



**USRA Newsletter**

**Oct., 2022**

**No. 116**

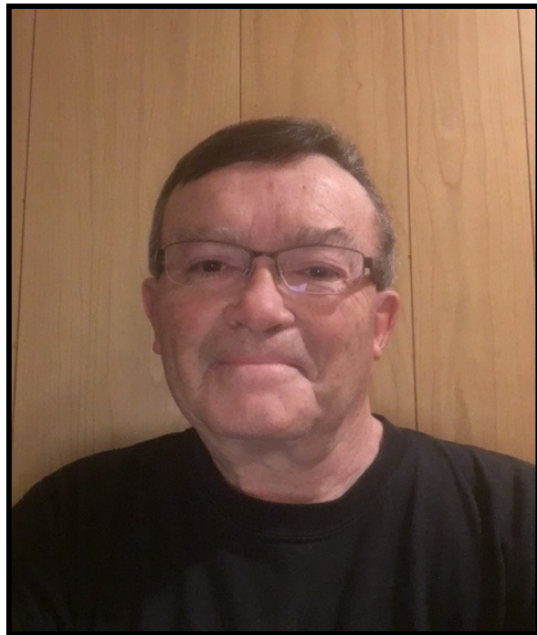


## In This Issue

From Our President	3
Education, Social and Recreation Committee Report	4
SCOA Globe Walk 2023: Circling the Globe	5
Concerns About Distribution of Newsletters, Flyers and Other Announcements	6
USRA Board Members Studying USask Pensions, Report Dated August 18, 2022	6
Salt: Good Or Evil?	10
Members No Longer With Us	12
Remembrance Day Service at Memorial Gates	15
Annual Membership Renewal	15
Keep in Touch!	15
University Of Saskatchewan Retirees Association Annual General Meeting	16
Report of the USRA Nominations Committee, for the 2022-2023 Board	17
USRA Governance Documents	18

## From Our President

Greetings USRA Members,



I hope this newsletter finds you in good health and that you have had the opportunity to enjoy the summer months and our warm fall.

We continue to monitor the pandemic situation on a monthly basis. Currently, based on the latest public health evidence, we are planning to have in-person monthly educational seminars at the Western Development Museum (WDM). WDM has lots of room, with good ventilation, free parking and free entrance to the museum afterwards.

Our first in-person educational seminar of fall 2022 was held at the WDM, where 60 attendees had lunch and listened to a rousing talk on *Saskatoon: Temperance Colony to Prairie City, 1883-1914* by City Archivist Jeff O'Brien. We encouraged attendees to be vaccinated and wear masks if they so chose. Please see the report of the Education, Social and Recreation Committee for future events.

We are also planning our **AGM** to be in-person at the WDM on **Wednesday, November 16th**, after a luncheon and a presentation by Jennifer Bond of Collette Travel. At the end of the newsletter you will find the agenda and the report of the Nominations Committee with the proposed slate of board members for 2022/23. We hope you will attend.

A big thank you to Merry Beazely and her ad hoc committee for the article outlining all the pension plans most relevant to our membership. The Pension Office at the University has reviewed the Pension newsletter article and welcomes your calls. Pension Services will relay your specific pension questions on to the appropriate pension analysts for answers to your questions.

We are also issuing an appeal to members to help us reduce costs and improve communication with members. We ask that those members currently receiving a print copy of newsletters and flyers consider switching to online delivery. Rest assured, we will not change you to online delivery without your approval! We also request that members who have not supplied email addresses now do so.

As our 2021/22 year ends we say goodbye to one board member, Rick Schwier. On behalf of the USRA Board, I wish to thank Rick for his help on the Education, Social and Recreation Committee. We will miss you on the Board but wish you the best with your new and continuing research projects. I also want to extend a warm thank you to Kathryn Warden and Dennis Lanigan for agreeing to stand for Director positions on the Board. I look forward to working with the 2022-2023 Board!

We would love to hear from our members. If you have suggestions, comments, questions about the USRA and its activities, please contact us.

Respectfully submitted,  
Jim Thornhill, President, USRA

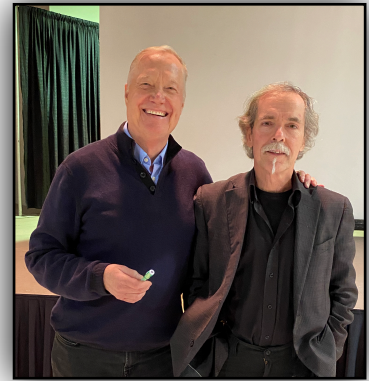
## Education, Social and Recreation Committee Report

Merry Beazely, Beryl Radcliffe, Rick Schwier, Jim Thornhill, Mary Dykes (Chair)

We're back to in-person meetings at the Saskatchewan Hall in the Western Development Museum! A record setting **sixty** members and guests attended our first luncheon on September 21 with the always entertaining Jeff O'Brien as our guest speaker. We are looking forward to our second presenter, Shannon Chinn, USask Chief Athletics Officer, giving an *Update on Huskie Athletics*.

### Results of Survey at September Presentation

We asked those who attended Jeff's presentation in September to complete a survey about the costs of hosting events at Saskatchewan Hall, menu preferences, suggest upcoming seminars and give other feedback. Forty-two surveys were collected. Although we didn't ask specifically for a comparison between the WDM and our previous luncheon venue, Mano's, some members commented that they prefer to select from a menu such as we were able to do at Mano's. However, the Committee will continue to book events at Saskatchewan Hall in order to accommodate all who wish to attend in a room that allows us ample space to visit before and after the presentation, plus easier (albeit not ideal) viewing of the speaker and any media. Members voted 33-4 (with 5 undecided or not voting) to increase the lunch cost in order to offset the \$200 charge for the hall rental! A hall rental surcharge added to the meal cost will not start until January, 2023.



Rick Schwier and Jeff O'Brien

Based on member feedback, we will select a different menu for each luncheon, but the soup and sandwich plus pie was the most popular first choice so you'll get that one again! The WDM is very willing to accommodate all dietary requirements for any of their menus.

