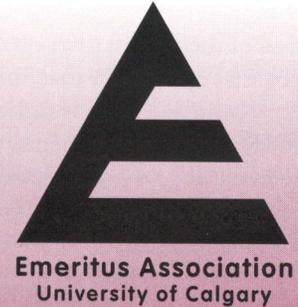


# LAR

## Life after retirement

The Emeritus Association of the University of Calgary



volume 9 number 1 — fall 2002

### Emeritus History—the first 10 years

by Jean Tener, University Archivist Emeritus, U. of C.

In 1966 the newly independent University of Calgary appears not to have concerned itself with an emeritus status. It was not until 1969 that Deans' Council sought to revive the category of emeritus professor. Accordingly, on 19 June 1969 President A. W. R. Carrothers wrote to The University of Alberta President, W. Johns, about its relevant policies and procedures. Carrothers pointed out that a category "existed in theory" under a 'grandfather' clause inherited from The University of Alberta. The concerns were several: were ranks other than full professors eligible, was the status automatic, were there established criteria, which university unit made the recommendation, and which the decision. The response spelled out that in March 1952 The University of Alberta's Board of Governors had accepted a recommendation that "the honorary title of 'emeritus' be given without distinction to all retiring Associate Professors and Professors." Other ranks and administrative officers were designated "retired."

Thus, in July 1969 our Deans' Council "resolved that a category of Emeritus exists [for full and associate professors] in The University of Calgary, having been inherited from The University of Alberta." Recommendations for emeritus appointments were to be made by the appropriate Dean to the President for

transmission to the Board of Governors. In October the Board of Governors established the policy that emeritus status be granted automatically to persons who at retirement held the academic rank of Professor. The award to persons holding academic rank below Professor was subject to approval by the Board upon the recommendation of the President.

In 1974 concern was expressed at GFC that granting the title Professor Emeritus to individuals who had retired at a lower academic rank might constitute promotion. It must have been a slow day. In any case, the titles Professor and Associate Professor Emeritus were those generally used, and as late as 1990 the policy was that emeritus status, if granted, "shall be at the rank held at retirement" and this policy continues to the present.

Identifying the first Calgary emeritus has been challenging, a challenge that has not yet been successfully met. The first calendar, that of 1974/75, to identify emeriti lists four—J. D. Aikenhead, T. G. Finn, F. G. Heymann, and A. D. Winspear. In 1976 there appear to have been four Professors Emeritus and three Associate Professors Emeritus. Also in 1976 the Board approved a general procedure: recommendations were to come "from Deans or Directors to the General Promotions Committee which

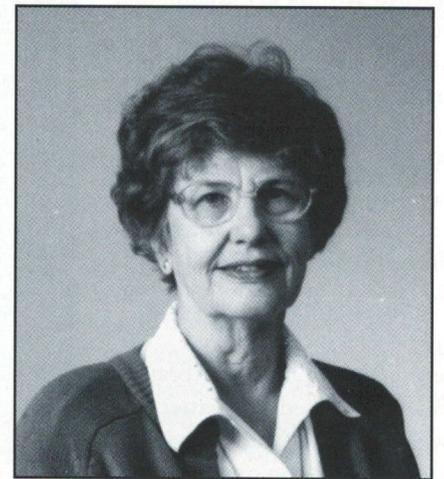


photo by David Brown

shall in turn give advice to the President on his recommendation to the Board." In addition to inserting GPC into the process, the Board rescinded the previous policy that emeritus status be granted automatically to persons who at retirement held the academic rank of Professor. No criteria for awarding the titles were established.

