

RAQnews



In his talk to attendees at the RAQ fall reception, the new provost Antoine-Benoit Bacon reminded us that this is a great time to be at Queen's because of the many and varied projects and opportunities evident on campus: The Isabel, the new Rembrandt that joins a fine

permanent collection in the Queen's art gallery, the innovative Dan School of Drama and Music, the Innovation and Wellness Centre, and our own Nobel laureate. RAQ members have had the opportunity to enjoy a number of these things in the past months, several of them with detailed reports in this newsletter. We've had two visits to The Agnes with an expert on the new Rembrandt, and a guided tour of the new Richardson Stadium with its upper-level entrance, artificial turf field, improved seating and facilities. There was also participation in the United Way's fall tour of some of their supported facilities.

RAQ has also provided support for ongoing and innovative new projects at Queen's. You have all received requests to volunteer for academic support such as helping to rank major entrance scholarships. One of the most recent requests for RAQ help comes from *Expanding Horizons*, a series of workshops and seminars designed to support the academic, personal and professional success of the university's graduate students and post-doctoral fellows. George Brandie has already begun his work as a volunteer mentor for students in this program, helping them develop such skills as organizing projects, working in a team, and dealing with clients. He'll report on his contributions when the program finishes for the year.

Volunteering is not RAQ's only contribution to the university. Our members are generous in their financial contributions to Queen's initiatives as well. Our bursary is 102% complete, and members are encouraged to continue to contribute to this fund so that the awards can be ongoing beyond the first five years. As well, retirees contribute significantly to the United Way Annual Campaign. Contributions to date, \$124,057, make up 43% of the Queen's total.

January is a time when we look to the future, to ways of moving forward. To that end, the RAQ Council,

Presidential News and Views

with Donna Lounsbury as the lead, is planning a spring retreat in mid-March to develop a road map that will move us towards the achievement of our priorities. The 3-hour event will involve not only Council members and the Execu-

tive but also other RAQ members or retirees who could offer new and creative ideas. It will include a light lunch and will provide time for small-group discussion of priorities and ideas for new ways to represent and promote the interests of members. We are fortunate that we have an expert facilitator in Elspeth Murray of the Smith School of Business, where we're planning to hold the event. If you are interested in helping to develop a plan for RAQ growth and enhanced connection with the university, contact the RAQ office and look for further information on the RAQ web site.

As a new year and a new term begins, my wish for all of you is continuing prosperity throughout 2017. Thank you, as always, for your support for RAQ.

ELEANOR ROGERS, President

RAQ ANNUAL GENERAL MEETING AND LUNCH

Monday April 24, 2017 University Club

Reception and Cash Bar 11:30 am; Lunch 12 noon; Meeting to follow

Pension and Benefits Report

All pensioners will have received their annual Pension Letters by the time you read this. As you will have seen, the investment returns for 2015-16 were better than expected, but will not result in pension increases in 2016-17

for pensioners who retired before 2008.

The Board of Trustees Pension Committee has eleven voting members: five trustees and six Plan members (two representatives of active faculty, two representatives of active staff, one representative of retired faculty [now Lew Johnson] and one representative of retired staff [now Alison Morgan]). It is currently chaired by Trustee (and retired actuary) David Grace, and decides the policies under which the assets of the Queen's Pension Plan are invested and by whom.

Attendees at the Annual General Meeting of the Queen's Pension Plan on December 2nd were briefed on the status of the Plan: As of 31 August 2016, Plan membership consisted of 3868 active employees, 1623 deferred members (mostly former employees who still have assets in the Plan), and 2297 pensioners and survivors.

Bob Weisnagel, Director of Pension Services, presented a projection that if the Plan's investments earned 8% in the current Plan Year (1 September 2016 – 31 August 2017) and 8% in subsequent years, those of us on pension since the "Crash of 2008" would be in position to receive pension increases in 2017-18.

Of course, projections are not predictions of what future returns will be; no predictions are possible. Actuary Manuel Monteiro (Mercer) reported that in the last full evaluation, as of 31 August 2014, the Queen's Plan had a "Going Concern" deficit of over \$175 million and a "Solvency" deficit of over \$305 million. He estimated that both deficits have changed now (\$115 million on a "Going Concern" basis and \$486 million on a "Solvency" basis). By law, pension plans must pay down those deficits over a period of years.