We will continue to work with our members and with the WDM to make our events there a positive experience. We hope to surpass the record attendance for our first luncheon at our upcoming events. Thank you to everyone for your encouraging and thoughtful feedback. As always, any comments can be sent to our office email [ss.usra@usask.ca](mailto:ss.usra@usask.ca) or voicemail (306) 966-6618.

### No Hybrid Meetings / No Recorded Presentations

At the September presentation we were asked if we were also going to use Zoom and have members join us online. Board members who have participated in hybrid in-person/Zoom meetings have recommended that we do not adopt hybrid delivery of presentations. Moreover, the number of views for last season's recorded Zoom presentations is very low, not justifying the significant amount of work and time needed to make these presentations available on our website.

The Board had decided at its June meeting that we will not offer hybrid presentations and, if indoor gathering restrictions are recommended by health officials, we will not record any Zoom presentations.



## Upcoming 2022 presentations:

### Wednesday November 16

Jennifer Bond, Collette Travel  
*Travel Opportunities With Collette Travel*  
Saskatchewan Hall, WDM  
Doors open 11:30

**AGM follows the November 16 presentation starting around 2:00PM.** For those who only want to attend the AGM, come at 1:30 for a visit with friends. Coffee, tea, and a snack will be available buffet style. See the last pages of the newsletter for the agenda and the report from the Nominations Committee.

### TBA in December

President's Reception for Retirees  
We will send an email invitation for this event and also add the information to the greeting on our office phone number when we receive information from the President's Office.

## 2023 presentations:

We have the following dates booked at the WDM and our Vice-President designate, Caroline Cottrell, is in the process of arranging speakers. Please put these dates in your calendar and stay tuned for more details!

Wednesday January 18	<b>Alec Aitkin</b> from the Dept. of Geography topic <i>tbd</i>
Wednesday February 22	TBA
Wednesday March 22	<b>John Courtney</b> discusses his new book <i>Revival and Change</i>
Tuesday April 18	TBA
Thursday May 25	<b>Dean McNeill</b> from the Dept. of Music talking about jazz

Photos from the Celebration Banquet held on June 23, 2022, will be in our next newsletter.

All zoom presentations held during pandemic gathering restrictions are available for viewing on our website [usra.usask.ca](https://usra.usask.ca).

The Education, Social and Recreation Committee welcomes your suggestions for future speakers and presentation topics. Phone 306-966-6618 or email [ss.usra@usask.ca](mailto:ss.usra@usask.ca).

## SCOA Globe Walk 2023: Circling the Globe

*Lea Pennock and Mary Dykes, Team Captains*

The Saskatoon Council on Aging sponsors the annual Globe Walk event which takes place between January and April. In 2022, USRA entered a team for the first time, **The Intensely Vigorous University Retirees**. Our thirteen members logged a total of 110,970 minutes of exercise, which included walking, hiking, yoga, snow (and roof!) shoveling, swimming, cross-country skiing, and using treadmills, rowing machines and exercise bikes—on two continents.

The Globe Walk 2023 theme and activities is *Circling the Globe*, "celebrating with movement around the globe, focusing on folk dances and exercises from around the world." Please contact our returning captains Mary Dykes at [med970@usask.ca](mailto:med970@usask.ca) or Lea Pennock at [lea.pennock@usask.ca](mailto:lea.pennock@usask.ca) or phone the USRA office at 306 966-6618 by **December 15** to sign up for the team.

## Concerns About Distribution of Newsletters, Flyers and Other Announcements

### The Stats:

Total membership (as of September, 2022)	417
Living in Saskatoon	322
Living in Saskatoon and receive print newsletter	121
Total membership who receive print newsletter	160

- Approximately 75% of our membership lives in Saskatoon and area.
- Approximately 75% of the print newsletters and flyers are mailed to our Saskatoon and area members.

**Increasing Cost:** You've heard about it in the news for many months now -- prices are rising. This includes our printing and mailing costs. To print and mail each copy of our newsletter costs us approximately \$5.00. Since we produce three newsletters yearly it costs us \$2400 each year to print and mail our newsletters to the 160 members who presently receive print copies. This represents a sizeable chunk of our annual budget and is a source of concern for the Board. We most certainly don't want to cut anybody off but we're looking to find a way to reduce our costs. To that end, if you have an email address but are still receiving the newsletter in print, please consider switching to an electronic copy instead. Contact us at [ss.usra@usask.ca](mailto:ss.usra@usask.ca) to change to online delivery of newsletters and flyers. **Rest assured, we will continue to send by mail our newsletters and flyers if that's your wish!**

**Keeping Informed by Email:** The audience for our in-person events is from Saskatoon and area. The Education, Social and Recreation Committee is concerned that Saskatoon and area members who have not provided an email address are not receiving timely announcements about monthly presentations and community events. In addition, announcements about online educational seminars available from the College and University Retiree Associations of Canada (CURAC) [Later-Life-Learning Committee](#) are passed on to our members only by email. If you do have an email address, please let us know! Contact us by email at [ss.usra@usask.ca](mailto:ss.usra@usask.ca).

**Keeping Informed If You Don't Have Email:** We know that many members do not have access to the internet at home. Our office telephone greeting will provide you with information about USRA's upcoming events. You can leave a message on our voicemail if you want to attend an event. Our office phone number is 306 966-6618.

## USRA Board Members Studying USask Pensions, Report Dated August 18, 2022

**Report collated by Merry Beazely, Mary Dykes, Yannis Pahatouroglou and Jim Thornhill, based on the USask website, and our meeting with Heather Fortosky, Pension Manager, in April. In July, we had a follow-up meeting with Heather, Kurt Hofmann (Internal Communications) and Timothy Beke (People and Resources) to address clarifications and make revisions. Please find below.**

Prompted by inquiries from current and prospective USRA members, which we referred to the University, we decided to make ourselves better informed about USask pension plans. As per the spirit of our MOU with the University, we also want to offer, when appropriate, assistance to the University and current employees regarding retirement. For example, the USRA plans on contacting bargaining units to talk with them not only about their members joining the USRA when they retire, but to discuss other retirement matters, not advising, but directing them to information.

