EMERITI SOCIETY HISTORY

25th Anniversary

History with Annual Updates

1988 to 2013

Les Medford
Doris Meyer
Roy Whiteker
Emeriti Society History

25th Anniversary
History with Annual Updates
1988 to 2013

Les Medford
Doris Meyer
Roy Whiteker
EMERITI SOCIETY HISTORY WITH ANNUAL UPDATES

Copyright © 2014 by University of the Pacific Emeriti Society. All rights are reserved. Contents of the book may be accessed and used freely. However, annual updates for the chronological history and editing of the topical narratives must be approved by the Society.

Printed in the United States of America
First Printing, 2014

Emeriti Society
Vereschagin Alumni House
University of the Pacific
Stockton, CA 95211

Email: emeritisociety@pacific.edu
Web: www.pacific.edu/emeritisociety
# Table of Contents

Introduction .................................................................................................................................................. 1  

Updating the Emeriti Society History .................................................................................................. 2  

1 Emeriti Society Founding – The Early Years ....................................................................................... 3  

2 Constitution and Membership Criteria ................................................................................................. 5  

3 Benefits and Relationship with the University ..................................................................................... 7  

4 Services to the University ..................................................................................................................... 11  

5 University Committees ......................................................................................................................... 15  

6 Presidents of the UOP Emeriti Society ................................................................................................. 17  

7 Finances and Dues ................................................................................................................................ 19  

8 Relationship with Academic Vice President/Provost and President .................................................. 21  

9 Luncheons, Wine and Cheese Socials, and Retirement Dinners ........................................................... 23  

10 Emeriti Society Newsletter — "... of Cabbages & Kings" .................................................................... 25  

11 Oral History Project ............................................................................................................................ 27  

12 Retirement Seminars ........................................................................................................................... 29  

13 Regional and National Meetings ........................................................................................................... 31  

14 Alumni Association Relationships and Fund-Raising ........................................................................ 33  

15 Website and Membership Lists ........................................................................................................... 35  

Appendix A The Emeriti Society Evolves - A Chronological History  

Appendix B Early Documents  

   Letter with Invitation to Organize the Society (1988)  

   Letter with The Relationship Statement (1990)  

   Organizing Constitution (1989)  

   Handbook Definition of Emeriti Faculty Status (Revised 1991)
Introduction

The University of the Pacific Emeriti Society is at present a dynamic organization consisting of a sizeable number of retired faculty and senior administrators. However, its founding was the modest but profound effort of just three dedicated individuals.

The years between the inception of the Society in 1988 and the present are filled with recorded changes, ideas considered, ideas added and dropped, and with differing leadership and styles. Historical records reveal periods of waning interest and then exciting renewal— but always the goal was an attempt to fulfill the needs of the Society membership.

It is in view of these retrospective images that we, several past presidents of the Society, felt that it was worthwhile to record the history of the organization. We took the time to find and research the cluttered collection of Executive Committee minutes, occasional personal letters, and yellowing copies of the Society's newsletter, "... of Cabbages and Kings." We sorted the gathered items by date and year and reassembled them into fifteen topical narratives. Details from original sources are included in Appendix A as a chronological history. Appendix B includes important documents that established the Society.

We would hope that this review of the collected material will be interesting enough to be of continuing value to the future leadership of the Society as well as to incoming members. We wish to give special thanks to Pearl Piper who spent many long hours preparing preliminary copy and to Bill Topp who helped with the design and editing of the final manuscript.

And, finally, we hope that the relationship developed and nurtured over the years between the emeriti faculty and the current faculty and administration of the University will continue to be one of mutual appreciation, respect, and congeniality.

Les Medford
Doris Meyer
Roy Whiteker
Updating the Emeriti Society History

The Emeriti Society is a vibrant organization that will continue to thrive along with the University. As such, there will be an ongoing history that the Society will document and make available with yearly updates. The material will be drawn from Executive Committee minutes and the Society's regularly published newsletter "... of Cabbages and Kings". It will be presented chronologically in Appendix A. Periodically, material from the chronological history will be incorporated into the topical narratives.

The Society maintains a website (www.pacific.edu/emeritisociety) that contains archives for the Executive Committee minutes and newsletters. The site has an electronic copy of this history along with yearly updates. All materials are prepared so that an interested reader can print and store the material in a binder. In this way, updates can be downloaded so that the recorded history stays current.

The website also contains the list of current Society members and documents that include the Constitution of the Society, the criteria for membership in the Society, and benefits offered members by the University. The entire collection of materials is presented to new members upon their retirement from the University.
1 Emeriti Society Founding – The Early Years

As a result of an article on Emeriti organizations in a Fall 1988 issue of The Chronicle of Higher Education, 18 interested University of the Pacific emeriti met on November 18 to discuss the establishment of a local society. At that meeting Les Medford was elected President, Fay Goleman Vice President, and Sy Kahn, secretary, and in early 1989, President Atchley endorsed the Society. At an organizational meeting on February 15, 1990, 19 members discussed a Relationship Statement, the definition of Emeritus/Emerita, and the recognition of emeriti at Commencement. After many meetings of the Executive Committee with University administrators and approval by the Academic Council, a list of Society objectives was accepted and added to the 1995 revision of the Society's informational brochure. At the Spring 1996 luncheon meeting special recognition was given to the three founders.

In the fall of 1988, The Chronicle of Higher Education ran an article on emeriti organizations which caught the eyes of some recently retired University faculty. The article featured emeriti organizations at several colleges and universities, and noted that more such groups were being formed as increased numbers of faculty were reaching the "so-called" retirement age. With a longer life-expectancy and the anticipation of continued active and productive lives, many retirees were seeking a continuing relationship with their institutions.

On November 16, 1988, a letter was prepared by Dean of Admissions Emeritus, E. Leslie Medford, Jr., proposing that interested emeriti meet November 30, 1988 to discuss the possible organization of the Society. On that day, 18 individuals attended. Officers were elected: Les Medford as President, Fay Goleman as Vice President, and Sy Kahn as Secretary.

A handwritten letter, dated January 27, 1989, from Fay Goleman on behalf of the Emeriti Society to President B. Atchley concludes: "As you know, our full commitment to the University continues full strength."

Then, in a letter dated in early 1989, President Atchley wrote: "Our emeritus faculty and staff have made significant contributions to the University, and I want to consider them continuing members of our campus community. I am certain that the Society will be helpful in keeping some of Pacific’s most dedicated retirees informed and attached to the University." By invitation of President Atchley, emeriti faculty led the academic procession at the May 12, 1989 All-University Convocation — a nice recognition.
On February 15, 1990 an organizational meeting was held at which 19 members attended. Important discussions centered on a Relationship Statement, and definition of Emeritus/Emerita. Also, the Executive Committee agreed to urge the administration to recognize retiring emeriti at Commencement.

The January 1991 issue of "... of Cabbages and Kings," the Emeriti Society newsletter, reports an interesting thought – "one of the biggest fears faculty have about retirement is that they will be cut off from colleagues and the rich intellectual environment." The article goes on to say that "we want to point out that one of the reasons that the Emeriti Society was formed was to help prevent this from happening at the University."

After many meetings of the Executive Committee with administrators and acceptance of proposed benefits by the Academic Council, a list of Society objectives was drafted and subsequently added to the 1995 revision of the Society's informational brochure. The objectives listed were:

1. To maintain a continuing relationship with UOP.
2. To be of service to the University.
3. To maintain a collegial relationship with one another.
4. To continue scholarly activity.
5. To serve as a catalyst in providing recognition and benefits for future faculty retirees.

At the Spring Luncheon in February 1996, special recognition was given to the three founders of the Emeriti Society: Les Medford, Fay Goleman and Sy Kahn. They were applauded for their endless hours of dedication to the Society’s establishment. What made the event so special was that all three founders were present to accept the statements of appreciation.

As the years passed, interests of emeriti changed as did the activities presented and provided. But on one day in November of 2008, founding President, Les Medford, reminded the Executive Committee that "this is our 20\textsuperscript{th} year anniversary." Thank you, Les, Fay and Sy!!!

In 2012, past presidents Les Medford, Roy Whiteker and Doris Meyer started the process of researching the chronological development of the Society from its founding in 1988 to the present. The creation of a monograph is the aim of the work.
2 Constitution and Membership Criteria

On January 23, 1989 the first draft of the Emeriti Society Constitution was adopted. Sections included the name of the organization, purpose, membership, dues, officers, and the program at work. In April 1991, a rewrite of Section 7.1.8 "Emeritus Status" in the University Governance Handbook was approved by the Academic Council and University administration. Subsequently several changes have been made to the Executive Committee membership and to the Society’s Constitution. Recently, as a result of misunderstandings in the definition of Emeritus/Emerita, discussions have begun with the Provost to secure consistency among the deans with regard to appointment to that status.

With the thought that in order to keep a group organized and moving toward its established objectives, it seemed appropriate to the early Executive Committee that it needed to develop a working constitution. So, on January 23, 1989, after much thoughtful work by the early Executive Committee of three, the first draft of the Emeriti Society Constitution was adopted. Sections included the name of organization, the purpose, membership, dues, officers, and the program at work. Membership, as defined in the Constitution, was very specific, referring to those individuals, who upon retirement, were honored with the title of Emeritus/Emerita.

As the years moved forward, the early Constitution gradually responded to the perceived directions and needs of the Society. For a number of years, membership criteria continued to be quite specific. Gradually membership criteria have become more inclusive.

On December 4, 1989 President Les Medford submitted a proposed clarification rewrite of the section of the University Handbook on the Emeritus/Emerita title. In April 1991, Handbook Section 7.1.8 "Emeritus Status" was approved by the Academic Council and University administration.

In 1990, the first revision of the Constitution was passed, including two-year terms of office and the addition of "past president" to the Executive Committee.