Associate Vice-Principal (Human Resources) Dan

Bradshaw reported on the negotiations to create a new Jointly Sponsored Pension Plan for Ontario universities which, if specific criteria are met, will be granted a permanent solvency funding exemption by the Ontario government. Six universities (represented by their administrations and employee unions) are now working to complete negotiations on plan structure and governance as quickly as possible. Those institutions are Queen's, Toronto, Guelph, Trent, Laurier and King's College (at Western). Two-day negotiations scheduled for December 10th and 11th (to try to finalize the "design framework" of a new plan) had to be postponed due to illness of the mediator. Plan members (including retirees) will vote on any proposed new plan before it can come into effect.

Director of Investment Services Brian O'Neill reported that an *ad hoc* committee of the Board of Trustees has posted a draft statement and plan on "Responsible Investing Policy" on the Web for comments before sending a final version to the Board of Trustees for approval. The draft can be seen at

<http://www.queensu.ca/secretariat/sites/webpublish.queensu.ca.uslclwww/files/files/policies/ResponsibleInvestingPolicyfinaldraft.pdf>.

Comments should be sent in by 20 January 2017.

In the Question Period, Bob Weisnagel was asked to provide a clearer explanation of the pension indexing method for recent retirees (since 2012) who have an adjusted six-year averaging process of investment returns. He has asked the plan actuary to provide a one-page summary of the methodology for determining "excess interest mortality adjustments" for post-2012 pensioners.

As mentioned in the last issue of *RAQnews*, the CURAC/ARUCC Benefits Committee has been working with insurance companies to find supplementary travel and medical coverage for retirees. In the CURAC/ARUCC's November Board of Directors Teleconference, the Committee recommended Board approval in principle of plans from two providers, one for younger retirees (ages 75 and under) and one for those aged 76 or over.

CURAC/ARUCC President Ken Craig (UBC) was authorized to finalize negotiations with those providers. RAQ members will be informed of those plans as soon as details become available.

The comparison of Queen's Retiree Benefits with those of other post-secondary institutions across Canada has been completed and forwarded to Human Resources for verification that our benefits have not been misunderstood or misstated.

Once we get that verification, the final (corrected where necessary) comparison will be posted and circulated.

The RAQ Pension and Benefits Committee will continue to monitor developments and report on them to you. As always, the Committee welcomes questions and comments from members of RAQ.

GEORGE BRANDIE (Chair), CHRIS CHAPLER, BRUCE HUTCHINSON, SUE MIKLAS, JOYCE ZAKOS

RAQ'S SENATE OBSERVER REPORTS

Two Senate meetings were held in November 2016. Among the items that were discussed at these meetings were the following:

1. The Principal reported that Queen's continues to be ranked as one of Canada's leading medical/doctoral universities according to the Maclean's 2017 university rankings, placing fourth overall in the category. The university also ranked third amongst the 15 medical/doctoral schools in terms of student satisfaction. Additionally, Queen's ranked in the top five medical/doctoral universities in all of the 10 categories, including satisfaction with course instructors, mental health services, experiential learning, residence living, and steps taken by the university to prevent sexual assault.

2. The Annual Enrolment Report noted that:

The preliminary full-time for-credit student headcount for 2016-17 is 22,835.

In 2016-17, there are 2,496 undergraduate and graduate international students (for-credit full and part-time, and including exchange) from 108 countries, up 11.5% over 2015-16.

First-year direct-entry undergraduate faculty enrolment are: Arts and Science 3,226, Engineering 719, Commerce 470, and Nursing 100. The total Kingston Campus enrolment is 4,515.

The undergraduate retention and graduation rates remain high. The Queen's year 1-2 undergraduate retention rate and 7-year graduation rate are among the highest in the country. The total year 1-2 undergraduate retention rate in 2016 is 94.8% (preliminary estimate). Among the cohort of undergraduate students who started their studies at Queen's in 2009, 86.3% (preliminary estimate) had completed their degrees by 2016.