To this end, we met with Heather Fortosky, Pension Manager, in April to ask if there are questions about pensions that our USRA Board **should be asking**, or things we **should be doing**, to contribute to our purpose: “promoting and safeguarding the interests and welfare of retirees....” We had a follow-up meeting in July with Heather, Timothy Beke (People and Resources) and Kurt Hoffman (Internal Communications) to further clarify our understanding of USask pensions. We thank Heather, Timothy and Kurt also for the excellent information on the USask website about wellness, retirement planning and pensions. See <https://wellness.usask.ca/benefits/pensions.php> and <https://paws.usask.ca/go/retirement>. Contact information for each of the plans is provided on the respective websites.

The University has **three closed pension plans**, which are plans that no longer accept new members but continue to be responsible for providing retirement benefits to retirees/members who are members of these plans, for their lifetimes.

- **Non-Academic Pension Plan** – includes many of our USRA members. This plan, which closed August 31, 2019, was for CUPE employees plus CUPE employees who moved into ASPA or faculty positions and elected to continue with the Non-Academic Pension Plan. See [Non Academic Pension Plan - Wellness - For Staff and Faculty | University of Saskatchewan \(usask.ca\)](#).
- **1999 Academic Plan** – closed plan to new entrants effective June 30, 2000. See [1999 Academic Pension Plan - Wellness - For Staff and Faculty | University of Saskatchewan \(usask.ca\)](#).
- **Retirees Pension Plan** – closed defined benefit plan with all pensions currently in pay. See [Retirees Pension Plan - Wellness - For Staff and Faculty | University of Saskatchewan \(usask.ca\)](#).

There are **three open pension plans**.

- **Academic Money Purchase Pension Plan (AMPPP)** – for faculty, senior administrators and administrative staff (in-scope or exempt). See [2000 Academic Money Purchase Pension Plan - Wellness - For Staff and Faculty | University of Saskatchewan \(usask.ca\)](#).
- **Research Pension Plan** – for predominantly non-unionized employees involved in research and related units (e.g., CLS, VIDO): academic equivalent employees, administrative employees, support research staff and less than full-time employees. This Plan has operated much like the AMPPP with varied investment funds, and equal pension contributions from the employee and the research grant-holder or research unit, with slightly different contribution rates for the type of employee noted above. Starting January 6, 2022, the University replaced the LCF investments with Target Date Funds for members of this plan. TDFs are made up of a mix of funds, including bonds and equities. This mix is automatically rebalanced and de-risked over time, based on the member’s age and retirement date. The further from retirement, the greater the risk and investment mix of equities; the closer to retirement, the lower the risk and greater the investment in bonds. The Research Plan has an advisory committee comprised of three Board appointees and three elected plan members. See <https://wellness.usask.ca/benefits/pensions/research-pension-plan.php>.
- **CAAT DBPlus Pension Plan (College of Applied Arts and Technologies Defined Benefit Plus Pension Plan)** – for CUPE employees. See [CAAT Pension Plan - Wellness - For Staff and Faculty | University of Saskatchewan \(usask.ca\)](#).

The University has both a **governance** and an **administrative role** for its pension plans, with emphasis on encouraging financial wellness and awareness among pension members. Please see the websites provided for information on all USask plans.

In this report, we are focussing below on the **two pension plans that include many USRA members**.

## Non-Academic Pension Plan:

Plan description, financial statements, annual reports and more available at <https://wellness.usask.ca/benefits/pensions/non-academic-pension-plan.php>.

- **Members:** Closed in 2019, contributions from the University and current employees no longer go into the Non-Academic Plan. Membership includes approximately 1,200 active members and the same number of retirees. Contributions from active members and the University are now made to a national defined benefit plan, called the CAAT DBplus Pension Plan (see below). Depending on retirement date, some retirees will receive pensions from both plans.
- **USRA members:** There are approximately 200 USRA members who receive benefits from this Plan. This number represents approximately 15% of all retirees in the plan, i.e., 85% of retirees in the plan did not join either Non Academic Retirees Association before 2017 or USRA after the merger of the two Associations.
- **Custodian/Management:** CIBC Mellon is the custodian for this plan, issuing pension payments and annual tax information to members. They act as Trustee, holding the plan assets in trust.
- **Indexing:** This Plan was able to provide, through its surpluses, ad hoc indexing of benefits to retirees between 1982 and 2008. This Plan then went into deficit and the University was required by law to pay that deficit. While a going concern deficit currently does not exist in the plan, there remains a solvency deficit of \$179 million. Indexing cannot be granted until a solvency deficit no longer exists, and sufficient surpluses have been established.
- **Reports:** The 2021 actuarial valuation report has been received by the Pension Office and has been communicated to the Plan members in an annual report, providing status of the Plan. In future, Heather will arrange for annual reports and other formal communication about the Plan to also be sent to the USRA.
- **Advisory Committee:** There is no longer an advisory committee, as agreed to by employees, the Board of Governors and senior leaders prior to the closure of the Plan. The University, through its internal investment committee, has oversight responsibilities for the plan. Currently, USRA has no plans to pursue an advisory committee.
- **CAAT DBPlus Replaced the Non-Academic Plan:** Founded in 1967 in Ontario, this plan is open to members across Canada and over fifty-five participating employers. Currently, the Plan has a surplus. Neither our University nor employees have representatives on the advisory committee for this Plan.

## Academic Money Purchase Pension Plan (AMPPP)

[2000 Academic Money Purchase Pension Plan - Wellness - For Staff and Faculty | University of Saskatchewan \(usask.ca\)](#).

- **Foundation:** The Money Purchase Pension Plan is a defined contribution plan. In such a plan, it is the employee's responsibility to select where the contributions of the employee and the employer are invested within the lineup of funds that the plan provides. Later, as retirees, if they stay in the University's **Group Retirement Fund (GRF)**, they get flexibility as to where they will have their pension funds invested and they can also vary the pension payments to themselves according to their needs and in accordance with economic conditions (e.g., when there is inflation).