In 1984 this lack of criteria prompted the administration to develop eligibility and procedural requirements as an addition to the *GPC Manual*. Eligibility was "a minimum of 10 years' service" and "a distinguished career," the latter based on the "cumulative record of annual assessments and performance evaluations. . . ." Nonetheless, when brought to GFC some vigorous discussion ensued on the definition of "distinguished." Opinions on qualifications ranged from stringent to automatic, from including a few "really distinguished" retired professors to

see **History** . . . on page 2

including all of them. Peter Krueger commented that he thought that “any full professor . . . [who had been awarded] steady and large annual increments, was, *ipso facto*, ‘distinguished’—otherwise why [the award]? As for quality control, why exercise it at the exit gate?”

At the same GFC meeting, two other issues arose—annual reports and Latin grammar. One Classics professor declared “Professor Emerita” bad grammar. In true academic form, another member from the same department later maintained that it was correct. This particular discussion subsequently left the dry grammatical field to move into the more volatile one of gender discrimination, when the Association’s name would be deemed sexist. And there was momentary concern that emeritus professors should continue to file annual reports.

During all this time, there is no official mention of an association. Dr. R. D. (Bram) Bramwell raised the matter with President Murray Fraser at his installation on September 29, 1988. But it was not until July, 1991, that, at the President’s invitation, he followed this up with a letter. Also that July, Dr. D. Venkatesan and Dr. Paul Anderson wrote on the same subject, and Venkatesan met with President Fraser.

In his reply to Bram, Fraser noted that he had been approached by Venkatesan and Anderson, whose proposal was limited to full professors only, and wrote that he would be prepared to host an informal reception to provide a vehicle for discussions among the full professors. It was not until February 11, 1992, that a letter went out from President Fraser to all Full Professors Emeritus inviting them to the Blue Room in the Dining Centre. 104 were invited, of whom 31 attended.

As Bram reported to the President, the March 16<sup>th</sup> meeting resulted in an *ad hoc* committee of six—P. Anderson, R. Bramwell, Helen Diemert, A. Goodman,

P. Krueger and D. Venkatesan. This committee met twice, the first time on April 7, 1992, in BioSciences 312, when they sketched out the structure and program of the association. They proposed an elected executive committee of six, four of whom would be nominated by the elected committee as chairman, secretary, treasurer, and program organizer. This executive was to be elected at the first general meeting when the *ad hoc* committee would resign *en bloc*. Membership would be open to all former

The mailing included an acknowledgment of the University’s support, an information package outlining the place and time of the first meeting, and a reply envelope. The initial suggestion had been to include a return card, but with the pragmatism he had displayed at the 1984 GFC meeting, Peter Krueger suggested that there was a need to develop a funding base immediately and concurred with Stuart MacKinnon, President Fraser’s Assistant, that an envelope would enable Bram’s invitational letter to ask supporters

to enclose their 1992-1993 membership fee. This was a prudent move since MacKinnon’s letter also told Bram that while the initial mailing would be at the University’s expense, it was the Administration’s “understanding that the association would . . . keep its own records and look after its own costs.” From the beginning the University Administration was clearly worried about its financial and/or space obligations for a new organization on campus. (Parenthetically, Gordon Hodgson noted in his report on the March meeting to Fraser, that “there were some of us who felt we needed another social or professional group like we needed another feeble-minded politician.” Gordon himself of course strongly

supported our association.) As early as the 1984 GFC discussion there was concern about the university’s obligation to provide space and other resources for emeritus professors. One senses that this concern may have lain in part behind the desire to restrict numbers to the “really distinguished.”

The first Annual General Meeting was on October 14<sup>th</sup>, 1992, at the Olympic Volunteer Centre. (True to its word, the University submitted a Lease Agreement for the OVC space to the tune of \$40 plus \$2.80 GST. It is not clear whether they actually collected!) Sixty-five emeriti had responded to the mail-out, and



photo by Gordon Hodgson

The May 1995 meeting of the Emeritus Association was held at the home of President Murray Fraser.

faculty members with emeritus or emerita status. Fees would be \$5.00 annually.