In March 1992 the Academic Council approved the statement: "Emeriti can serve on committees, particularly on those where lengthy experience and perspective might be of particular benefit." Later, that year, a "Faculty Liaison Officer" (Academic Council representative) was added to the Society’s Executive Committee as was the "Newsletter Editor."

Then in June 1992 the Constitution was again revised by an amendment to increase the number of officers to six – President, Vice President, Secretary, Faculty Liaison Officer, Newsletter Editor, and Immediate Past President. Officers will serve for a two-year term. The Faculty Liaison Officer will serve for a three-year term as a voting member of the Academic Council.
By 1992 there was a membership of 97 individuals including 16 professors from the Dental School in San Francisco.

Somewhat later, in response to some interest in expanding the group to include staff and administration, the Executive Committee of the Society prepared a position paper setting again its view at the time: "Emeriti Society wishes to maintain itself as a separate organization designed specifically for those selected faculty and academic administrators who are honored by the title 'Emerita' or 'Emeritus' upon their retirement, and who are bonded together by that distinction."

Yet in 2003, after several years of debate, a motion passed by a ballot vote of the membership expanding the membership criteria to include a select group of non-faculty The Constitution described the precise criteria and process for submitting membership nominations under the extended membership clause.

Over the years, two groups of spouses/domestic partners of retirees and pre-retirees have received benefits from the University through the efforts of the Emeriti Society Executive Committee. The spousal benefits did not include "membership" in the Society. Spouses, however, were welcomed to Emeriti Society events as guests.

In 2008 the issue of Emeritus/Emerita designation and criteria appears in the historical papers. Apparently as University administrations changed, understanding of the definition of "Emeritus status" continued to be inconsistent — especially at the Dental School and the Law School.

Then again in 2011, the Executive Committee minutes report that Co-Presidents Doris Meyer and Roland diFranco met with Provost Pallavicini. Among items discussed was the "procedure for appointment to Emeritus Status." It is apparent that lack of consistency among the deans of the Schools and the College remains a continuing problem.

By 2013 it became apparent that the Emeriti Society Constitution needed a review and update, not having been revised since approximately 2004.
3 Benefits and Relationship with the University

In the early years of the Society (1988-1990) three items of business took priority: a) negotiations leading to the "Relationship Statement," which spelled out the rights and privileges of emeriti and emeriti activities of benefit to the University, b) clarification of the title of Emeritus/Emerita, and c) development and adoption of the Society Constitution. Following several meetings and correspondence with University officials, Society President Les Medford, in early 1990, forwarded a revised "Relationship Statement" to AVP Subbiondo. In 1995 an updated "Relationship Statement," with increased benefits was forwarded to Interim AVP Lee Fennell and to the Academic Council. A resulting informational brochure prepared by the Society in 1995 had three sections: 1) University services of benefit to Emeriti; 2) Emeriti activities of benefit to the University, and 3) Scholarly activities of mutual benefit. In the ensuing years, additional benefits to emeriti became available. Although early sections of the University’s Governance Handbook describe versions of the relationship, later revisions were included in Section 8:14.2 University Services of Benefit to Emeriti and Section 8.14.3 Emeriti Activities of Benefit to the University. Later discussions resulted in the addition of benefits for spouses and domestic partners of deceased emeriti by the University. In 2010, benefits were given to spouses and domestic partners of faculty who passed away before retirement but who would otherwise have been awarded Emeritus/Emerita status upon retirement.

In reviewing the primary and secondary sources from over the years, it is clear that in those early years of the Society (1988-1990) three topics of business took priority:

1. Negotiations leading to the "Relationship Statement," which spelled out the rights and privileges of emeriti and in return, emeriti activities of benefit to the University.

2. Clarification of the Emeritus/Emerita designation.


This section of the history recalls early and continuing discussions between the University and the Emeriti Society leading to statements of advantages and benefits to each.

On February 14, 1989, after many meetings with AVP Joseph Subbiondo and Interim AVP Lee Fennell and after much correspondence with President Atchley, Emeriti Society Secretary Sy Kahn presented a first draft of the "Rights and Privileges of Emeriti Personnel" statement. Sy described three categories of privileges:

"The following three lists are to be understood as amalgamations drawn from currently available sources, e.g., printed articles, correspondence and conversations with faculty at other institutions, understood current practice at UOP as perceived by current UOP faculty members and administrators. These lists are not meant to be either final or exhaustive, but rather steps toward eventual definition and clarity."
"The first list is composed of generally understood rights and privileges of emeriti professors; the second states some desirable rights and privileges which may not be currently in effect at UOP; and the third list is composed of possible emeriti activities that can benefit UOP."

In March 1989 the Executive Committee met with Interim AVP Lee Fennell, VP for Development Cliff Dochterman and Director of Personnel Ed Case to discuss the "Relationship Statement of Privileges and Activities of Benefit to the University" to further clarify benefits.

Then in early 1990, after several redrafts and meetings with Cliff Dochterman and Ed Case, Emeriti Society President Les Medford forwarded a revised "Relationship Statement" to AVP Subbiondo.

In a discussion related to University privileges, the May 1990 issue of "... of Cabbages and Kings" reads that "the wise words of Jake Jacoby are worth quoting here: 'what I feel needs to be done is to inform all the offices that emeriti are still members of the faculty and entitled to most of the services provided active faculty. Although the former should have priority, the emeriti should not be overlooked by their departments as if they ceased to exist.'"

In a letter dated May 9, 1995 directed to President Atchley, Emeriti Society President Doris Meyer, wrote: "As a group we strive to be of continuing support and service to the University, and as retirees, we feel worthy of certain continuing privileges."

Then again in 1995, a revised Relationship Statement with increased benefits was forwarded to Interim AVP Lee Fennell and to the Academic Council. When approved, the statement was published in the 1995 Emeriti Society’s informational brochure. The brochure describes (1) the University services of benefit to Emeriti; (2) Emeriti activities of benefit to the University, and (3) scholarly activities of mutual benefit. Clearly that list was a remarkable accomplishment of effort, collaboration and respect.

In the ensuing years, the "give and take" of developing agreeable mutual benefits continued and additional benefits to emeriti became available. As benefits increased so did services by emeriti to the University. Emeriti became involved in the fledgling Elderhostel Program. Members were asked to respond to projected University directions and goals. Emeriti were asked to assist with transfer orientation. The Society worked cooperatively with Human Resources in the development of pre-retiree and retirement seminars. The Oral History project was established.

In February 1999 the Executive Committee met at an informal luncheon with Provost Gilbertson and Academic Council Chair Gene Pearson. They brainstormed about ideas how emeriti might be of further service to the University. Suggestions included (1) contact with the Alumni Office to see if they could provide assistance in targeting alumni for help and information, (2) meet with John Evy, Vice President for Institutional Advancement to learn more about charitable trusts and deferred giving, (3) explore possibilities that emeriti might supervise students working on community service projects.

Although early sections of the University Handbook of Governance describes versions of the relationship, in April 2001 Roy Whiteker and Roland diFranco worked with Provost Phil Gilbertson to further define Section 8:14.2 "University Services of Benefit to Emeriti," and Section 8:14.3 "Emeriti Activities of Benefit to the University."
Early in 2000 the Society moved to initiate benefits for spouses of deceased emeriti. The University was supportive of the request. So, in September 2001 the Academic Council approved benefits for spouses and domestic partners of deceased emeriti.

In 2006 PacificNet picture ID cards were distributed to emeriti, providing access to many University services.

In 2009 the Emeriti Society was listed among "Founders of the Pacific Fund," as the Society was able to raise $25,000 including a matching gift from an anonymous donor. The Pacific Fund provides seed grants for research projects of faculty, undergraduate and graduate students.

In March 2009 spousal benefits again became a major issue. University Handbook Section 8:14.5 spells out privileges for spouses of deceased emeriti.

In June 2009, at the summer luncheon meeting with Provost Phil Gilbertson, the second spousal issue came up – that is, privileges for spouses/domestic partners of faculty who passed away before retirement but would otherwise have been awarded Emeritus/Emerita status upon retirement. Then after discussions with the Provost in 2010, Handbook Section 8:14.6 was added describing the agreed-upon benefits for the second group of spouses/domestic partners of those faculty who passed away before retirement.

In 2013, again, a need for clarification of admission benefits to events for emeriti was required. Since several University cultural events are co-sponsored by outside groups, it became apparent that free emeriti admission for those events was not fair to the outside groups. In May 2013 an approved revision of the Handbook dealt with jointly-sponsored Conservatory events. Precise admission discounts are to be advertised and event dates verified in advance to avoid confusion at the gate.

On December 2, 2013 the Executive Committee initiated an important discussion of issues and actions that would help the Society design and implement short and long term goals. A discussion paper was distributed, partially motivated by the daylong activities at the November 19 regional meeting.
4 Services to the University

From time to time emeriti have met with the Provost, the Chair of the Academic Council, the Director of Alumni and Parent Programs, and the Vice President for Advancement to discuss further ways in which emeriti could be of service to the University. A letter from Sy Kahn highlighted possible service activities. By invitation of President Atchley, emeriti led the Academic Procession at the All-University Convocation during the 1989 commencement weekend. In Fall 1992 COP Dean Robert Benedetti asked emeriti to lead discussion groups on "Diversity" at transfer student orientations. Later, emeriti were asked to teach in Mentor Seminar III. Also Dean of the University Library Jean Purnell asked for emeriti help in the resorting of University Archives, and the Admissions Office asked for help in Spring recruiting visits. In 1997 emeriti began teaching mature learners in non-credit educational programs, a practice that continues to the present in the OLLI program. In 1999 Emeritus Professor Charles Clerc was selected to coordinate the preparation of the University’s 2001 sesquicentennial celebration book. In 2004 Provost Gilbertson prepared a document entitled "Emeriti Faculty Volunteer Opportunities" which was distributed to the academic deans. In Spring 2010 the Executive Committee approved of a project to collect scholarly and teaching materials for donation to colleges and universities in Asia through the "Bridge to Asia" project.