- **Members:** Faculty, Senior Administration and Administration (In-scope or Exempt). The Plan works like an RRSP with U of S and employee contributing equally. The invested funds grow tax-free until the employee retires.
- **USRA Members:** There are presently about 300 USRA members in the GRF. Since there is about 200 million dollars in it, this means that the average amount a member has in the Fund is about CAD 670K.
- **Custodian/Management:** Sun Life is Custodian of the Plan. There is an AMPPP Pension Committee comprised of 3 USFA members, 1 ASPA Observer and 3 Board of Governors members. The Committee plays an active role in determining investment objectives, the line-up of funds that we can invest in, monitoring investment performances, choosing the different investment managers of the funds and replacing these managers as necessary. They are assisted in their work by AON, investment consultant for the plan. Currently, the Advisory Committee is considering the introduction of 'Target Date Funds' to provide a 'glide path' from an aggressive mix of investments to a more conservative one to members as they enter the plan and grow older.
- **Options on Retirement:** There is the option of leaving the member's and University's accounts in the AMPPP to be transferred later (but not exceeding the age of 71), **OR** transfer the member's and University's accounts to one of the following:
  - Locked-in Retirement Account (LIRA)
  - Registered Pension Plan (RPP) of the Member's new employer
  - Prescribed RIF (University of Saskatchewan Group Retirement Fund or "GRF")
  - Prescribed RIF (with a financial institution other than Sun Life)
  - An insurance company to purchase a deferred life annuity.

On retirement, members continue to be responsible for how they manage their pension funds, using their own financial advisors and managers if they wish. However, if they choose to become members of the **Group Retirement Fund**, then the University, through Sun Life, offers licensed financial consultation, at no cost to the retirees. The USask Pension Office [pension@usask.ca](mailto:pension@usask.ca) or 306-966-6633 would like to get feedback from retirees if this offer is working well or if the retirees have difficulty accessing free and efficient consultation.

- **Funds available:** Any changes to the lineup of funds available to retirees in the GRF will be communicated to retirees by Sun Life. GRF members can modify their investment funds at any time at no cost (e.g., go from Balanced to Aggressive to Conservative or build their own fund portfolio based on their own risk profile). Such decisions though, ideally need to be informed via financial consultation.
- **Reports:** The Advisory Committee addresses themselves primarily to active members of the Plan. The USRA Board, with the assistance of the Pension Office, will aim to stay more informed about any changes that affect retirees in the GRF.
- **Invitation to AMPPP AGM:** Heather will talk to Sun Life and ask them to send an invitation to all GRF members to the AGMs of the AMPPP. Members can view the 2022 AGM on the Wellness/Pension website that includes both slides and recording of the meeting (whether by Zoom or in-person).

***We believe USask employees and retirees are in good hands with Pension Office and People and Resources colleagues. If you do not have access to the Internet, you can phone the Pension Office at 306-966-6633 and ask for a copy of the latest newsletter for your Plan. Questions about your Plan are welcome by calling this same number or [pensions@usask.ca](mailto:pensions@usask.ca). Our USRA Board welcomes your comments on this article.***

## Salt: Good Or Evil?

Dr. Tom Wilson

The other day we bought a pound of table salt (sodium chloride) for \$1.49. It will probably last us for 10 years. Hard to believe that this was once a most expensive item. Our words “salary” (the means to buy salt) and “salad” (what elite Romans sprinkled on their vegetables) are derived from the Latin “sal”. Cities near salt mines were named for the substance: e.g. Salzburg, Austria and Salin, France. We have a love-hate relationship with salt. Our language is dotted with our love for it: “salt of the earth”, “salary”; and our hate: “rubbing salt into the wound”, “salty language”, etc.



Our tongues have a specific taste receptor for salt. We crave salt. Our kidneys are very adept at conserving salt; we can get by with as little as 10mmol/day, about ½ gram. The average Canadian eats 175mmol/day or 9.9 grams. Our ancestors got plenty of salt when they ate mostly meat. But, when they started farming and eating plants, their salt intake decreased. This led to searching for salt, not only for taste, but also as a preservative.

[https://www.google.com/search?](https://www.google.com/search?q=salt&rlz=1C1GGRV_enCA751CA751&source=lnms&tbm=isch&sa=X&ved=2ahUKEwiq9Nf17ZP3AhWQc0KHQhZAvCQ_AUoAXoECAMQAw&biw=1920&bih=937#imgrc=BIcPbbsHUd9GXM)

[q=salt&rlz=1C1GGRV\\_enCA751CA751&source=lnms&tbm=isch&sa=X&ved=2ahUKEwiq9Nf17ZP3AhWQc0KHQhZAvCQ\\_AUoAXoECAMQAw&biw=1920&bih=937#imgrc=BIcPbbsHUd9GXM](https://www.google.com/search?q=salt&rlz=1C1GGRV_enCA751CA751&source=lnms&tbm=isch&sa=X&ved=2ahUKEwiq9Nf17ZP3AhWQc0KHQhZAvCQ_AUoAXoECAMQAw&biw=1920&bih=937#imgrc=BIcPbbsHUd9GXM)

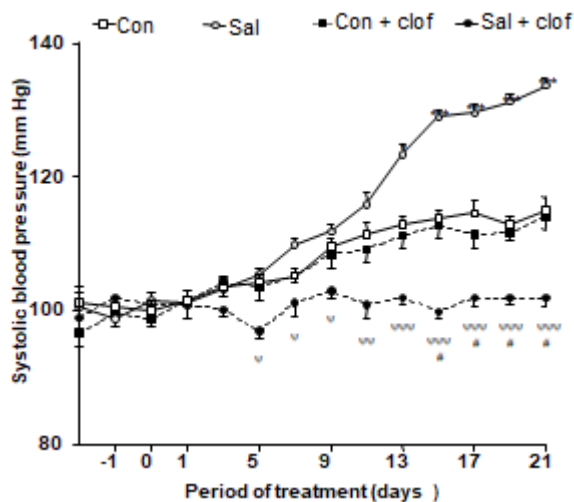
Given our love for salt, many organizations have campaigned to lower our salt intake. Specifically they ask us to reduce our intake from 9.9 grams per day to 6, a 40% decrease. To achieve this, we’d need to not only forego sprinkling salt on our burgers, but eschew the ketchup and relish as well. 89% of our salt intake comes from processed food<sup>1</sup>. Six grams per day entails eating nothing processed.