They passed on to the incoming elected executive the tasks of proposing a name for the fledgling organization, arranging for stationery, etc., arranging a program of six meetings for 1992-1993, and exploring possible activities. To kick start things, they organized the first lecture. It was entitled “Emeritus Standing and Field Research in Shark Bay, Western Australia” to be given by Dr. Paul Anderson.

Over the summer, negotiations went on with the President’s Office arranging an initial mail-out to some 150 individuals.

twenty-five attended. No minutes were kept, although Abe Goodman requested a volunteer, and some record exists in Abe's motion to establish the association. He had already developed an extensive list detailing a wide variety of activities and issues that the membership could address. He also nominated Bram as Acting Chairperson. Bram was subsequently elected to the first Executive Committee, serving as Chair. Seven others were elected: J. Adam, F. A. Campbell (Program Chairperson), Helen Diemert (Secretary), H. J. A. Goodman (Membership), Georgia Macrae (Treasurer), N. T. McPhredran, and D. Venkatesan. The Emeritus Association at The University of Calgary had been born.

At its first meeting on 29 October 1992, the new Executive addressed itself to finding space on campus, strengthening membership, accepting a mission statement until a constitution could be written, and planning the first Christmas luncheon. During the spring the executive decided on a newsletter for the next session, and explored off campus excursions. They considered a list of preferred activities from a vote at the April meeting, where, apart from the logistical matters of office space and secretarial help and maintaining the monthly lectures, the membership indicated a desire to investigate access to the university medical and dental plans, and to establish links with other Emeritus organizations.

General meetings were held in the Art Department until March 10, 1993, when the association met for the first time in the Nickle Arts Museum, though the meetings reverted to the Art Department for April and May. At the latter meeting, Bram gave an end of session report noting that the association now had a name—the Emeritus Association, a constitution written by Fin Campbell, and a logo designed by Helen Diemert which, with the President's permission, included the words The University of Calgary. The Association

had hosted six lecture presentations, and had had a successful Christmas luncheon. The Executive Committee wound up the year with housekeeping matters of executive attendance and nominations. But two new significant developments occurred. Members were urged to identify activities which could lead to special interest groups, and since Learned's was to be held at The University of

were discussed, including a National Association of Emeriti. In September Bram and Helen Diemert submitted an enclosure for the Learned's Fall mailing inviting visiting Professors Emeritus to join us in forming a national network. Our involvement became steadily more formalized until in November Helen became our Project Director for a day-long session with visiting speakers. An enormous amount of work was undertaken, and besides \$800 from the Association's own resources, funds were sought and found from Special Projects Fund (\$1,000), and TUCFA (\$1,200), and speakers arranged. A most successful program took place, culminating in a task force to examine the feasibility of a national network of emeriti associations which would be chaired by Bram and include Helen Diemert.

Development was slow. In 1995 both "National" and "Canadian" were deemed politically incorrect and unacceptable as part of the name. Only in Canada, eh? In 1996 meetings were held with CAUT which appeared willing to support such an organization. For the first time, individual memberships were considered as well as those for associations. In the fall of 1997 Bram reported that The Canadian Association of Emeriti and Retired Academics (CAERA) had been born, independent of but sponsored by CAUT, which achieved substantially what had been in mind at the outset. It had space in the CAUT Bulletin

and website and proposed annual meetings at Learned's. There was one significant and disappointing exception. It was not a federation of associations. Memberships were individual. Thoroughly up to date with the electronic age, Bram declared it to be a "virtual" association. Nonetheless it was a considerable achievement which had its origins here.

Initially, members in our Association were teaching academics, but as Tom Barton, our membership chair for the past eight



photo courtesy Helen Diemert

*U. of C. Emeritus Association 1st President Bram Bramwell and 1st Secretary Helen Diemert played key roles in organizing national emeritus involvement in the 1994 Learned's and in serving as members of a task force for forming a national organization of emeriti, which became CAERA.*

Calgary in 1994, Bram was authorized to explore the possibility of initiating a meeting of Emeriti from across Canada. The former never seems to have got off the ground, despite appeals both at meetings and through our newsletter, but the latter turned into a major undertaking for the Association.