Over the years, a goodly number of emeriti have continued their relationship with the University with several continuing to teach part-time. Others have volunteered or served in a variety of non-teaching roles. Many, we are pleased to report, look forward to receiving "... of Cabbages and Kings" and to attending Emeriti Society events. This section highlights a number of such service opportunities.

On February 14, 1989 a letter from Sy Kahn to Les Medford and Fay Goleman included a list of emeriti activities that might benefit the University: (1) Provide pre-retirement and post-retirement guidance and seminars. (2) Continue to give recognition to the University in publications, public addresses, and professional meetings. (3) Provide a reserve pool of faculty for temporary appointments. (4) Service on committees, particularly where their experience and perspective might be of special benefit. (5) Serve as consultants to students and younger faculty. (6) Present special lectures as part of University programs. (7) Sponsor speakers. (8) Join the pool of public lecturers maintained by the Office of Public Relations.

On May 12, 1989, by invitation of President Atchley, emeriti led the Academic Procession at the All-University Convocation during commencement weekend.

In May 1990 the Executive Committee discussed its possible role in the establishment of an Elderhostel Program at Pacific. In September 1991 Roy Timmons accepted the role of liaison officer to the Elderhostel Program.
In Fall 1992 COP Dean Robert Benedetti asked emeriti to lead discussion groups on "Diversity" at transfer student orientations, a practice that continued for several years.

On October 26, 1995 Dean of the University Library Jean Purnell asked for help from emeriti to work on selected library projects. To follow up, in December 1995 Dean Purnell asked the Executive Committee for help in resorting the University Archives.

In December 1995 emeriti were invited by COP Dean Benedetti to teach in Mentor Seminar III in Spring 1996. Later, in December 1999, Jon Schamber, Director of General Education asked emeriti to teach Mentor Seminar in Fall 2000.

In February 1996 emeriti were asked by the Admissions Office to help in spring recruiting visits.

In February 1997 it was announced that the "Pacific Experience," a non-credit educational program for mature learners, was to begin on April 9 with emeriti included as instructors. (Note. This program continues to the present as OLLI in the Office of Lifelong Learning and several of the instructors each semester are emeriti.)

In February 1999 several suggestions were made at a brainstorming session with Provost Gilbertson and Academic Council Chair Gene Pearson as to ways emeriti might be of further service to the University. Suggestions were to contact the Alumni Office to see if we could provide assistance in meeting targeted alumni for help and information, and to meet with the Vice President for Institutional Advancement John Evy to learn more about charitable trusts and deferred giving. Also discussed was the possibility that emeriti might supervise students working on community service projects.

In Spring 1999 it was reported that the University continued to work on the sesquicentennial celebration being planned for 2001 and emeriti were asked about the role they might play. English Professor Emeritus Charles Clerc was later selected to coordinate the preparation of the Celebration book.

In the March 2000 newsletter it was again noted that Jon Schamber had invited emeriti to teach in the Fall 2000 Mentor Seminar. In addition, Graduate School Dean Meerdink had asked for help in reviewing theses and dissertations for form and style, and Ann Quinn, CEO of Lincoln Unified School District, had asked for emeriti to volunteer in their reading program.

In December 2000 the Executive Committee met with newly-appointed Director of Alumni and Parent Programs Bill Coen to discuss ways to increase emeriti involvement with alumni.

In December 2004 it was announced that Provost Gilbertson had prepared a document entitled "Emeriti Faculty Volunteer Opportunities," which was distributed at the December meeting of the Council of Deans.
In Spring 2010, spearheaded by Co-President Roland diFranco, the Executive Committee approved participation in the "Bridge to Asia Project" to collect scholarly and teaching materials for donation to colleges and universities in Asia.

As a result of an announcement sent to faculty on the Stockton campus the following donations were received: 10 cartons from campus donors; 13 cartons by way of Library Dean Brigid Welch from among books donated by President Emeritus DeRosa for the Library’s book sale; and 10 cartons from St. Joseph’s Hospital through the good graces of Dr. Edward Swillinger. The University paid the rent for local storage and for transportation to the collection point in Hayward.

In 2011 a similar appeal for contributions to the "Bridge to Asia Project" resulted in the collection of 59 cartons of books. While there were no donations from retiring campus faculty, the Library of the School of Pharmacy and Health Sciences made a significant contribution. The University again helped fund storage and transportation.

A drive for the "Bridge to Asia Project" during 2012 resulted in 44 cartons of scholarly and teaching materials. In a letter thanking the University for its role in this project, a professor of English from Huzhou Teacher’s College in Zhejian, China, commented specifically on the receipt of a Bible in English, the complete works of Shakespeare, a collection of National Geographic magazines, and "even a Homer in ancient Greek."

The Executive Committee minutes of August 2012 refer to on-going concerns of emeriti about the future of the liberal arts in the University Strategic Plan—"Pacific 2020," Pacific’s blueprint for the future. Copies of scholarly articles are to be forwarded to the Provost for her perusal.

Three past presidents of the Society continue to work on the production of a monograph describing the historical events in the ongoing development of the Emeriti Society, 1988 - 2013. We expect it will be an ongoing and worthwhile document useful to both the Society and to the University.

On November 19, 2013 two Emeriti Society representatives, Doris Meyer and Bill Topp, attended a regional meeting of retirement organizations, again sponsored by the University of California at Davis. The meeting stimulated a myriad of ideas worth Executive Committee consideration for our Society.

The Executive Committee initiates an important discussion of issues and actions that would help the Society design and implement short and long term goals. A discussion paper was distributed, partially motivated by the daylong activities at the November 19 regional meeting.
5 University Committees

The University governance structure includes a number of committees—most of which have faculty membership. It was a compliment, when the Executive Committee received a memo on March 14, 1992 from then Academic Council Chair Curt Kramer stating that "Emeriti can serve on committees, particularly those whose lengthy experience and perspective might be of particular benefit." This led to the expansion of the Academic Council to include an emeritus as a voting member for a three-year term. Over the years emeriti have been selected to serve on other committees—the University Compensation Committee and the University Long-Range Planning Committee both in 2002 and the Alumni Faculty Relations Board in 2010. At times, emeriti in various combinations have been involved in long-range planning activities for the University.

To follow up, the Academic Council approved the following: "The Academic Council membership shall be expanded to include one voting member selected by the UOP Emeriti Society. The member, who must have faculty status at the time of retirement, will serve a three-year term."

In 2002 it was announced that Emeritus Roland diFranco, having served as Chair of the University Governance Committee since 1998, would continue to serve as an advisor to that committee.

Also in 2002, the Emeriti Society was invited to appoint a representative to the University Compensation Committee. Emeritus Roy Whiteker agreed to serve in that role for the remainder of the year.

In the November issue "...of Cabbages and Kings," Roy Whiteker reported that there had been a significant change in the University’s health benefits, namely that a new Long-Term Health Care plan was being offered in which emeriti are eligible to participate.

The October 8, 2005 issue of the Society’s newsletter announced that Emeriti Roland diFranco and Peg Langer were asked to attend the University’s Long-Range Planning Retreat which was to focus on projecting goals from 2008-2015.
In March 2006 the Institutional Priorities Committee representatives met with the Executive Committee to discuss the University’s "Pacific Rising" document.

In June 2010 it was noted that Emeriti Society members continued to be voting members of University governance committees, such as the Academic Council and the Benefits Committee. Ken Beauchamp, the Society’s representative to the latter committee, reported in 2013 that medical plan renewal options from both Kaiser and Blue Cross were substantially less than the industry average. Therefore the University will apparently keep these plans for the near future.
6 Presidents of the UOP Emeriti Society

At the Society's first meeting on November 30, 1988, E. Leslie Medford was elected President. Originally officers were elected to one-year terms based on elections held at spring luncheon meetings. Terms of office were changed to two years by a ballot vote at the May 3, 1991 Spring Luncheon. From that time until the 2012-13 year, a total of nine emeriti have served as President, several serving two terms and recently two serving three terms as Co-Presidents.

List of Presidents 1989 - 2013

1989-90  E. Leslie Medford elected at the first Society Meeting on 11/30/88
1990-91  Heath Lowry, elected 2/5/90 with term to start in the Fall
1991-92  E. Leslie Medford, Interim President
1992-93  Roy A. Whiteker, presided as President-Elect on 5/9/92
1993-94  Roy A. Whiteker
1994-95  Doris Meyer
1995-96  Doris Meyer
1996-97  Doris Meyer
1997-98  Doris Meyer
1998-99  Robert W. Blaney
1999-00  Robert W. Blaney
2000-01  Roy A. Whiteker
2001-02  Roy A. Whiteker
2002-03  Gwenneth L. Browne, Acting President
2003-04  Gwenneth L. Browne, Acting President
2004-05  Rotating Presidency
2005-06  Alice Jean Matuszak, agreed in February 2005 to serve as President
2006-07  Gwenneth L. Brown, agreed in May 2006 to serve as President
2007-08  Gwenneth L. Brown
2008-09  Stanworth R. Beckler
2009-10  Stanworth R. Beckler
2010-11  Roland di Franco and Doris Meyer, served as Co-Presidents
2011-12  Roland di Franco and Doris Meyer, served as Co-Presidents
2012-13  Roland di Franco and Doris Meyer, served as Co-Presidents
2013-14  Rotating Presidency
The early years of the Emeriti Society saw three dedicated individuals in leadership roles -- Leslie Medford, Fay Goleman and Sy Kahn. Those three members of the first Executive Committee met in Fay’s home to outline their separate and group responsibilities. They saw the importance of their work-- and they worked hard at it.

