALUT's founding president, Peter was invited to the University of Indiana in Bloomington, IN, in 2002 to join in the founding of AROHE (Association of Retirement Organizations in Higher Education). Representatives of about 35 U.S. university and college retiree associations attended. He was the only non-American present, and he was invited to join AROHE as its founders were keen to make their new organization international in scope.

The AROHE experience, together with contacts with retirees at a number of Canadian universities, encouraged Peter to help organize a meeting of retirees at the University of Toronto, the site of the Learned Societies' annual meeting in 2002. This meeting led to the founding at Dalhousie University in 2003 of CURAC/ARUCC (College and University Retiree Associations of Canada), a Canadian federation of university and college retiree organizations. Peter Russell became

CURAC's first president.

In 2004, as past president of RALUT and a member of the Faculty Association's negotiating team, Peter helped organize a one-day symposium at the University of Toronto to examine the pros and cons of mandatory retirement. Senior officials of the university took part along with demographers, economists, and human resources experts. The result of this symposium was the university administration's agreement to negotiate the conditions for ending mandatory retirement at the University of Toronto with the Faculty Association. One condition of the agreement reached in March 2005 was the establishment of the Academic Retiree Centre funded by the university.

Peter continues his participation in CURAC/ARUCC as chair of the Professional Support Committee, keeping a watchful eye on the availability of funding for retiree research projects.

~ Ed Williams (Memorial)

REMI NDER!!

Delegates, alternate delegates and everyone else who plans to attend the CURAC conference at McMaster University May 28-30, 2014, should bring copies of their association's latest newsletter or other updates about their association's activities to the conference.

AROHE CONFERENCE OFFERS RESOURCES FOR RETIREE ORGANIZATIONS



By Sue Barnes, director, UC Davis Retiree Center and president, AROHE

CURAC retiree organization leaders are encouraged to attend the 2014 AROHE (Association of Retirement Organizations in Higher Education) conference, August 10 – 12, hosted by the [University of Minnesota Retirees Association](#) (UMRA). With the theme "*Colleges, Universities and Retirees: Building*

Connections,” the conference will stimulate discussion and provide opportunities to network with colleagues from across North America. This year's conference will offer further opportunities to build connections as it is scheduled to directly follow the Big 10 Retirement Organization conference in Minneapolis.

The conference program will include keynote and plenary talks, workshops, special interest group sessions and networking events. Linda Pearson, the conference program chair, conducted a survey of AROHE members to gauge the topics of greatest interest to potential attendees. The highest ranking topics included:

- Efforts to engage and involve different groups of retirees, including faculty retirees, recent/younger retirees and older retirees in the retirement organization:
- Securing support from the university/college for the retiree organization
- Advocacy of benefits and rights on behalf of retirees
- Collaborating or coordinating with the human resources office to offer information or programs
- Communications (newsletters, email, social networking)
- Marketing & advertising
- Efforts to recognize the contributions of retirees
- Adapting to change and transition

These and other topics, along with opportunities for conference attendees to share successful practices and brainstorm solutions to common challenges, will provide resources for CURAC leaders to develop and enhance their organizations.

The conference will feature two respected speakers:

- ! Dr. Phyllis Moen will deliver the Paul Hadley keynote address, titled "End of One Way: Beyond Career and Retirement Mystiques," to open the conference. Dr. Moen is a highly-respected professor and researcher in the field of careers, gender, families and wellbeing over a person's lifetime. She has authored several books including *The Career Mystique: Cracks in*

the American Dream (2005, with Pat Roehling) and *It's About Time: Couples and Careers* (2003).

- ! Former United States Senator David Durenberger will deliver a plenary talk on the second day of the Conference. A national leader in healthcare reform, Durenberger served as the senior U.S. Senator from Minnesota from 1978 to 1995. During his time in the Senate, he served as chairman of the Select Committee on Intelligence and as chairman of the Health Subcommittee of the Senate Finance Committee.

Conference registration information is available on the AROHE website, <http://arohe.org>. Materials include a "[Conference Attendance Toolkit](#)" for organizations with budget limitations who wish to request money from their colleges/universities to send one or more representatives to the conference. Many retiree organizations with small budgets have successfully lobbied for campus funding by demonstrating that attendance at the conference will benefit not only the retiree organization but the campus as a whole.

Questions about the conference should be directed to the AROHE office at info@arohe.org.

ELDERCOLLEGE SOUTHWESTERN ONTARIO

A Great opportunity for Retirees

Once I imagined that when I retired I would pursue several book projects I had already initiated. But, often one stumbles upon opportunity and thereafter, as Robbie Burns said, "the best laid plans go aft' aglay."

ElderCollege is a concept I borrowed (with permission) from Capilano University in North Vancouver. Essentially it is a program which employs volunteer talent to offer short and interesting courses to those over age 55. Volunteers include both active and retired university faculty, professionals (lawyers, dentists, etc.) and a wide range of other invariably willing persons.

In the Autumn of 2011, in collaboration with Canterbury College of the University of Windsor,

we launched ElderCollege in the Windsor-Essex region of Ontario (Canada's 'deep south'). Initially we offered 34 courses in several communities. All courses are short—2 to 16 hours; all courses are offered in locations convenient for Seniors; and all courses are delivered by volunteers. No courses are offered in evenings and rarely on weekends. In May 2011 the Ontario Legislature acknowledged the uniqueness of our ElderCollege model and unanimously passed a resolution calling upon the Ontario government to promote and support ElderCollege and its equivalents.