The gender distribution among incoming students is: First-year undergraduate students, 61% female 39% male; First-year graduate diploma, Master's, and PhD SGS students, 58% female 42% male.

3. The Queen's Truth and Reconciliation Task Force organized a "committee of the whole" consultation session at the Senate meeting. It was noted that the following three recommendations delivered by Canada's Truth and Reconciliation Commission are particularly pertinent to post-secondary institutions: • to create degree and diploma programs in Aboriginal languages; • to ensure medical and nursing schools require students complete a course dealing with Aboriginal health issues; and • to ensure law schools require students complete a course in Aboriginal peoples and the law. Among the suggestions that Senators offered to the Task Force representatives during the consultation session were: (Continued on page 4)

- All non-Aboriginal peoples at the university should be educated about Aboriginal ways it being felt that non-Aboriginal peoples' knowledge of Aboriginal peoples and their history and beliefs is currently incomplete. • There is a need for more resources to help with this education and training, both funding for programs and staff members, as well as better, purpose-built space. Local Aboriginal peoples and knowledge-keepers may be able to help with this education and training. • While there is often an acknowledgement at meetings and ceremonial occasions that the university is situated

on traditional lands, it is not made clear what this means. Some form of communication, such as a video, could be developed by the university to help community members understand what this statement means, and how the land was used and valued before European contact. • Queen's could create innovative curricular and co-curricular activities concerned with Aboriginal peoples and their history and beliefs for all of its students, and use this to differentiate itself from its peers.

PATRICK H. OOSTHUIZEN
RAQ Senate Observer

Reports of Past Events

Fall 2016

United Way Tour

Four of our RAQ members took part in the United Way "Seeing is believing Tour" on 12 October 2016. We visited member agencies who told us about the work they do and how the United Way supports their specific programs. It was a great way to learn about the community we live in.

We heard about the Youth Diversion Program and visited the CNIB, Kingston Youth Shelter, Better Beginnings for Kingston Children, Pathways to Education, and had lunch and a tour at the St. Vincent de Paul facility on Stephen Street. We learned for example, that high school students enrolled in the Pathways to Education program went from a 52% dropout rate in high school to an 85% retention rate by being in the Pathways program. Each agency had great stories to tell about how their clients' lives were helped by support from the United Way.

Please plan to join us on next year's tour—you'll be glad you did!!!

BRUCE HUTCHINSON



In the photo - Wendy Vuyk, Pathways Program Director, with RAQ members Susan Greaves, Bruce Hutchinson, Cherrilyn Yalin and Arlene Aish.

New Provost Speaks at RAQ Fall Reception



On October 19, at a reception for the presentation of a national award to John Meisel, forty-one RAQ members and guests were privileged to meet the new Queen's provost, Dr. Antoine-Benoit Bacon and to hear him speak. He shared the experiences that led him to Queen's and gave us his enthusiastic first impressions about the university as well as his hopes for its future.

The "unique positioning" of Queen's in Canada is the lure that brought Dr. Bacon to Kingston. Its national and international impact as a research-intensive institution, while preserving the quality of the student experience as a core value, makes the university special in the provost's view. The university's strategic framework with its four pillars (research, student learning and experience, financial sustainability, and international presence) is an excellent grounding for the future of Queen's.

Dr. Bacon indicated how impressed he is with the amount of innovation there is in all aspects of academic life at Queen's and focused on what can be

done today to ensure the university's success in 5, 10, or 20 years. In a world that is changing, he asked, "What can we do today that our successors will really thank us for?"

Perhaps the most important part of the speech were the three thoughts Dr. Bacon keeps in mind in his role as provost: the importance and nobility of stewardship; the value of patience; and the gratitude that should be the anchor of academic life.

We are, he said, stewards of our colleagues and our students, of the values of academic life, of the disciplines under our care, of our institution. We must have patience "that the changes and projects we want to realize will eventually be realized." And we should feel gratitude that "the big things, those that matter... teaching the next generation, research and creativity, communities of learning... are life affirming," and that we participate in those things. "At the core," he reminded us, "our lives in academia are wonderful. Privileged really."