In June, 1993, the Executive met with Harry Hiller and Ted Sullivan, the campus organizers for the upcoming Learned Societies meetings. Many aims

## History . . . continued from page 3

years, has written in *Life After Retirement (LAR)*, over time membership has become more inclusive. Persons with emeritus status from areas other than academic teaching staff, like administration and the library, have joined. Also eligible are those with adjunct relationships to the university. We now admit people retired from other universities who make Calgary their home. And spouses of deceased emeriti are welcome members. At the AGM in October, 1997, a category of Honorary Life membership was established, and Anne Fraser graciously accepted the first nomination.

Some Association administrative adjustments were made over time. In 1994 it was approved that the Vice President be incoming President. Later, the outgoing President became *ex officio* Past President. Continuity has also been enhanced by individuals who undertook executive responsibility year after year—among them Gerry McGinley as treasurer and Gordon Hodgson as *LAR* editor.

Our second season (1993-94) opened in the Nickle Arts Museum on October 13<sup>th</sup>. The new executive included Bram

Bramwell, Tait McPhredran, Fin Campbell, Helen Diemert, Gerry McGinley (who became treasurer), and Cyril Challice, Bruce Hamilton, Carolyn Larsen and Matt Mohtadi (who became members at large). There was concern about attendance and various forms of publicity were discussed, and a subcommittee consisting of Matt Mohtadi, Bruce Hamilton, Carolyn Larsen and Bram Bramwell was struck to work on a newsletter. There was also concern about finances. Total funds were reported as \$739.68. Total expenditures were \$775.36, which did not include expenses paid for personally by executive members. This Micawberish predicament led to a fee of \$20. The pattern of monthly presentations, and a Christmas luncheon continued.

Over the summer of 1994 two momentous developments occurred. The Association finally got office space in Craigie Hall, Rooms 423-5, where the nearby Department of French, Italian and Spanish kindly received our incoming mail. Helen Diemert seems to have singlehandedly furnished it with the accoutrements of an office—a computer,

fax machine, copier and answering machine. This was our base until 2000 when we moved to Earth Sciences 1045, with our Executive meetings often accommodated in the McLeod Institute. A year later we moved to Education Tower 1426. Here again our TUCFA neighbour provides help. It is good that we remain as physically active as some of us do. Those familiar with the Tower will recall that the elevator goes only to the 13<sup>th</sup> floor, the 14<sup>th</sup> is reached by stairs.

The second development saw Gordon Hodgson join the Executive as Newsletter editor in September 1994. Gordon was rather more than an editor. He both designed and produced *Life After Retirement*. First published in the fall of 1994, *LAR* has provided succinct accounts of our speakers' presentations, and reports on our activities on campus and off, all liberally illustrated with photographs. Now in the capable hands of Bruce Harrison, *LAR* remains a major line of communication for the membership. Another mode of communication has been the ubiquitous electronic medium. Those of us with e-mail receive a monthly e-letter courtesy of Tom Barton. A very

photo by Gordon Hodgson



Most of the general meetings of the Emeritus Association have been held in the Nickle Arts Museum, as in the above photograph from September 1998. Since November 2001 the general meetings have been held in the Olympic Volunteer Centre, the location of the first Annual General Meeting on October 14, 1992.



*Emeritus Association members and guests following the Christmas Luncheon at the University Club in December 1999*

early website established by Gordon Hodgson fell into disuse, but in 2000 Cornelis van de Panne took up the challenge, became our Webmaster, and created a most successful website which provides much interesting and useful information.