Les Medford was elected President at the first meeting of the Society on November 30, 1988. Presidents were at first to serve one-year terms. A change to two-year terms for all officers was voted in by members at the May 3, 1990 Spring Luncheon. Subsequently, officers were elected in the spring to start serving a two-year term in the fall of that academic year. Heath Lowry was elected President on February 5, 1990, with the term to start in the fall of that year 1990. However, due to Heath’s health problems, Les Medford assumed the position of President pro tem as of the Executive Committee Meeting of November 7, 1991. Les served as Interim President until new officers were elected on April 24, 1992. Roy Whiteker began serving as President-Elect on May 9, 1992.

Serving for one or more two-year terms, Bob Blaney, Roy Whiteker, Doris Meyer and Gwenn Browne gave the leadership needed to keep the Society moving forward.

In 2004, the Society was unable to find an individual to accept the presidential role. The only seemingly feasible option was agreed upon at May 20th Executive Committee meeting. Members agreed to have a rotating presidency for the ensuing academic year (2004-2005). Executive Committee members would each in turn prepare the monthly agenda and carry through on Society business. Then, at the Spring 2005 Luncheon, Alice Jean Matuszak agreed to serve as President for 2005-2006.

Following the difficult year 2004-2005, the Society moved into a stable mode with capable leadership as noted above with Co-Presidents serving during the last several years.

At the May 2013 meeting of the Executive Committee, again a rotating presidential scheme was developed. Co-Presidents are to serve overlapping two-month terms starting in Fall 2013.
7 Finances and Dues

Over the years the Emeriti Society has tried to be self-supporting. The Constitution, approved in January 1989, assumed that the University would continue to provide office supplies, clerical assistance, take care of mailings, etc. It stated that dues would not be collected but members would be asked to make small volunteer contributions from time to time. This practice continued for many years. In June 2011, based on a budget sub-committee review, the Executive Committee recommended to the Provost that luncheons and Wine and Cheese gatherings continue to be covered by the Society. It also recommended that the Provost’s Office should provide up to $500 per year for operating items, such as printing and mailing costs. The provost agreed with the recommendations.

From the early years, the Emeriti Society has tried to be fairly self-supporting. The very first constitution, approved on January 23, 1989, stated that "...since it is assumed that office supplies, clerical support, postage, etc., will be provided by the University, there shall be no dues per se. However, from time to time members may be asked to make small volunteer contributions to meet unanticipated costs or special needs."

In September 1993, the Executive Committee made the decision to open a financial account at the University Business Office. The Provost’s Office continued to partially support the Emeriti Society by covering office supplies, mailings, etc.

Twelve years later, in 2010, "... Of Cabbages and Kings" stated that the Society continues to solicit contributions, rather than setting up a dues schedule.

Then in June of 2011, a budget sub-committee of the Society, recommended that the Society present to the Provost several specific financial recommendations:

1. Luncheons and Wine and Cheese socials would be self-supporting or covered by the Emeriti Society account.

2. Operating items, such as printing and mailing costs would be covered by Provost’s Office up to $500 per year. Provost Pallavicini accepted the recommendations.

As contributions became somewhat less and the Society balances moved lower, the 2012-13 Executive Committee moved to take action. A motion was made and passed on January 8, 2013 to request a yearly stipend of $1,000 from the Provost’s Office. However, subsequent benefit issues pre-empted action on this request.
In Spring 2013 two Wine and Cheese socials provided opportunities to openly solicit contributions from the attendees. As a result, both events resulted in a little profit.

The Executive Committee minutes of July 8, 2013 state that the proposal to charge $5 for Wine and Cheese socials was approved. Also the Committee suggested that an article should be included in "... of Cabbages and Kings" regarding the importance of contributions — again not wanting to have a "dues" program.
8 Relationship with Academic Vice President/Provost and President

Over the years since the Society’s founding there have been many formal and informal contacts with the President of the University and upper-level administrators. Financial support has been provided by the Academic Vice President since the early days, and letters of appreciation and more formal certificates have been presented to administrators as well as administrative assistants by Society officers. Luncheon meetings with administrators have furthered open communication with them. At the July 2010 luncheon meeting between Executive Committee members and Provost Gilberston, a discussion centered on the role of emeriti in the university community. The Provost stated that although emeriti were no longer University employees, they had earned certain privileges and were "within the house." A matter of concern in 2012 was the lack of consistency between the College and professional school deans in the procedure for the appointment of faculty to Emeritus status.

Since Emeriti Society membership involves a select group of retired faculty and senior administrators, it is appropriate that our formal contacts with the University would primarily have been with the academic officers of the University, in particular the Academic Vice President (later the Provost).

Section 3 of this history has referred to discussions related specifically to "benefits" that are mutually advantageous to the University and to Emeriti Society members and spouses. This section reports on contacts between the Emeriti Society and specific University administrators in conversations and not usually related to benefits per se.

An excellent example of such contact is provided in the following statement. On September 25, 1992, a letter of appreciation was sent by Society President Roy Whiteker to AVP Subbiondo, commending him on his "substantial and unfailing support of the Society." The letter continued, saying, "...your financial support, of course, has been most generous, but more than that, it is your total interest and assistance in helping the Society to take its place among the University constituencies that has been even more gratifying."

Another contact was described as follows: The Society was asked by AVP Subbiondo to respond officially to UOP’s new Strategic Plan and it was discussed at the October 2, 1992 Fall Luncheon. On November 18, 1992 the Society submitted its response on the Strategic Plan as requested by AVP Subbiondo.

Then on May 31, 1994, a meeting was held with President Atchley to review the Society’s suggestions for appropriate recognition of retirees who are designated as Emeriti and/or Order of Pacific recipients. It was emphasized that they should be honored at Commencement.
On October 17, 1995 a Certificate of Appreciation was presented to Interim AVP Lee Fennell for his continuous support of the Society.

Quoting from the April 2000 issue "... of Cabbages and Kings," Society President Bob Blaney gave "a special word of thanks to Provost Gilbertson for his financial support of our organization and to his able administrative assistants, Debbie Crowe, Kitty Gilbert and Donna Leach, who helped to make the Faculty Retirement Dinner such a success."

In March 2004 Society President Gwenn Browne reported that the Executive Committee had been hassling Provost Gilbertson about the need for a faculty club or lounge.

At the December 2004 meeting of the Council of Deans, Provost Gilbertson distributed the document, "Emeriti Faculty Volunteer Opportunities," which he had prepared.

At the March 2006 Luncheon Meeting, it was reported that during 2005-2006 the Executive Committee met several times with University administrators to discuss issues affecting emeriti. Topics included participation in the Alumni Reunion Weekend in June, housing for the Emeriti Office, and the lack of emeriti news in the Pacific Review. Also discussed was the inclusion of emeriti addresses in the appropriate University/School/Department data bases so that emeriti could be better informed about activities of interest.

In November 2008, in order to expand the Society’s website layout, a staff member of the Provost Office’s staff was assigned to serve as liaison to the Society.

On June 30, 2010 President Eibeck met with the Executive Committee to better understand the Society and its objectives.

At a July 2010 luncheon meeting between Executive Committee members and Provost Gilbertson, a discussion centered around the role of emeriti in the University community. The Provost stated that although emeriti were no longer University employees, they had earned certain privileges and were "within the house."

The Executive Committee minutes of April 29, 2011 report that our co-presidents had met with Provost Maria Pallavicini. One of the items discussed was the "procedure for appointment to Emeritus status," noting that the lack of consistency between the College and School deans is a continuing problem.

On October 2, 2012, Provost Pallavicini met with the Emeriti Society at a casual Wine and Cheese social. She discussed the University’s upcoming "Pacific 2020 Strategic Plans." All attendees were appreciative of the time Provost Pallavicini spent with us.

On October 30, 2013, at the Fall Luncheon meeting, President Pam Eibeck and Academic Council Chair Marlin Bates reviewed details of the University's program, "Focus on our Future." The program requires a review of academic programs and eventually making decisions directed toward the future of the University.
9 Luncheons, Wine and Cheese Socials, and Retirement Dinners

In March 1989 the first Society Luncheon Meeting was held with Dean of Education Fay Haisley as principal speaker and with 23 emeriti members in attendance. In May 1995, acting on the recommendation of the Executive Committee and with approval of President Atchley, the Faculty Retirement Dinner was re-established after a five-year hiatus. The February 1996 luncheon meeting celebrated the founding of the Society with special recognition given to founders Les Medford, Sy Kahn, and Fay Goleman. In Spring 2004 the previously-held "Coffee House" socials were replaced by the first "Wine and Cheese" social which was well attended. Over the years the various emeriti social events have been enthusiastically supported by the membership. At the May 2010 Faculty Retirement Dinner both Provost Gilbertson and President Eibeck stated that they were well pleased by the community spirit that was evident at the event. It was also noted that the Wine and Cheese socials with an emphasis on casual conversation and informal presentations continue to be an activity enjoyed by members. In 2012 the Faculty Retirement Dinner became tri-sponsored by the Provost’s Office, the Emeriti Society, and the Alumni Association.

Social events have always been a valued part of the Emeriti Society activities. In fact, one of the objectives of the Society, stated as #3 in the Informational Brochure, is "to maintain a collegial relationship with one another." That objective, which continues today, seems a valid one.

On March 13, 1989, the first Society Luncheon Meeting was held with the Dean of Education Fay Haisley as principal speaker and with 23 members in attendance.

In May 1995, acting on the recommendation of the Executive Committee and with the approval of President Atchley, the Faculty Retirement Dinner was re-established after a five-year hiatus.