Course fees are relatively inexpensive, ranging from \$25 + HST to \$45 + HST. We also have something called the "Buffet Course Option which permits a person to take up to 12 courses in one semester for a single fee, \$125 + HST. Some courses have additional materials and supplies fees.

We are now in our Spring 2014 Semester and have offered 96 Courses throughout the system including courses in Chatham-Kent as well as Windsor and throughout Essex County. Our courses are rich in diversity ranging from wine courses, wine and food, craft beers, history, travel, music, literature, technologies (i-pad, and all those fancy toys!), nature, environment, religion and much more. Have a look at the opportunities for informal education on our website www.uwindsor.ca/canterbury/eldercollege,

And, more to the point for retired university folks, why not explore the opportunities to keep your mind active, expand your social relationships and offer your knowledge, experience and expertise to those in your community. Our Canterbury ElderCollege informal motto is: *If it t'ain't fun then it t'ain't worth doin.'*

And, if you are inclined to explore the ElderCollege volunteer educational concept, feel free to contact me: lbj@uwindsor.ca

~ C. Lloyd Brown-John
Director, Canterbury

CURAC BENEFITS NETWORK

The CURAC Benefits Network has been established as a forum to share information on benefit programs and components at colleges and universities from across Canada. The Network builds on the 2013 CURAC Benefits Survey that identified member interest in current

information on the status of benefits at Canada's colleges and universities. The Benefits Network now has 21 members, from 8 provinces - NS, NB, PEI, ON, SK, BC, QB, and NL. Network members have shared developments such as new travel medical insurance added to health plans and terms of reference for local benefits committees. The Network also hopes to act as a sounding board for CURAC ideas and proposals about all manner of benefits.

CURAC's Strategic Plan identifies one of its purposes as: Assist members to improve medical and other benefits. The Benefits Network is interested in the views of member institutions about how we can help members obtain improved benefits in addition to sharing information about available benefits across the country.

Currently the following institutions have identified a contact person for the Benefits Network:

University of British Columbia
University of Regina
Lakehead University
Laurentian University
Wilfred Laurier University
University of Guelph
University of Windsor
McMaster University
Queens University
York University - 2 members, one from Retired Faculty & Librarians and one from YURA
University of Toronto (RALUT)
University of Ottawa
OCRA (Ontario Colleges Retirees' Association)
McGill University
University New Brunswick - St Thomas
University of Prince Edward Island
Memorial University- MUNPA
Dalhousie University

A summary of the results from the 2013 CURAC Benefits Survey appears on the next page. Full details are available in Excel format on the CURAC website.

A SNAPSHOT OF CANADIAN COLLEGE AND UNIVERSITY RETIREES IN 2013
33 Canadian College and University Retiree Associations replied to the
CURAC 2013 Benefits Survey

- 79% - 23 of the 33 retiree associations reported that medical insurance was available to retirees through the institution. Which item below is covered by your health insurance?

Hospital - semi-private or private room	100%
Dental	85.7%
Psychological services	66.7%
Chiropractic/Massage	95.2%
Hearing Aids	76.2%
Eye glasses	52.4%
Long-term care	28.6%
Other: Travel coverage 4%, Podiatry 2%; coverage varies depending on retirement date 4%	

- Costs of medical/dental insurance:

- 13 associations responded
 - Single coverage range of \$17 - \$109/month
 - Family coverage range of \$34 - \$239/month
 - 10 associations - no response. *It is unclear whether this means they pay NIL.*

- What percentage of single or semi-private hospital room costs are covered?

- 21 of 33 associations answered

70% plus covered	85%
50-70% covered	5%
none covered	10%

 - 12 associations - no response. *It is unclear if this means none covered.*

- What percentage of routine dental costs is covered?

- 70% plus covered 65%
- 50-70% covered 15%
- 20-49% covered 5%
- None covered 15%
- 12 associations - no response. *This may seem that "none" should be almost doubled.*

- The 33 retiree associations receive various types and levels of support from their university/college.

- "Our organization is provided with (check all that apply)"

Office space on or near campus	71.4%
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Telephone	71.4%
Internet connection	81.0%
Paid personnel (part-time)	10.0%
Paid personnel (full-time)	0%
Some financial support	61.0%
Fund-raising help for your organization	9.5%
Official recognition by the university or college - A signed memorandum of understanding or equivalent	47.6%
Other - meeting rooms, office equipment and supplies, web page support, free parking	

• 85% of the retiree associations have continuing involvement with their college/university or with the larger community.

- Activities promoted by college and university retiree associations:

Teaching undergraduates	28.6%
Research and/or graduate student supervision	52.4%
Faculty of staff union/assoc. involvement	61.9%
University governance	42.9%
Departmental committee service	9.5%
Support a student bursary/scholarship fund	57.1%
Organize cultural events or outings	81.0%
Some other types of involvement: speaker series, recognition awards, elder academy/senior college, fund raising.	

CURAC/ARUCC is a non-profit federation of retiree organizations at colleges and universities across Canada. Its primary aim is to coordinate activities that promote communication among member organizations, to share information, provide mutual assistance, and speak publicly on issues of common concern to its more than fifteen thousand members across Canada.



CURAC/ARUCC

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