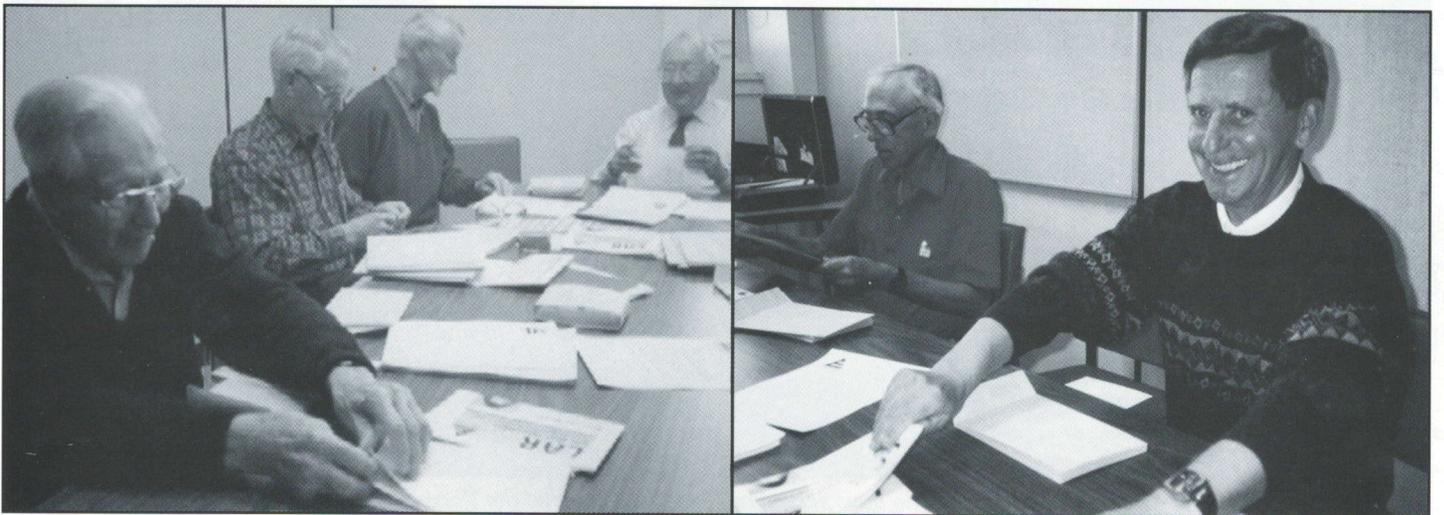
Activities begun that first year have become established traditions over the past ten years: lectures on an amazing variety of subjects, all delivered by experts in their fields; the Christmas luncheon; excursions off campus—from cattle country at Bar U Ranch to space exploration at the Rothney Astrophysical Observatory, from Kananaskis Country for a visit to the Environmental Station to Rosebud for theatrical productions.

Social gatherings are an important feature. University presidents have been honoured at receptions hosted by Emeritus Association presidents. In January 1996, Tait and Jean McPhedran opened their home for a farewell reception for President Fraser and his wife Anne. Matt and Margaret Mohtadi hosted a similar gathering to welcome President Terry White and his wife Sue, in January 1997. Cyril and Elizabeth Challice welcomed members to barbecues at their Bragg Creek residence in June of both 1998 and 1999. Also in 1999, Ethel King-Shaw and her husband John hosted an Emeritus Association President's reception in their home. End of season brunches at the Glencoe Club were hosted by George

Lane in 2000, Keith Cooper in 2001, and in 2002 by Catherine McGinley.

Over the years issues have arisen which roused the Association to action. In 1997 we lobbied for a voting seat on the Senate. To date we have achieved a non-voting status, our Past President attending meetings on our behalf. The Senate was urged to investigate and report on The University of Calgary's standing in *Maclean's* "Guide to Canadian Universities." Further to this issue, the executive arranged an extra meeting in September, 1998, at which Matt Mohtadi and Fin Campbell analysed *Maclean's* Guide.