Questions were wide-ranging and the responses encouraging. RAQ looks forward to more interaction with the provost and to being part of the realization of his vision.

ELEANOR ROGERS



RAQeteers gather to hear the new Provost Dr Antoine-Benoit Bacon and honour John Meisel at our October reception

Reports of Past Events Fall 2016



John Meisel receives 2016 CURAC/ARUCC Tribute Award

Each year, CURAC/ARUCC invites its member associations to nominate an individual member of their association for a Tribute Award “to recognize exceptional contributions and/or achievements of retirees (faculty and staff) to their host university or to the community.”

The RAQ Council was pleased to nominate John Meisel for his role in the founding of RAQ, his service as our Founding President, his ongoing active involvement in RAQ’s activities (including chairing the first RAQonteur Forum with then-Chancellor David Dodge at City Hall’s Memorial Hall), and his service to the community (exemplified by his donation of his 50-hectare property north of Kingston to the Rideau Valley Conservation Area as the “Meisel Woods Conservation Area”). CURAC/ARUCC was pleased

to accept our nomination and make the award.

In accepting the award at our October reception, John acknowledged the equal (or greater) contributions of other RAQ members, expressing his appreciation that many of them were also at the Reception to accept *his* thanks.

GEORGE BRANDIE

Monday Morning Forums

This series is arranged by Dr. A.M. Herzberg and supported by Queen’s University; Ambassador Hotel, Kingston; Cunningham Swan, Lawyers and individual donors. The fall season was enlivened by three presentations:

The Commonwealth: Is the End Nigh?

Ambassador (Ret.) L.A. Delvoie
Centre for International and
Defence Policy, Queen’s
University

The Refugee Situation and the Future of Europe

His Excellency Ambassador
W. Wnendt
Federal Republic of Germany

Parliament and the House of Commons: *Can It Work Better? Improving How It Works*

Moderator: R.A. Little, Cunningham Swan, Lawyers

Panel: P. Milliken, Former
Speaker of the House
M. Gerretsen, M.P. (Kingston
and the Islands
N. Whalen, M.P. (St. John’s East)



*Panelists Peter Milliken, Mark Gerretsen
and Nick Whalen*

IN MEMORIAM

Maureen Bale
d. 4 November 2016

Frances Lou Crandall
3 January 2017

Muriel Derrick
d. 11 November 2016

David N. Ellis
d. 25 September 2016

Alfred J. Fisher
d. 14 December 2016

Timo J. Hytonen
d. 21 December 2016

Dorothea Jardine
d. 27 December 2016

Esther Marjorie Russell
d. 15 October 2016

Coming RAQ Events

Spring 2017

Monday Morning Forums: to be announced

This series is arranged by Dr. A.M. Herzberg and supported by Queen's University; Ambassador Hotel, Kingston; Cunningham Swan, Lawyers and individual donors.

Save this date: RAQ's retreat to plan the

group's future direction is on March 13 from 9 to noon.

Watch your email for further news!

WELCOME NEW MEMBERS, Winter 2016

Tony & Lynne Ashworth (Medicine/Nursing) ... Paul Beliveau (Medicine) ... Robin Boadway (Economics) ... Fergus & Jacqueline O'Connor (Law) ... Donald Demko (Geography) ... Cheryl Descent (Clinical Ed Centre) ... Tony Eastham (Graduate Studies & Research) ... Deborah Emerton (Medicine) ... Dorothy Farr (The Agnes) ... John Hartwick (Economics) & Anya Hageman ... Bob & Susan Hilderley (Engineering) ... Steven Hodgson (Chemical Eng.) ... Valerie Jarus (Policy Studies) ... Jane Kalin (Graduate Studies & Research) ... Mary & Reginald Locke (Residences) ... Sheila-Rae MacDonald (Geography) ... Linda McCauley (Health, Counselling & Disability Services) ... Carol McKeen (Business) ... Alistair MacLean & Gail MacAllister (Psychology) ... Darlene Jones-Moar (Cancer Trials Group) ... Larry Orton (University Extension) ... Louise Philippe (Rehabilitation Therapy) ... Andrew Pollard (Mechanical Eng) ... Beth Richan ... Gavin Shanks (Medicine & Rehab) ... Victor Sniekus (Chemistry) ... Linda Thomas (Religion) ... Ronald Turner (Business) ... David Vardy (Economics) ... Paul Wiens (University Library) ... Phillip & Gail Wood (Political Studies) ... Stanley Yagi (ITS)

Are you a Queen's retiree with a valid @queensu.ca email account?