Much of the rhetoric of the evils of high salt intake evolves from a commonly held theory of high blood pressure. High salt intake overwhelms our ability to excrete the salt, leading to “sodium retention”. The amount of sodium in our body determines the volume of blood. Increased blood volume leads to high blood pressure, which in turn causes heart attack and stroke.

I’ve been a bit of an outlier among blood pressure researchers for several reasons:

1. A minority of humans are “salt sensitive”. Dr. Myron Weinberger of Indiana University spent his career defining and studying salt sensitivity. He found that only 25% of us increase blood pressure when eating a high salt diet<sup>2</sup>. Moreover, we salt resistant folks who love salt have no increased mortality.
2. Some observational studies have found that reduced salt intake may actually increase mortality in populations. Graudal and colleagues noted that subjects who ingested less than 6 grams of salt per day had slightly higher death rates<sup>3</sup>. Admittedly, this is low quality evidence: it’s possible that confounders such as illness, other dietary differences, and other risk factors played a role. Do people who eat a low salt diet smoke more? Who knows?

3. It may not be the amount of salt we take in, but rather how we handle it. It seems intuitive that if we can excrete excess salt, it wouldn't build up in our bodies. To prove this, I turned to an animal experiment. Young rats (toddlers in our parlance) are salt sensitive: their blood pressure increases on a high salt diet. An old drug, clofibrate, turns on a gene that makes a substance called 20-HETE (you don't want to know what the long name is). 20-HETE helps us get rid of salt.



The figure at left is taken from one of our publications<sup>4</sup>. Young rats were fed either a "normal" salt diet (Con) or a high salt diet (Sal). Half of each group were given clofibrate (clof). Shown are the blood pressure readings over three weeks. The two middle curves show that blood pressure slowly increases in rats fed a normal salt diet. The upper curve depicts the much greater increase in those fed a high salt diet. Most interesting to us is the lowermost curve. Clofibrate not only prevented the salt induced blood pressure increase, but prevented the age-related increase! An accompanying editorial noted that humans have an analogous gene that produces 20-HETE<sup>5</sup>.

My advice to seniors:

- If you have high blood pressure (about half of us do), reduce salt intake. But don't go below 6 grams per day.
- Ask your doctor whether you should take a diuretic, preferably a long acting one such as chlorthalidone. No other class of blood pressure drugs is more effective<sup>6</sup>.
- If you don't have high blood pressure, continue your usual diet but have your blood pressure checked yearly.

#### Further reading:

1. <https://www.canada.ca/content/dam/hc-sc/documents/services/publications/food-nutrition/sodium-intake-canadians-2017/2017-sodium-intakes-report-eng.pdf>
2. Weinberger MH, Fineberg NS, Fineberg SE et al: Salt sensitivity, pulse pressure, and death in normal and hypertensive humans. *Hypertension* 2001;(37): 429-432.
3. Graudal N, Jurgens G, Baslund B et al: Compared with usual sodium intake, low- and excessive-sodium diets are associated with increased mortality: a meta-analysis. *Am J Hypertens* 2014;(27): 1129-1137.
4. Sankaralingam S, Desai KM, Glaeser H et al: Inability to upregulate cytochrome P450 4A and 2C causes salt sensitivity in young Sprague-Dawley rats. *Am J Hypertens* 2006;(19): 1174-1180.
5. Elijovich F: 20-HETE and salt-sensitivity of blood pressure a novel emerging concept. *Am J Hypertens* 2006;(19): 1181-1182.
6. The ALLHAT Officers and Coordinators for the ALLHAT Collaborative Research Group: Major Outcomes in High-Risk Hypertensive Patients Randomized to Angiotensin-Converting Enzyme Inhibitor or Calcium Channel Blocker vs Diuretic The Antihypertensive and Lipid-Lowering Treatment to Prevent Heart Attack Trial (ALLHAT). *JAMA* 2002;(288): 2981-2997.

**Did you know:** Our sister organization, College and University Retiree Associations of Canada (CURAC), has a Health Care Policy Committee which includes among its members our very own **Dr. Tom Wilson**. The committee publishes their annual reports and bulletins on topics such as chronic pain, medications, social isolation, opioids, and more on the CURAC website at <https://curac.ca/committees/health-policy-committee/>

## Members No Longer With Us

*Beryl Radcliffe, Judith Henderson, Membership Committee and Mary Dykes*

The USRA has learned of the deaths of the following members. We extend our sympathies to their families. Surviving partners of deceased Life Members may inherit their partner's membership if they wish to remain members of the Association. Please contact USRA via email at [ss.usra@usask.ca](mailto:ss.usra@usask.ca) or phone 306 966-6618 for further information.

**Armstrong, Kenneth Rae (Ken) (June 9, 1936 - June 18, 2022)** Dr. Kenneth Rae Armstrong of Parksville, British Columbia, died peacefully at age 86. He is survived by his wife Gail of 59 years, and their sons Stephen (Sherri), Christopher (Dana) and Phillip (Ruriko) and their families. Born in Olds, AB, Ken grew up on a dairy farm, studied at the University of Guelph, ON and graduated from the Ontario Veterinary College in 1961. He met Gail while working in Prince Edward Island and they married in 1963. Ken worked for more than three decades as a field veterinarian and professor at the Western College of Veterinary Medicine in Saskatoon. He touched the lives and careers of numerous students and future veterinarians. Ken was recognized with awards for his teaching and dedicated service to WCVM. Ken also gave back to his community both in Saskatoon and Parksville. He volunteered as a Scout leader, was an active member of the Rotary Club and took part in many fundraising and community events through the United Church of Canada. Ken loved nature, wildlife, and animals of all kinds. He was a great lover of music, from ABBA to classical, theatre and reading, especially Canadian history.