The February 1996 Luncheon Meeting celebrated the founding of the Emeriti Society. The meeting gave special recognition to founders Les Medford, Sy Kahn, and Fay Goleman. Also at that meeting, University Archivist Don Walker discussed the projected Emeriti Society Oral History Project. The revised Emeriti Society brochure, including the updated Relationship Statement, was distributed to the attendees.

The March 20, 2002 Luncheon Meeting featured a presentation by a representative from an insurance company who served as a consultant to UOP on insurance programs. At the meeting, Herb Reinelt explained the suggested "criteria" for admitting non-faculty to Society membership. Following later discussions, ballots were mailed to Society members with a return requested no later than May 15, 2003. The suggested criteria were approved by mail ballot and a constitutional change will be required.
In Spring 2004 the previously-held Coffee House soc ials were phased out and replaced by the first Wine and Cheese social, which was well attended.

The October 2007 Fall Luncheon included considerable discussion of health insurance issues in view of projected premium increases.

An informal Christmas Wine and Cheese social on December 1, 2009 was a big success with no official program—just a discussion of Society activities. Among other topics, all agreed that "... of Cabbages and Kings" serves a valuable need and should not be replaced by the Society’s website.

On April 28, 2010, it was reported that the Faculty Retirement Dinner was well-attended and a success. Both Provost Gilbertson and President Eibeck stated that they were pleased by the community spirit that was evident at the event. It was also noted that Wine and Cheese socials continue to be an activity enjoyed by members and the emphasis should remain on casual conversation and informal presentations.

In May 2011 it was noted that the Spring and Fall Luncheons continue to be successful events, with the main speaker often an active faculty member. To round out the program, reports are made by current administrators and/or the Academic Council Chair.

In an effort to lower costs on a trial basis, the Fall 2012 Luncheon was held at the Alumni House and catered by an outside vendor. The Executive Committee is to solicit suggestions from members regarding their preferences for future sites and caterers.

On October 2, 2012 Provost Maria Pallavicini met with the Society at a Wine and Cheese social to discuss the "Pacific 2020" Strategic Plans.

It was noted in April 2012 that the University Retirement Dinner is now tri-sponsored by the Provost’s Office, the Emeriti Society, and the Alumni Association. Roseann Hannon and Ralph Saroyan are our representatives to the Planning Committee. No event was held in 2012 due to the small number of retirees. However, the 2013 event was held on April 24 at which six retirees, all from the Stockton campus, were honored.

On September 27, 2013 former Provost Phil Gilbertson met with emeriti at a Wine and Cheese social. He recounted his continuing work on the history of the University. The title of his talk was "Pros and Cons of Three Presidents Over Fifty Years, 1946-1995." The interest level was unusually high as most of those in attendance served at the University during many of these years.

On October 30, 2013, at the Fall Luncheon meeting, President Pam Eibeck and Academic Council Chair Marlin Bates reviewed details of the University's program, "Focus on our Future." The program requires a review of academic programs and eventually making decisions directed toward the future of the University.

On December 6, 2013 a Holiday Wine and Cheese social was held with special invitations to senior administrators, deans, spouses and partners. Everyone enjoyed the fellowship and music of the season played by a quartet from the Conservatory.
The Executive Committee has always felt that communication with its members is one of its most important roles. Continuing news about colleagues and activities at the University are the foci of "... of Cabbages and Kings" articles. From typewriter to mimeograph machine to electronic device, the importance of communications remains the same – high!

Early in 1989, the first edition of the Society newsletter was distributed including a roster of charter members.

After several monthly newsletters, the Executive Committee decided to give the newsletter a name. The September 1990 edition of "... of Cabbages and Kings" explains the origin of the unique title, first suggested by Society President, Les Medford. He is quoted as saying: "Since these newsletters typically 'talk of many things', we've selected one of the lines from the familiar verse in Lewis Carroll's delightful little poem, Through the Looking Glass."

"The time has come," the Walrus said,
"To talk of many things:
Of shoes – and ships – and sealing-wax –
Of cabbages – and kings."
In March of 1992, the Executive Committee recommended the addition of the Newsletter Editor to the Committee. In June of 1992 the Constitution was amended to specify a two-year term for the Newsletter Editor.

As the years flew by, the Executive Committee continued to assess the production of newsletter "... of Cabbage and Kings" as a worthwhile membership communication vehicle. Its value seemed especially important to emeriti living out of the local area. The size of each issue has increased in pages, while the number of newsletter editions has decreased to three or four per year. The content of issues "... of Cabbages and Kings" has varied with each new editor. But, it has always included articles of interest related to Society and University activities, newsy items sent in by members, and announcements, titled "to talk of many things."

The May 2010 issue, keeping abreast of the hi-tech era, came to some members via email. The cover article states: "The Emeriti Society now has its own electronic mail service, 'Emeriti List.' It not only enables members to receive up-to-date news via their email, including a digital copy of this issue of '... of Cabbages and Kings,' but also allows them to post messages, questions and replies, announcements, photos, etc., back to other members of the list." The June 2010 issue of the newsletter reports that "37 members have signed up to receive digital copies. The Society continues to have hard copies available for some members, but there is a need to encourage members to move to digital copies."

By October 2012, 129 members are receiving "... of Cabbages and Kings" and announcements via electronic means; 38 are still receiving information via regular mail.

In 2013, issues "... of Cabbages and Kings" continue to be produced three or four times per year. One of the most valuable and most appreciated sections is "News from Members" which describes activities solicited from members, both near and far.
11 Oral History Project

In 1995, the Executive Committee met with Jean Purnell, Dean of the University Library, and University Archivist, Don Walker, to discuss a possible archival project. Later, in 1996, Don Walker introduced the concept of an "oral history project." Emeriti would interview their colleagues and the Special Collections staff would transcribe the interview tapes. By 1998 the first four emeriti interviews had been completed. In 2003 the Emeriti Society, in collaboration with the Special Collections staff, created the following oral history mission statement: "To help preserve the history of the University by collecting recollections and conversations of a unique cohort of men and women who lived it." In December 2003 a Library exhibit was prepared that featured a short biography, photograph, and description of the interviews of six interviewees. Later, a "Finding Aid" was created by Library staff. By November 2008, in order to provide a digital website for the Collection, its description had been submitted to the "Online Archive of California (OAC)." As of June 2011 oral history interviews were online at the University through the Society’s website. Interviews can also be reviewed under Special Collections on the University Library website. By 2012 forty interview transcripts were online.

Perhaps one of the most worthwhile projects of the Emeriti Society is its Oral History Project. In 1995, the Executive Committee considered its stated balance between retiree benefits and retiree services. A sustaining contribution and service to the University would certainly include an ongoing Oral History Project. The worth of the project to the University seems clear. It is one piece of the puzzle that depicts progress, programs and ideas that have made the Pacific we know today.

In 1995, the Executive Committee of the Emeriti Society met with Jean Purnell, Dean of the University Library, and Don Walker, University Archivist, to discuss a possible Library archival project. Then on February 9, 1996, a select group of emeriti met with Don Walker to further discuss emeriti interest in such a project. He introduced the concept of an "oral history project." Members present included Stan Beckler, Jerry Briscoe, Kay Davis, Cisco Kihara, Marc Jantzen, Sherman Spencer and Doris Meyer; all agreed that it would be a valuable addition to the University archival materials.

The original concept was that emeriti faculty would interview their colleagues. The tapes would then be transcribed by the Special Collections staff. Three already available taped interviews of President Bill Atchley, Drama Chairman DeMarcus Brown, and Radio/TV pioneer John Crabbe were to be included in the collection. By 1998 the first four Emeriti Society interviews of Jake Jacoby, Marc Jantzen, Cisco Kihara, and Fay Goleman had been completed.
By 2003, 18 interviews had been completed. Also the Emeriti Society in collaboration with the Special Collections Library staff created an oral history mission statement: "To help preserve the history of the University by collecting recollections and conversations of a unique cohort of men and women who lived it."

Also in December of that year, the Special Collections staff prepared a Library exhibit that displayed the project. The exhibit featured a short biography, photograph and description of the interviews of six interviewees – DeMarcus Brown, Cisco Kihara, Libby Matson, Art Maynard, Bob Hamernik, and Jim Morgali.

Over the years the interview protocol has been revised and has become increasingly professionalized. A "Finding Aid" was created for the Oral History Collection which gave and described the collection size in linear feet, how and by whom the collection was created, and its scope and content. In 2006, the Executive Committee met with the archival staff in order to clarify legal issues of copyright and release forms for the Project.

For years, the Executive Committee and the Special Collections staff of the Library had envisioned an online digital website for the collection. The November 18, 2008, Executive Committee minutes indicate that the Oral History Collection description had been submitted to the "Online Archive of California (OAC)," an initiative of the California Digital Library. The Archive brings together historical materials from a variety of California institutions including museums, historical societies and archives.

As of June 2011, oral history interviews became available through the online Emeriti Society website/"Oral History Project." Interviews can also be reviewed at the University Library website under "Special Collections." The Library Special Collections staff does all of the technical work. Interviewers edit the written transcription. Finally, the interviewee edits the document to create the final version.

As of 2012 the Oral History Project remains an important ongoing activity of the Society. Forty interview transcripts are online, with a number of others in process.

In a meeting on April 2, 2013 with Library Dean Welch and Executive Committee representatives, the Dean eagerly agreed to a grant of $1,400 to support a student transcriber to catch up on the backlog of oral history interviews.