In 1995-96, when a Presidential Selection see **History . . .** on page 6

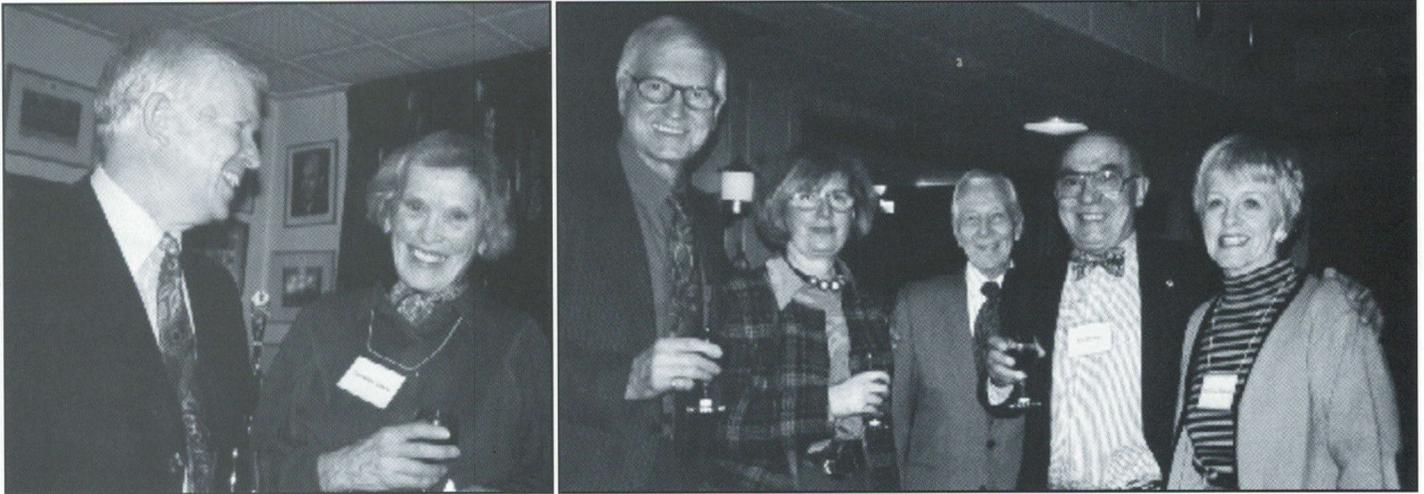


*Bram Bramwell, Fin Campbell, Gerry McGinley, Tom Barton, Tait McPhedran and Bruce Hamilton in the Craigie Hall office getting the Fall 1995 issue of LAR ready for mailing.*

photos by Helen Diemert

photos by Helen Diemert

photos by Helen Diemert



*In January 1997, U. of C. President Terry White spoke to the Emeritus Association and was welcomed with a reception at the home of Matt and Margaret Mohtadi.*

Committee was established, Tait McPhedran, as our President, raised the question of membership on that committee for a representative from the Emeritus Association. In 2000 a brief was submitted to the Presidential Advisory Search Committee by Keith Cooper and several members of the Executive to offer our ideas on presidential candidates.

Impending changes to the University Pension Fund precipitated collaboration with emeriti at The University of Alberta and The University of Lethbridge, and through letters to both the Chairman of

the Board of Governors and the president of TUCFA from our president, Cyril Challice, there was pressure to include us as “stakeholders” so that we might be informed about and participate in future pension fund developments. In particular, we are part of a lobby to obtain some amendments to the Pension Plan.

Recently there has been concern that some kind of “pastoral” service should be developed to make sure that the Association does not lose contact with members who may become ill or frail. In 2001, therefore, an appropriately named

committee called Keeping in Touch was established, chaired by Ethel King-Shaw, which will attempt to do precisely that, and to make sure that significant events and celebrations in members’ lives do not go unnoticed.