**Berry, Elizabeth McHenry (1926 - April 27, 2022)** Elizabeth, a microbiologist and biochemist, died at the Centre d'hébergement St-Margaret in Westmount, PQ, at age 95. She was predeceased by her husband, Herbert Barter Berry, USask Professor Emeritus of English and Drama, who retired in 1989 and died on March 11, 2006 at age 83. He is buried in Saskatoon. After retiring, Herb and Elizabeth had moved to their other home in England. Elizabeth later moved back to Canada to be near their daughters. She is survived by her children, Margaret Berry (Richard Loughheed), Thomas Berry (Louise Pearce), Catherine Fenn (Robin Fenn), and Judith Berry, twelve grandchildren and seven great-grandchildren.

**Cribb, Ada Marigold (née Lawrie) (October 18, 1931 - July 20, 2022)** Marigold Cribb passed away at age 90. She was predeceased by her husband Peter Cribb, who retired from Western College of Veterinary Medicine and died on June 19, 2015. Marigold was born in Edinburgh, and met and married Peter there in 1956. They immigrated to Canada in 1962, first setting up a veterinary practice in Fort St. John, BC, and then moving to Saskatoon in 1967. During her 50 years in Saskatoon, Marigold became very involved with the arts, and the Saskatchewan Craft Council, creating sculptures, paintings, prints, basketry and bookmaking. In retirement, she worked with a dedicated group of people to help in the early planning, and launch, of a children's discovery museum in Saskatoon. In her senior years, Marigold moved to Regina to be near her daughter. Marigold and Peter were involved in travel, politics, environmental activism, and had many and varied friendships in Saskatoon, and around the world.

**Dodds, Robert (Bob) (May 12, 1932 - September 19, 2022)** Bob died peacefully in Saskatoon, at age 90. He was born on the family farm just outside of Loreburn, SK, and attended the USask School of Agriculture. He taught in the School of Agriculture and later became a professor in the Agricultural Engineering Department. He was predeceased by his first wife Mary Bolton in 1994. Mary had come to Loreburn to teach where she met and married Bob in 1956. They had four children and fourteen grandchildren through their 37 years together. Bob is survived by his second wife Carol Doerksen, whom he married in 1997. He retired in 2005 from the University and in 2007 he retired from farming when he sold the farm to two nephews. In his 40 years at the University, over 4,000 students graduated from the School of Agriculture and Bob taught all of them in one or more classes. He kept up with many students “as a kind of extended family.”

**Dunford, Ruth O. (April 9, 1931 - March 22, 2021)** Ruth started her career with the University of Saskatchewan on October 13, 1966 and retired from the Registrar’s Office on April 30, 1993. While working at the University and in her retirement, she looked after her parents until their passing. She was a member of the Christadelphian Church, and for many years distributed Sunday School lessons to children who lived in remote areas. In 2009, Ruth moved to Brampton, ON to be closer to her family. She is survived by her brother Robert Dunford, niece Connie (Martin) Rose, two great nephews and one great great niece.

**Goddard, Eunice (July 4, 1932 - September 30, 2022)** Eunice passed away at age 90 at Glengarda Hospice. She was born in Spalding, SK and moved to Saskatoon at an early age, attending school here. She met her future husband, Dudley, while at school. They were married for 65 years, living in Saskatoon and raising their two daughters here. In 1974, she attended Kelsey Institute and became a certified nursing assistant. The family often spent summers at their cabin on Cochin Lake. Dudley was one of the founding members of the Non Academic Retirees Association and after he retired in 1986 as mechanical supervisor, the two of them often traveled as snowbirds to the U.S., across Canada, and to the British Isles. Eunice loved golfing and music, teaching herself to play the piano. She was an avid sports fan, especially of the Blue Jays. Eunice was predeceased by her husband Dudley in 2016, daughter Heather in 2021, son-in-law Perry Cormack, and other family. She is survived by her daughter Debbie Cormack, her granddaughter and four great grandchildren.

**Green, Gordon** Gordon died in July 2022 almost reaching his 97th year. He retired from the Registrar's Office. He is survived by his children Kelly, Dana, and Kevin as well as his wife Fern. His children remember their family being marked by love, work, travel, leisure and joy. Daughters Kelly and Dana knew him as a protective, caring Daddy. His son Kevin also remembers him as a thoughtful and humorous father. It was never boring being around Gord. No ceremony will mark his passing as the family celebrated his life with him. If you knew him, pour a drink, think of him and smile.

**Johnson, Dennis Duane (March 11, 1938 - September 12, 2022)** Dennis is survived by his loving wife Sharon, children Duane (Georgette), Jeff (Margo), Dawn (Todd) and Steve, and nine grandchildren. Dennis was born in Saskatoon but grew up in the small farming community of LeRoy, SK. Years on the farm engrained in him a lifestyle which stayed with him, even while pursuing a professional academic career. Dennis had a successful career at the University, first graduating from the College of Pharmacy in 1960. After completing his Ph.D. from the University of Washington in 1965, he returned to Saskatoon to join the Faculty of Medicine. Dennis' career carried him through various administrative roles, eventually leading to the Associate Vice President Research. Following his retirement from the University in 1997, Dennis was well known for his contributions to the community. Among other things, he served as President for the Saskatoon Chamber of Commerce and Board Chair for the Meewasin Valley Authority. As an alumnus of the USask Huskie Hockey team, Dennis was an ardent supporter of all the teams. Dennis' family invites and encourages donations to the Dennis and Sharon Huskie Athlete Scholarship Fund.