This Dec 14, 2016 message from ITS Information <ITSINFO@queensu.ca> is for you.

Beginning in December 2016, Queen's will be implementing updates to the Service Deprovisioning Procedure. As part of these updates, access to Queen's email accounts as well as all other NetID services will end immediately upon termination of employment.

What does this mean for you?

☐ As someone who has retired from Queen's prior to December 2016, your current email account will be grandfathered and access will remain unchanged as long as your email account is accessed at least once every twelve months.

☐ If your account is not accessed at least once every twelve months, it will be deactivated.

Note that if you forward your Queen's mail to another inbox, you will still have to physically log in to your Queen's email account once every twelve months.

For more information on the procedure, visit the [Service Deprovisioning Procedure](#) webpage. You can also read the [Service Deprovisioning Procedure Updates story](#) on the ITS website.

Beware of phishing attempts

Queen's has seen an increase in the amount of phishing attacks to university email accounts. Users may see emails that try and trick them into 'verifying' their accounts. ***Please note that ITS never asks users to verify their accounts.***

If users believe that their account has been compromised, they should contact the IT Support Centre at 613-533-6666. If users receive a suspicious link sent to them via email, they should forward the email to abuse@queensu.ca.

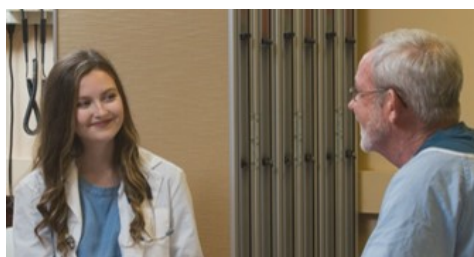
Gail Ferland, Associate Director, Infrastructure

New Directions?

Volunteering at the Clinical Education

Centre

When I retired from Queen's (Hannah Chair for the History of Medicine) eight years ago, I decided I wanted to maintain some contact with the Faculty of Health Science students. I knew of the GSK Clinical Education Centre having participated in interviews for incoming medical students in the building on George Street where the CEC is located. I went for an interview with Cheryl Descent who was then Coordinator of the Volunteer Program (and is now a member of RAQ) and signed on and have been a regular participant in the program since then.



- there is assistance with parking – there are a few places at the Centre, taxis can be arranged, or parking fees paid;
- if some of the assignments appeal and some don't, volunteers are totally free not to sign up for those which don't. For example, if you don't wish to be part of a mental health interview where the questions are more personal, then you don't sign up;
- the volunteers are a very friendly group and waiting to be called for one's assignment is always a pleasurable experience.

As a volunteer patient I meet with students from Nursing, Medicine, Occupational Therapy and Physiotherapy. All of the sessions involve interviews (sometimes of a general nature and sometimes case histories) and some involve non-invasive physical examinations. Part of the learning process for the students is receiving feedback from the volunteer patients.

What I enjoy most about volunteering at the CEC is the opportunity to meet future health professionals and play a small role in their education. There are several other things which make volunteering there a pleasant experience:

- volunteers receive a list of possible assignments at the beginning of each term and offer their services for programs they are interested in and at times which are convenient;

In order to present a complete picture, I have been trying to think of something I don't enjoy about volunteering at the CEC – but I can't!

If you are interested in becoming a volunteer patient at the Clinical Education Centre, please contact: Angie Mendieta-Sweet, Coordinator, by email or phone: angie.ms@queensu.ca 613-533-6000 x 78087

CHERRILYN YALIN



RAQnews is published three times a year by the RAQ Communications Committee, Diane Duttie (Chair).

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