One of the earliest interests expressed by the membership was inclusion in the University’s health coverage. This did not materialize, but in 1999, through the efforts of Ethel King-Shaw, we were able to get individual membership in the Alberta Retired Teachers’ Association, which gave us access to good rates for

photo by Helen Diemert



*Six of the nine Emeritus Association members who have served as President attended the President’s Reception at the Glencoe Club in June 2002: (left to right) Keith Cooper (2000-2001), Ethel King-Shaw (1998-1999), Tait McPhedran (1995-1996), Robert (Bram) Bramwell (1992-1994), Catherine McGinley (2001-2002), and Fin Campbell (1994-1995). In the inset photos to the right: (top to bottom) Matt Mohtadi (1996-1997), Cyril Challice (1997-1998), and George Lane (1999-2000).*

photos by Gordon Hodgson

## Emeriti in the news

**Dr. Anita K. F. Li**, Professor Emeritus of Educational Psychology, was admitted as a **Member of the The Order of the University of Calgary** at the June 11, 2002 convocation of the University of Calgary in recognition of her exemplary service to the university over 24 years, her research on children's socio-emotional needs, and her expertise in assessing and treating immigrant children and others of culturally diverse backgrounds. Her dignity and sense of occasion as Mace Bearer for Convocation are well remembered. Dr. Li served on the President's Advisory Committee on the Status of Women, was one of the founders of the

mentoring program for women academics on campus, and has served beyond the university in many capacities, including the Minister of Education's task force on gifted and talented pupils and Hull Child and Family Services.

**Dr. Mathew Zachariah**, Professor Emeritus of Education, has been named the **2002 Honorary Fellow of the Comparative and International Education Society (CIES)** in recognition of his life-long contributions to cross-cultural understanding through international study of educational ideas, systems, and practices. He received the prestigious award on March 8, 2002 in Orlando, Florida, at the Annual Conference of the

CIES whose world-wide membership numbers more than 1200 academics, practitioners and students.

**Dr. Gary Krivy**, Registrar Emeritus, was admitted as a **Member of The Order of the University of Calgary** at the June 10, 2002 convocation of the University of Calgary in recognition of his 35 years of dedicated and devoted service in the Registrar's office. His contributions to the university are legendary, including the phenomenal number of committees on which he served and the assistance he has given countless students. He played an influential role in the early development of the U. of C. in its transition to becoming a major research-intensive university.

health, travel, dental, automobile and house insurance.

Also from the beginning, there was a push for considerable university support for scholarly endeavour to continue beyond retirement. In their 1991-92 correspondence with President Fraser, Venkatesan and Anderson wanted a list maintained of the activities of all emeritus professors, a newsletter or space in the *Gazette* giving the highlights of this research, the declaration of an Emeritus Celebration Day, honorary non-voting membership on GFC, automatic recognition of emeritus graduate supervisors, and, most significantly, professional allowances and staff travel funds for academically active emeriti. It was suggested that research by emeriti should be collected and published in a book available to the administration and the community. One of the more ambitious suggestions was that a comparison should be made of pre- and post-retirement productivity to identify those who could be designated "Distinguished Emeritus Professors" for a year. Since the status according to the 1984 GFC discussions implied "distinguished," this presumably would have implied a "distinguished Distinguished" Emeritus status which might strike some as a trifle clumsy.

The desire for benefits flowed both ways. The University administration for its part was equally anxious to tap the resources of emeriti. The Institutional Development Plan of 1993 required the President to "establish an *ad hoc* committee to recommend ways by which Emeritus

Professors can be more systematically involved in our programs of instruction." In an exchange among Associate Vice President (Planning) D. Detomasi, President Fraser, and Peter Krueger, the opinion was expressed that "there are likely a number of University administrators who are not aware of how cost-effective this manpower base can be at a time when budgets are being cut back." At the request of the Dean of Graduate Studies, some emeriti regularly serve as Dean's representative on Ph.D. orals. There was a request that emeriti invigilate examinations. More recently, our Association was approached by the Faculty of Graduate Studies to become involved as mentors and ambassadors in the development of significant endowments for graduate scholarships under the rubric, Emeritus Scholarship Council.