**Montalbetti, Doris Mae (March 27, 1925 - September 22, 2022)** Doris passed away peacefully at age 97. Her husband Ray, Professor Emeritus, Dept. of Physics, predeceased her in 1998 and her daughter Theresa in 2005. She is survived by: sons Raymon, a sessional lecturer in USask Dept. of Drama, and David; daughters-in-law, AeRan and Fabia; grandchildren and great grandchildren. Doris was born in New York, NY and grew up in Ottawa, ON. In Ottawa she met her husband of 49 years beginning a partnership that led her to Champaign, IL, Saskatoon, Churchill, MB, back to Ottawa and a final stay in Saskatoon. She unselfishly supported her husband in his post-graduate education, research work and university teaching. Her love of family and service to others was inspirational. Throughout her life she volunteered for many organizations and groups such as Summer Orchestra Workshops, Saskatoon Symphony Orchestra and University Hospital Gift Shop to name only a few. She faced life with a huge pillar of faith reminding all of us we are here to serve. She loved to attend her sons' music and drama productions, and support her daughters' music teaching and daycare endeavours. Birdwatching, knitting and baking were her passions. Everyone she met throughout her life came away feeling better and even loved.

**Rae, Donna Irene (Adamson) (January 5, 1939 - August 2, 2022)** Donna passed away peacefully at age 83 while at Royal University Hospital. She is survived her daughter Lianne Renneberg (Rae), son Todd Rae as well as eight grandchildren and one great-grandchild. She spent her life in the service of others. Training as a nurse in Winnipeg in the 1950s, Donna went on to be an emergency nurse at St. Paul's Hospital in Saskatoon, and after finishing a B.Sc. in Nursing and a M.Ed. in Curriculum Studies she became a full professor of nursing at the University before retiring in 1999. Her work there impacted countless lives. Donna was a highly active member of the USask community, served on Council and innumerable committees locally, nationally and internationally. She took a particularly active role in trying to protect women's rights and health, working with colleagues from across the globe on such initiatives.

**Wacker, Garry (died June 2, 2022)** Garry passed away peacefully at age 82 with his family at his side. He is survived by his loving wife Joan of 62 years, children Martin (Shelley), Melissa (Mike), Kevin (Andrea), and Ian (Heather) and eight grandchildren, brother Ernie (Linda) and many in-laws, nieces and nephews. Garry, Professor Emeritus, worked at the College of Engineering for 37 years in the Electrical Engineering Department and later as Assistant Dean. He authored many research papers and as a result, he and his wife Joan were able to travel to many European countries. He also contributed to the engineering profession via his involvement in numerous committees, including serving as president for both APEGS and CCPE, and representing the Canadian engineering profession on NAFTA. Garry was happiest when he was designing and building things. One of his earlier creations was a unique tent trailer with fold-out sides (in addition to the typical fold-out ends) that was used for family travels across Canada and into the U.S. A hillside, lakefront cottage at Turtle Lake came later with the entire family wielding hammers and nails to bring his drawings to life. He applied his expertise and creativity to a huge array of design projects throughout his lifetime, assisting his growing family, his church, and his community whenever possible. His most recent endeavours involved numerous projects for St. Volodymyr Villa, his and Joan's home of the past five years.

**White, Joan Helen Richards (October 31, 1940 - September 16, 2022)** Joan died peacefully at home. Her life was full with 40 years spent as a dedicated public servant, an ever supportive mother and grandmother, as well as a lover of travel and adventure. Born in Bronxville, NY in 1940, she grew up in a northern suburb of Chicago, earned a B.A. (UMichigan 1962), and married William (Bill) Watrous in 1963. They had two children, Cate (Cam) and Michael (Colleen). During Bill's post-graduate studies, they lived in New Orleans, Milwaukee, Montréal, arriving in Saskatoon in 1973. After completing a USask MBA in 1976, Joan began her career in USask administration. Widowed in 1978, as a single mom she continued her 37 year career at USask in human resource management, labour relations, and government relations. By the early 1990s she was a member of many local and provincial boards and commissions which allowed her to continue her commitment to public service after retirement. Joan had a love for

music which she shared with her beloved husband of 22 happy and fulfilling years, Syl White, who, as a performing musician, provided her with many opportunities to enjoy the sense of community and healing that live music offers. Joan called herself “Syl's roadie,” and she became well-loved among the audience members who attended his performances. The family welcomes donations in her memory to the Saskatoon Public Library, where she served as a board member, or other organizations supporting literacy programming.

*For notices in memory of former employees of the University, as well as current students, employees, and others honoured when the flag on the Thorvaldson Building is flown at half mast, please see the In Memoriam website maintained by the University Secretary: <https://governance.usask.ca/about/flag-at-half-mast.php#InMemoriam>.*

## Remembrance Day Service at Memorial Gates

The University of Saskatchewan will host its annual Remembrance Day ceremony on Friday, November 11 at 1:30 P.M. The service will be held at the Memorial Gates, located at the corner of College Drive and Hospital Drive, honouring those who have served in the Canadian Armed Forces. All members of the campus community and general public are encouraged to attend. A wreath will be laid on behalf of the USRA membership. An event announcement will be posted on the USask website closer to the date of the event. Masks are encouraged.

## Annual Membership Renewal

*Beryl Radcliffe, Chair Membership Committee*

**Notices were sent out in June/July to our annual membership subscribers and to our 2021 new members, who have not already elected a lifetime membership, to consider renewing or taking out a life membership.** Annual memberships cover July to June of the following year. Life members do not have to renew annually. The membership form is available on our website <https://usra.usask.ca/member-information.php#MemberBenefits>. For convenience we have added the e-Transfers option.

The first year after retirement is free! New members who retire anytime in 2022 will not need to pay until June 2023.
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## Keep in Touch!

We welcome your letters to the editor. Write, phone or email us.

Moving? Changing your email address? Don't miss an issue of our newsletter or notices about upcoming activities! Make sure you let us know your new contact information.