In December 2013 letters were sent out in an effort to increase the awareness of the Oral History Project. The letters were sent out to deans and department heads describing completed oral history interviews that are directly related to their units.
12 Retirement Seminars

In 1991, based on information from USC’s Retirement Center about some of their activities and plans relating to retirement, our Society began to consider whether to conduct a retirement seminar at UOP. The first seminar on March 21 was organized by Emeritus Dale Dunmire with assistance from Jane Lewis of the Personnel Office. Speakers included representatives from TIAA/CREF, UOP’s Office of Human Resources, a financial planner, and Emeritus Bob Lovell who related his experiences in planning for retirement. In 1992, following two conferences with good speakers but with poor attendance, the seminars were discontinued. In more recent years seminars sponsored by Human Resources, the Society, and TIAA/CREF have been well attended.

It is said that experience is perhaps the best of teachers. With that thought in mind the Emeriti Society felt that its members would be valuable sources of information to share with pre-retirees.

In 1991, based on information from USC’s Emeriti Center about some of their activities and plans relating to retirement, our Society began to think about conducting a retirement seminar at UOP. The first seminar on March 21, which was organized by Emeritus Dale Dunmire with assistance from Jane Lewis of the Personnel Office, included representatives from TIAA/CREF, UOP’s Office of Human Resources, a financial planner, and Emeritus Bob Lovell, who related his experiences in planning for retirement. A second conference was held on November 25.

By April 1992 the Society had conducted two retirement conferences with good speakers but poor attendance. During the next two years there were discussions by the Executive Committee about the value of such conferences in view of the small number of retirees each year and whether the conferences should focus on retirees or those planning for retirement.

In 1994 the Director of the Office of Human Resources offered to organize a Financial Planning Workshop if requested. A number of years passed before the workshops became a reality.

A pre-retirement seminar sponsored by the Office of Human Resources with Emeriti Society support was held on April 8, 1997. Invitations to the seminar, which included presenters from TIAA and Social Security, were sent to all faculty, staff, and spouses aged 50 and above, from all three campuses of the University.

On September 27, 2005, the Society co-sponsored with Human Resources a presentation by TIAA/CREF for pre-retirees and retirees with an attendance of 70.
Following up on an idea first tried in Spring 2012, two informal Wine and Cheese socials were held in 2013. Retiring faculty and administrators were invited to hear from emeriti regarding experiences they had in making retirement decisions. Topics included annuities, medical insurance plans, and retirement vocations and avocations. Both events were very successful.
13 Regional and National Meetings

In 1992 plans were being developed to establish a National Consortium of Retirees in Colleges and Universities, probably based at USC, and UOP planned to keep in touch with the Center. In December 1992 our Society sent invitations to emeriti societies at several Northern California private institutions to attend a sharing session. On February 11, 1993 representatives of four institutions met at UOP to talk about a regional conference. In September 1994 emeriti representatives and the Director of the USC Emeriti Society met in Sacramento with Jonathon Brown of the Association of Independent California Colleges and Universities. AICCU agreed to help arrange for two conferences in Spring 1995 to promote the development of emeriti societies in AICCU institutions; but no conferences took place. In 2001 it was announced that a new organization, the Association of Retirement Organizations in Higher Education (AROHE), had been established and UOP was invited to join as a charter, founding, or contributing member. Provost Gilbertson sponsored us as a charter member and Acting Society President Gwenn Browne attended the inaugural meeting at Indiana University. In September 2012 UC Davis hosted a regional meeting to which we sent two representatives.

Perhaps stimulated by pride in the development of our Emeriti Society, Executive Committee members sought to share with and gain interesting ideas from neighboring institutions. In December 1992 invitations to attend a sharing session at UOP were sent to emeriti societies or potential ones at Stanford University, Santa Clara University, St. Mary’s College, University of San Francisco, Dominican University, the College of Notre Dame, and Holy Names University.

On February 11, 1993 representatives from Dominican, Holy Names, Notre Dame and St. Mary’s met at UOP to talk about a regional conference. At that time Dominican agreed to host a conference in 1994. The conference was cancelled in February 1994 due to low response.

To follow up on the February meeting, emeriti representatives and the Director of the USC Emeriti Society met in Sacramento on September 6, 1994 with Jonathon Brown of the Association of Independent California Colleges and Universities. AICCU planned to help set up two conferences in Spring 1995 to promote the development of emeriti societies in AICCU institutions — one in Northern California and one in Southern California.

In November 1997 it was noted that work was still continuing on an effort to organize regional meetings with AICCU.
It was announced in the December 2001 issue "... of Cabbages and Kings," that a new organization, the Association of Retirement Organizations in Higher Education (AROHE), had been established and UOP was invited to join as a charter, founding, or contributing member. Provost Phil Gilbertson agreed to sponsor us as a charter member. Acting Society President Gwenn Browne attended the inaugural meeting of AROHE, October 15-18, 2002, as our representative. UOP was designated a charter member and Gwenn became the first Associate (individual) member of the organization. She reported that UOP compares favorably with many larger universities in the benefits we as emeriti enjoy but that the meeting was not particularly worthwhile for us at this time.

On September 17, 2012, UC Davis hosted a regional meeting of retirement organizations in higher education institutions. Pacific sent two representatives who reported that the sharing of programs and ideas made the meeting a worthwhile event. They also noted that our Emeriti Society is very well established and well respected by peer university/college organizations.

Later in 2012 a survey of AROHE institutions resulted in information from 31 respondents. It was quite apparent that our Emeriti Society’s activities and challenges are similar to those of our peers. Retiree groups vary, however, with regard to size, years of existence, and college/university structure. It is clear that our Society is well ahead of the pack in a variety of parameters including benefits, appreciation, and respect.

On November 19, 2013 two Emeriti Society representatives, Doris Meyer and Bill Topp, attended a regional meeting of retirement organizations, again sponsored by the University of California at Davis. The meeting resulted in a valuable event stimulating a myriad of ideas worth Executive Committee consideration for our Society.
For a number of years, the Executive Committee felt that a closer relationship with the Alumni Association would be an advantageous one for the University. Another relationship that from time to time appeared in the Executive Committee minutes was the connection with the University’s Office of Development. Obviously, many emeriti had spent much of their careers teaching or otherwise serving in responsible positions at the University. There was no doubt that emeriti could be an important constituency.

In December 2000 a meeting was held with newly-appointed Director of Alumni and Parent Programs Bill Coen. In early 2003 Duane Isetti, Director of Planned Giving, met with the Executive Committee to discuss a number of University donor plans.

Things moved along slowly, but finally in August 2005, another meeting was held with Bill Coen. The specific objective of that meeting was an attempt to increase the participation of emeriti in the June 2006 Alumni Reunion. It was not until five years later, in 2010, that the Alumni Association Board extended an invitation to the Society to appoint a representative to the Association’s Faculty Relations Committee. Neil Lark accepted the appointment.

In 2009 the Emeriti Society was listed among "Founders of the Pacific Fund," that recognized a $25,000 contribution by our members to the Fund.

In May 2011 emeriti contributed $5,700 toward a commemorative bench to be placed in the garden patio of the newly-constructed Vereschagin Alumni House. On August 28, 2011, the Alumni House was dedicated and the Society was provided with a second-floor cubicle office there. Also, emeriti were encouraged to donate books they had authored to the Alumni House Library.
In 2012 emeriti faculty were invited to attend the June Alumni Reunion, free of cost, with the hope that several would attend to reconnect with attending alums. The effort was moderately successful as a number of emeriti participated in appropriate events.

In the Fall of 2012, Tina Hurley, Director of Planned Giving, met with the Executive Committee. She assured the group that although emeriti were certainly potential University donors, there would not be undue pressure coming from the Development Office. Obviously, her statement met with a positive response from the Committee.

Also, in 2012, plans were made to have the annual Faculty Retirement Dinner tri-sponsored by the Provost’s Office, the Emeriti Society, and the Alumni Association. Roseann Hannon and Ralph Saroyan were the Society’s representatives to the Planning Committee. The new committee convened and made the decision not to hold a dinner in 2012 because very few faculty were planning to retire that year. The first tri-sponsored University Faculty Retirement Dinner was held on April 24, 2013, at which time six retirees were honored.

In September 2012 the Emeriti Society became aware that the Alumni Association had decided to discontinue its Faculty Relations Committee. A memo in August 2012 from the Alumni Association states that "staff members would assume the full responsibility to continue the working relationship we have built with all faculty groups (emeriti and current faculty)." The effect that action will have on the relationship between emeriti and the Alumni Association will become clearer over time.
15 Website and Membership Lists

In 1989 the first edition of the Society newsletter was distributed; it included a roster of charter members. For many years, Darlene Hall in the UOP Admissions Office, maintained the Society’s mailing list. In 1990 an Emeriti Telephone/Address Directory was developed. In 1997 the Society agreed to establish its own webpage. In September 2009 Dale Dunmire, Roland di Franco and Bob Cox opened a discussion on improving communication with emeriti using new technology. Bob Cox agreed to establish the emeriti website, to become its webmaster, and to maintain the comprehensive membership list. At present, the Society’s website not only provides members with up-to-date news but also allows them to post messages, questions and replies, announcements, photos, etc., to others on the list. In July 2011 Walt Zimmerman agreed to take over the responsibilities of webmaster, whose job is to collect information for the website and to notify the Provost’s Office where necessary changes are made. In November 2011 he also agreed to serve as listmaster, maintaining the membership and mailing lists, assisting in the sending out of emails and printed materials, and providing updated lists to other University departments as appropriate. By October 2012, 129 emeriti were receiving the newsletter and announcements by electronic means, while 38 were still receiving them via the postal service. The ratio of email to postal messaging is continually growing.

As technology has dramatically changed our entire society, so have the modes of communication with, about, and to Emeriti Society members. Pen and ink, the typewriter and the mimeograph machine have been transformed into up-to-date communication tools. However, maintaining an accurate, ever-changing list of members continues to be a full-time job and obviously a very important one.

On February 15, 1989, the first edition of the Society newsletter was distributed, including a roster of charter members. Then, for many years Darlene Hall of the Admissions Office maintained the Society’s mailing list.