But sometimes the two streams met. During the 1998-99 academic year, our Executive met with Dr. R. Bond (Vice-President Academic) to discuss additional ways in which emeriti could support the University. A drive began for the Association to gain a higher profile on campus. Various contacts were made with those responsible for Campus Planning about our place in long range plans, with enhanced recognition of emeriti and concomitant greater use by the University of the resources inherent in the experience embodied in the emeriti. A brief was written by Peter Krueger describing what support would enable the members to make their "wealth of experience and ability available to the University in an

advisory capacity." In that connection he pointed out the support that our sister Association received from The University of Alberta, which included a house (Emeritus House) and a subvention of \$4,000 annually. While the results at the moment seem to have been an allocation of space in the Education Tower, these are ongoing activities from which much may come in the future.

From the beginning other serious concerns have been apparent. For example: Bram Bramwell's persistent effort to create a national organization; Abe Goodman's 1992 list of issues that we might address; Gordon Hodgson's concern that we go beyond "the usual events of speakers and coffee, Christmas parties and annual general meetings"; Fin Campbell's call for the membership to establish groups "seeking solutions to scientific or socioeconomic issues"; George Lane's challenge on whether we merely want to provide an opportunity to natter; . . . all give evidence of a sense that the Association should be a significant contributing factor in the university, and in society at large.

It is clear that the Association has achieved much in ten years, and if we wish it, much to achieve in the future.

More about the first ten years of the Emeritus Association can be found on the Emeritus website:  
<http://www.ucalgary.ca/UofC/departments/emeritus/>

# Emeritus events

**11 September 2002**

**Featured Speaker: Chancellor William Warren, Q. C.**  
2:00 p.m., Olympic Volunteer Centre

**9 October 2002**

**Annual General Meeting**  
**Featured Speaker: Dr. Tony Rasporich,**  
**Professor Emeritus of History**  
**"No Small Plans"** – an early history of U. of C., 1912-1960  
2:00 p.m., Olympic Volunteer Centre  
Followed by a reception at the OVC

**13 November 2002**

**Featured Speaker: Dr. Tom Barton,**  
**Professor Emeritus of Electrical Engineering**  
**"Behind the Switch on Your Wall"** – the generation  
and distribution of electric power  
2:00 p.m., Olympic Volunteer Centre

**11 December 2002**

**Annual Christmas Luncheon**  
1:00 p.m., The University Club

**A special event marking the Tenth Anniversary of the Emeritus Association of the University of Calgary is being planned for late October 2002. Members will receive details via e-letter or telephone.**

*A more complete version of Jean Tener's "Emeritus History—the first 10 years" can be found on the Emeritus website. It includes colour photos, "Emeritus Association Executive Committees, 1992-2002," "Presentations and Excursions, 1992-2002," and additional information from members about the first 10 years of the Emeritus Association.*

## In memoriam:

Saad El-Gabalawy, Professor Emeritus of English –  
4 May 2002

John Hamilton Read, Professor Emeritus of Com-  
munity Health Services and Paediatrics –  
31 May 2002

**Need a ride to an emeritus meeting/outing?  
Call Tom Barton at 286-8094**

**LAR: Life After Retirement**, the newsletter of the  
University of Calgary Emeritus Association,  
is published three times a year.

## Donations of Books and Personal Papers to the University of Calgary

The Library of the University of  
Calgary welcomes donations of  
library materials and other  
Gifts-in-Kind. Click on the  
[Donations of Books to University](#)  
link on the Emeritus Association  
website to view the Library's  
Gifts Policy.

To see the kinds of archival materials  
and Private Papers sought by  
University Archives click on the  
[Donations of Personal Papers to  
University](#) link on the Emeritus  
Association website.



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