University of Saskatchewan Retirees' Association  
221 Cumberland Ave N  
Saskatoon, SK  
S7N 1M3

phone: 306-966-6618

email: [ss.usra@usask.ca](mailto:ss.usra@usask.ca)

website: <https://usra.usask.ca>

# University Of Saskatchewan Retirees Association Annual General Meeting

Wednesday, November 16, 2022  
Western Development Museum, Saskatchewan Hall

Approximately 2:00 P.M. after Lunch and Speaker Presentation by Collette Travel

## Draft Agenda

1. Call to Order
2. Approval of the Agenda
3. Approval of Minutes of October 19, 2021
4. President's Report: Jim Thornhill
5. Treasurer's Report: Tom Wilson
6. Standing Committee Reports
  - a. Awards Committee: Jim Thornhill and Bryan Harvey
  - b. College and University Retiree Associations of Canada (CURAC): Bryan Harvey
  - c. Communication Committee: Mary Dykes
  - d. Education, Recreation and Social Committee: Mary Dykes
  - e. Membership Committee and Tribute to Members No Longer With Us: Beryl Radcliffe and Judith Henderson
  - f. Engagement Committee: Rick Bunt
  - g. Honorary Degrees Committee: Tom Wilson
  - h. Ad Hoc Committee on Campus Heritage: Yannis Pahatouroglou
7. New Business
  - a. University Pension Plans - Update with University Pension Office: Merry Beazely
8. Report of Nominations Committee: Merry Beazely
9. Election of Board for 2022-2023
  - a. Co-Presidents: Jim Thornhill and Merry Beazely
  - b. Vice-President : Caroline Cottrell
  - c. Secretary: Jackie Huck
  - d. Treasurer: Tom Wilson
  - e. Past President: Jim Thornhill
  - f. Members at Large: Rick Bunt, Mary Dykes, Bryan Harvey, Judith Henderson, Dennis Lanigan, Yannis Pahatouroglou, Beryl Radcliffe and Kathryn Warden
10. Other Business
11. Adjournment

## Report of the USRA Nominations Committee, for the 2022-2023 Board

USRA's Annual General Meeting will be held on Wednesday, November 16, 2022 in person at the Western Development Museum, following the presentation of our November speaker. In preparation for the election at this AGM, the Nominations Committee is pleased to provide this report for the October newsletter. This report will also be provided in the Consolidated Reports to the AGM, which will be distributed prior to the AGM. Please find below the slate of Officers (four Executive positions) and Directors for the 2022-2023 year, for one-year terms.

### Election Slate to Date:

Co-Presidents	Jim Thornhill and Merry Beazely
Vice-President	Caroline Cottrell
Secretary	Jacqueline Huck
Treasurer	Tom Wilson
Immediate Past President	Jim Thornhill
Directors	Rick Bunt, Mary Dykes, Bryan Harvey, Judith Henderson, Dennis Lanigan, Yannis Pahatourglou, Beryl Radcliffe and Kathryn Warden

Jim Thornhill has served as our President in 2021-2022 and guided the Board and the Association with great care and enthusiasm, as we slowly transition to in-person events. Jim has kindly agreed to stay on as Co-President for 2022-2023, in a shared capacity with Merry Beazely, in order to accommodate other commitments. Jacqueline Huck, our very capable Secretary, has agreed to stand for re-election, as has Tom Wilson, who brings prudent handling of our financial matters and always good humour to our meetings.

We are delighted to report that Director Caroline Cottrell has agreed to be on the slate as candidate for Vice-President. Caroline has spent more than 50 years on campus as a student, educator and administrator. She was a Trustee for the Public School Division and Dean of St. Peter's College. She brings extensive knowledge of the University, and many skills, including public speaking. And she always provides new ideas and asks good questions of the Board.

We are most pleased to report that current Directors Rick Bunt, Mary Dykes, Bryan Harvey, Judith Henderson, Yannis Pahatourglou and Beryl Radcliffe have agreed to remain on our slate of candidates. We value the expertise and keenness they bring to our committees, and in the case of Bryan, to our representation on the College and University Retiree Associations of Canada.

We are gratified to tell you of excellent new recruits who have agreed to stand for election to the Board:

**Dr. Dennis Lanigan** is a retired oral and maxillofacial surgeon, who had a special interest in orthognathic surgery. Dennis has been collecting 19th-century British art for over forty years. He has generously shared his world class collection with others, including the National Gallery of Canada, and we hope that our members can view his collection, either virtually or in-person in the future.

**Kathryn Warden** served as Director, Research Communications for close to 25 years, using her outstanding journalistic skills and an extensive range of communications tools and vehicles to celebrate the USask research story. Following retirement, Kathryn was appointed Special Advisor to the Vice-President Research and to the Vice-President University Relations. Kathryn was appointed to our Awards Committee last year.

We express sincere gratitude to Rick Schwier (also referred to as R2), who joined the Board last year and brought warmth, humour and educational technology expertise to the Board, specifically in support of our Education, Social and Recreation Committee. We will miss you, Rick.

**Please note that the election of the Board at the AGM will be by acclamation unless further nominations, each signed by three members of the Association, are received by the USRA Secretary at least 15 days prior to that meeting. Please see USRA's By-Laws (Section 10) on the USRA website re procedures. Contact information for the USRA can be found on the last page of the October 2022 newsletter and on our website.**

We hope to see a good turn-out of USRA Members at the Annual General Meeting on November 16. Please let us know if you have any questions by email to [merry.beazely@usask.ca](mailto:merry.beazely@usask.ca) or by phone 306 966-6618. With thanks to Mary, Bryan, Judith and Jim.

Respectfully submitted,

Merry Beazely, Chair Nominations Committee  
on behalf of Mary Dykes, Bryan Harvey, Judith Henderson and Jim Thornhill

## USRA Governance Documents

If you want to review our governance documents ahead of the AGM they are on our [website](#). Direct links below:

**Constitution** revised at 2021 AGM

**By-laws** revised at 2021 AGM

**Policies and Procedures**, approved by the Board April 2022, "supplement the USRA Constitution and By-laws and provide detailed guidance on USRA operations."

*Print copies of governance documents are available on request.*