On March 9, 1990, it was reported that an Emeriti Telephone/Address Directory had been developed.

After some deliberation, in April 1997 the Emeriti Society agreed to establish its own webpage with the assistance of Dale Dunmire and Charles Nielsen. The process moved along slowly.

In November 2008 a member of the Provost’s Office staff was assigned as liaison to the Emeriti Society to assist with posting information on the Society website.
In September 2009 Dale Dunmire, Roland di Franco and Bob Cox opened a discussion on improving communication with emeriti using new technology. Bob Cox agreed to establish the emeriti website, to become its webmaster, and to maintain the comprehensive membership list.

The May 2010 issue of "... of Cabbages and Kings," keeping abreast of the hi-tech era, came to some members via email. The cover article states: "The Emeriti Society now has its own electronic mail service, 'Emeriti List.' It not only enables members to receive up-to-date news via their email – including a digital copy of this issue of '... of Cabbages and Kings,' but also allows them to post messages, questions and replies, announcements, photos, etc., back to other members of the list."

In September 2010 there was a discussion of the content to be included in the Emeriti Society website. It was agreed that the website would include the following information: History and Purpose of the Society; Oral History Collection; Meetings and Events (including the minutes of the Executive Committee and announcements of the Emeriti Society events); Emeriti Benefits; News and Announcements (including the newsletter "... of Cabbages and Kings"); Constitution of the Emeriti Society; and Contact Information.

On December 2, 2010, a document was presented by Bob Cox to the Executive Committee that described the lists to be maintained by the Society. In early 2011, Bob Cox forwarded our master list and email list to the Alumni Office.

In July 2011 Walt Zimmerman agreed to take over the responsibilities of webmaster. For the Society, the webmaster collects information to be added to the website and notifies a staff person in the Provost’s Office who makes the necessary changes.

Then in November 2011 Walt Zimmerman also agreed to serve as listmaster. As such, he maintains the membership and mailing lists, assists in the process of sending out emails or printed material, and sends updated lists to other departments in the University as appropriate.

In September 2012 the Executive Committee approved arrangements to send the University electronic newsletter, "Pacific Insider," to emeriti who have email addresses.

In October 2012 it was reported that 129 members were receiving "... of Cabbages and Kings" and announcements via electronic means; 38 were receiving information via the postal service. Membership lists were available to a variety of University administrative offices – University Ticket Office, Registrar’s Office, Office of Development, etc.

Walt Zimmermann reported to the Executive Committee on February 26, 2013 that he had prepared a detailed manual describing Emeriti Society membership, mailing lists, and the duties of the listmaster. The manual was invaluable to Bill Topp who joined Walt as a technical assistant in March 2013.

In Fall 2013 the Executive Committee approved the publishing of email addresses for Society members. The purpose was to facilitate and promote communication among the members. Before the list was published, a notice of intent was placed in the September 2013 newsletter and later sent
to all members with email addresses. A period of time was set during which individuals could decline ("opt out") having their email address published; no one chose this option. Printed lists including city, state, and email addresses were sent members in late October.

In September and October 2013, Walt and Bill helped advance the Society's ability to use the internet. A dedicated email address "emeritisociety@pacific.edu" provides a single location to collect event registrations, comments and questions, etc.

The website "pacific.edu/emeritisociety" provides more efficient and clear access to event and benefits information, full Executive Committee and membership lists, along with archives for Committee minutes and the "... of Cabbages and Kings" newsletters. The website also provides links to the Society's Constitution, requirements to become an emeriti member, and a listing of this history along with updates.

The September issue ".... of Cabbages and Kings" states: "The Emeriti Society has a new email account with the name emeritisociety@pacific.edu.. You may use this address to send information or direct questions to the Emeriti Society. The list managers, currently Walt Zimmerman and Bill Topp, will access this account regularly. Announcements and newsletters from the Emeriti Society may be sent from this address."

In late December new versions of the directories were extended to include spouses/partners of deceased Emeriti and spouses/partners of senior faculty who passed away before retirement. Printed copies were sent out with one version sorted by name and a second version sorted by the city of residence.
Appendix A: UOP Emeriti Society Evolves - A Chronological History

1988

Fall: In the fall of 1988, The Chronicle of Higher Education ran an article on emeriti organizations which caught the eye of some recently retired University faculty. The article featured emeriti organizations at several colleges and universities, and noted that more such groups were being formed as increased numbers of faculty were reaching the so-called retirement age. Also, with a longer life-expectancy and the anticipation of active and productive lives, many retirees were even seeking a continuing relationship, part-time teaching or research with their institutions.

November 16: Letter from Les Medford proposing interested emeriti meet November 30, 1988, to organize a society.

November 30: First meeting – 18 attended. First officers were Les Medford, President, Fay Goleman, Vice President, and Sy Kahn, Secretary, to serve for a one year term.

1989

January/February: Many meetings that related to the continuing relationship of emeriti to the University were held with AVP Joseph Subbiondo and Interim AVP Lee Fennell; much correspondence with President Bill Atchley resulted.

January 23: First Draft of the Constitution, adopted 33 to 1, included the name of organization, purpose, membership, dues, officers, and the program at work.

February 15: First edition of the Society's newsletter was distributed including a roster of charter members. First draft of Rights and Privileges of Emeriti personnel (later called the Relationship Statement) crafted by Sy Kahn, was presented at a business meeting of the group.

Spring: In a letter referred to in the February 15 newsletter, President Atchley said: "Our emeritus faculty and staff have made significant contributions to the University, and I want to consider them continuing members of our campus community. I am certain that the Society will be helpful in keeping some of Pacific’s most dedicated retirees informed and attached to the University." So, by invitation of President Atchley, emeriti faculty led the Academic Procession at the May 12, 1989, All-University Convocation – a nice recognition.
March: Executive Committee meets with Interim AVP Lee Fennell, VP Cliff Dochterman and Director of Personnel, Ed Case, to discuss the Relationship Statement of Privileges and the Activities of Benefit to the University.

March 13: First luncheon meeting with speaker Dean Fay Haisley, School of Education; 23 members attended.

May 12: By invitation of President Atchley, emeriti led the Academic Procession at the All-University Convocation at Commencement.

December 4: Earliest rewrite of "Emeritus/Emerita" title definition – as found in the University Governance Handbook.

1990

January 8: Revision of Relationship Statement forwarded to AVP Joe Subbiondo by Emeriti Society President Les Medford.

February 15: Organizational meeting with 19 members attending; discussed Relationship Statement, and definition of Emeritus/Emerita. Society will urge that retiring emeriti be recognized at Commencement.

March 9: Emeriti Telephone/Address Directory developed. Ballot was distributed requesting constitutional changes including a two-year term for officers and the addition of an office of Immediate Past President. Motion passed!

May 8: Gold Card established to identify Emeriti was signed by the University President.

May: Executive Committee discussed its possible role in the re-establishment of an Elderhostel program at the University.

In a discussion related to University office space, the May issue of the Society’s newsletter, "... of Cabbages and Kings" reads: "the wise words of Jake Jacoby are worth quoting here: what I feel needs to be done is to inform all the offices that emeriti are still members of the faculty and entitled to most of the services provided active faculty. Although the former should have priority, the emeriti should not be overlooked by their departments as if they ceased to exist."

September: The September issue "... of Cabbages and Kings" explained the origin of the newsletter title. It was Society President Les Medford who first suggested the phrase from the delightful poem Through the Looking Glass by Lewis Carroll.

"The time has come," the Walrus said,
"To talk of many things:
Of shoes and ships – and sealing wax –
Of cabbages and kings."
January: First Emeriti Society Office/Study Area available in the Main Library.

The January 1991 issue "... of Cabbages and Kings" reported an interesting thought – "one of the biggest fears faculty have about retirement is that they will be cut off from colleagues and the rich intellectual environment." The article goes on to say "we want to point out that one of the reasons that the Emeriti Society was formed was to help prevent this from happening at the University."

January 11: A "... of Cabbages and Kings" newsletter article states: "The Society extends its continued appreciation to Pearl Piper, retired University Administrative Assistant, and to Darlene Hall of the Admissions Office, for preparing and mailing this newsletter and for the many tasks they perform for the Society." Darlene also continuously maintained the Emeriti Society mailing list.

March 21: Emeriti Society's first retirement seminar, designed to answer questions from pre-retirees, was organized by Dale Dunmire and assisted by Jane Lewis of the Personnel Office.

April: The definition of Emeritus Status was approved by the Academic Council and the University administration and was included in the Handbook (Sec. 7.1.8).

Spring: Plans were developing for a National Consortium of Retirees in Colleges and Universities, probably based at USC. UOP was to keep in touch with the USC Retirement Center.

Eleven new members for a total of 97, including 16 professors from the Dental School, received emeritus status.

September: Roy Timmons accepts Society’s role of liaison officer to proposed Elderhostel Program.

November 25: Another successful Retirement Seminar was held.

1992

Year: Society sponsored two Retirement Seminars.

March 14: A memo from Academic Council Chairman Curt Kramer states: "Emeriti can serve on committees, particularly on those where lengthy experience and perspective might be of particular benefit." Following up on this statement, the following motion was approved: "The Academic Council membership shall be expanded to include one voting member selected by the UOP Emeriti Society. The member, who must have faculty status at the time of retirement, will serve a three-year term."
June: Amendment to the Constitution approved listing six officers: President, VP/Program Chair, Secretary, Newsletter Editor, Faculty Liaison Officer (Academic Council Representative), and Past President. They shall serve two-year terms, except for the Academic Council representative who will serve a three-year term.

September 25: Letter of appreciation from Society President Roy Whiteker sent to AVP Joseph Subbiondo, commending the Vice President’s "substantial and unfailing support of the Society." Roy goes on to say: "Your financial support, of course, has been most generous, but, more than that, it is your total interest and assistance in helping the Society to take its place among the University constituencies that has been even more gratifying."

October 2: Society was asked by VP Subbiondo to respond officially to UOP’s new Strategic Plan, and it was discussed at the Fall Luncheon meeting. COP Dean Benedetti asked Society members to lead discussions on "Diversity" at transfer student orientation.

November 18: Society sent a response on the Strategic Plan as requested by VP Subbiondo.

December: Invitations to attend a sharing session with us were sent to emeriti societies or potential ones at Stanford University, Santa Clara University, St. Mary’s College, University of San Francisco, Dominican College, College of Notre Dame, and Holy Names College.

1993

February: On February 11, UOP’s Emeriti Society hosted a meeting with representatives of Dominican, Holy Names, Mills, Notre Dame and St. Mary’s to talk about a regional conference. UOP was recognized by attendees as a leader in fostering relations between emeriti and its institution and for having an active organization for retirees. Dominican agreed to host a regional conference in February 1994.

September: Society members asked for the first time to lead discussion sessions for new transfer students – a practice that continued for several years.

Executive Committee made the decision to open an account at the University Business Office. Executive Committee continued to think that contributions work better than membership dues.

October: Parking permits cost emeriti $25 per year. The Society is to lobby for lesser charges.

The office of Treasurer was established as a voting member of the Executive Committee.

October 26: Library Dean Jean Purnell asked for help from emeriti for selected Library projects.
1994

February: The planned regional conference at Dominican was cancelled due to low response.

May 31: Meeting held with President Atchley to review Society’s suggestions for appropriate recognition of designated Emeriti and Order of Pacific recipients who have served the University with distinction. Recognition would be given at Commencement.

September: UOP Emeriti Society representatives and the Director of the USC Emeriti Society attended a planning session in Sacramento with Jon Brown of the Association of Independent California Colleges and Universities to follow up on the February 1993 regional conference in Stockton.

1995

May 2: Executive Committee’s draft of the revised Relationship Statement, first presented on January 13, 1990, with subsequent Society membership approval was forwarded to the Academic Council and AVP Lee Fennell.

May: With the recommendation of the Executive Committee and approval of President Atchley, the Faculty Retirement Dinner re-established after a five-year hiatus.

AICCU plans to help set up conferences in the spring to promote the development of Emeriti societies in AICCU institutions – one in Southern California and one in Northern California, but no conferences were held.

October 12: Academic Council approves revised Relationship Statement including increased emeriti benefits. Emeriti Society informational brochure revised and produced for distribution.

October 17: A Certification of Appreciation was presented to AVP Lee Fennell for his continuous support of Emeriti Society and its activities.

December: Emeriti were invited by COP Dean Benedetti to teach in the new Mentor III Seminar.

The Executive Committee was asked to help in the resorting of the University Archives by Library Dean Jean Purnell.

1996

January: Executive Committee’s first meeting with Archivist, Don Walker. He suggested that the Emeriti Society might undertake an archival project.
February 9:  A select group of Emeriti met with Don Walker to further discuss Emeriti interest in an oral history project. Members present included Stan Beckler, Jerry Briscoe, Kay Davis, Jake Jacoby, Cisco Kihara, Marc Jantzen, Sherman Spencer, and Doris Meyer. All agreed with Archivist Don Walker’s suggestion that an oral history project would be a valuable addition to the archival materials.

February:  Spring Luncheon celebrated the founding of the Emeriti Society with special recognition given to founders Les Medford, Sy Kahn, and Fay Goleman. All three founders were present.

Spring:  Admissions Office asked for emeriti help in spring recruiting visits.

At the Spring Luncheon meeting, University Archivist Don Walker discussed the projected Emeriti Society oral history project. A revised Emeriti Society brochure including updated Relationship Statement was distributed at that meeting.

November:  Academic Council approved of free parking for emeriti. Work is still continuing in an effort to organize regional meetings with AICCU.

1997

April 8:  Pre-retirement Seminar sponsored by Human Resources held with Emeriti Society support.

April 9:  The new "Pacific Experience," a noncredit educational program, was organized for mature learners with emeriti included as instructors and participants.

Spring:  Emeriti Society to establish its own website thanks to Emeritus Dale Dunmire, Engineering, and Charles Nielsen, Computer Science.

1998

September:  TIAA/CREF representatives meet with Emeriti Society at the fall luncheon.

Building upon the three very early oral histories, already contained in the University Archives, the Emeriti Society moved forward to complete its first four interviews: Jake Jacoby, Cisco Kihara, Marc Jantzen, and Fay Goleman.

The Society continues to be partially supported by the Provost’s Office with member contributions preferred over dues.

1999

February:  At an informal luncheon, the Executive Committee brainstormed with Provost Gilbertson and Academic Council Chair Gene Pearson on ways the emeriti might be of further service to the University.
Spring: Dianne Rulnick, Director of Human Resources, reorganizes her office to include retiree services.

The University continues to work on the Sesquicentennial Celebration being planned for 2001. Emeriti have asked about the role we might play.

Work continues on the Oral History Project with interviews planned for Stan Beckler, Libby Matson, Charles Schilling, and Elizabeth Spelts.

December: Graduate School Dean Meerdink asks for emeriti help in reviewing theses and dissertations. Jon Schamber, Director of General Education, has asked emeriti to teach in Mentor Seminar I in Fall 2000.

2000

April: In the April issue "... of Cabbages and Kings," Emeriti Society President Bob Blaney stated: "A special word of thanks to Provost Gilbertson for his financial support of our organization and to his able administrative assistants, Debbie Crowe, Kitty Gilbert and Denia Leach, who helped make the Faculty Retirement Dinner such a success." Also "... of Cabbages and Kings" reported that the Emeriti Society brochure was revised and published.

December: Executive Committee met with newly appointed Director of Alumni and Parent Programs Bill Coen, to discuss ways to increase emeriti involvement with alumni.

2001

April 26: Roy Whiteker and Roland diFranco work with Provost Gilbertson to further define Handbook Section 8:14.2 "University Services of Benefit to Emeriti" and Section 8:14.3 "Emeriti Activities of Benefit to University."

Spring: Ed Garrick, Director of Human Resources, meets with Executive Committee to discuss Pacific’s Health Benefits program and how it affects emeriti – especially as related to Medicare Supplementary programs.

Free parking approved for emeriti in all lots.

September: The Academic Council approves benefits for spouses and domestic partners of deceased emeriti.

Fall: The Fall issue of "... of Cabbages and Kings" reports that the University Governance Handbook will also include a new section on "University Services of Benefit to Spouses of Deceased Emeriti."
**2002**

Spring: Emeritus Roland diFranco continues as Advisor to the University Governance Committee having served as Chairperson since 1998.

Emeriti Society invited to appoint a representative to the University Compensation Committee. Roy Whiteker will serve in that role for the remainder of 2002.

A newly established national group, Association of Retirement Organizations in Higher Education, is supported by Provost Phil Gilbertson so we become charter members.

March 20: The business meeting held as part of the Spring Luncheon included a proposal by Executive Committee member Herb Reinelt to expand the membership criteria of the Society to include approved non-faculty.

October: Emeriti Society President Gwenn Browne attends the AROHE Conference in Indiana. Upon her return, Gwenn reported that she felt the meeting was not especially worthwhile for our group at this time.

November: In an "... of Cabbages and Kings" article, Compensation Committee representative Roy Whiteker reported that one significant change in the University’s health-care benefit is an offering of a Long Term Care plan, for which emeriti are eligible.

Dec. 3: Executive Committee minutes state that a ballot would be sent to Society members requesting their vote "YES" or "NO" on admitting non-faculty members to the Society.

**2003**

Spring: Duane Isetti, Director of Planned Giving, meets with the Executive Committee to discuss various University donor plans.

Emeriti Society, in collaboration with the Special Collections Library staff, creates an oral history mission statement: "To help preserve the history of the University by collecting recollections and conversations of a unique cohort of men and women who lived it."

May 15: The ballot to admit non-faculty members to the Society passed.

October 1: Library Dean Jean Purnell reported by email that 18 interviews have been completed for the Oral History Project.

2004

March: Statement of process and forms for nominating non-faculty members to Society membership were distributed at the Spring Luncheon.

The Special Collections Department, staffed by newly hired Director Shan Sutton and Archivist Michael Wurtz, professionalize the protocol of the Oral History Project.

May 5: Unable to recruit leadership volunteers, the Emeriti Executive Committee agrees to a "rotating presidency" for the year. The Executive Committee minutes of May 5 stated: "The consensus was that we should follow Gwenn's [Browne] plan of a rotating presidency for the next year." Each Executive Committee member agreed to serve as President for one month.

Fall: After three Coffee House socials, the activity was phased out. Subsequently, the first Wine and Cheese social is well attended.

November: Newly-elected Chair of the Board of Regents Dr. Dianne Philibosian, class of 1968, was the principal speaker at the Society’s November Luncheon. She described the role of the Board of Regents, how they are chosen, term limits, and how members receive an orientation to their mission.

December: Provost Gilbertson prepared a document entitled "Emeriti Faculty Volunteer Opportunities," which was distributed at the December meeting of the Council of Deans.

2005

August: Alumni Association Director, Bill Coen, again met with the Executive Committee to discuss the Emeriti Society’s increased participation in the 2006 Alumni Reunion.

September 27: Emeriti Society co-sponsored with Human Resources a TIAA/CREF presentation for pre-retirees and retirees; seventy individuals attended.

October 8: Emeriti members Roland diFranco and Peg Langer were asked to attend the University’s long range planning retreat projecting goals from 2008-2015.
2006

Spring: Picture ID cards are distributed to emeriti.

Executive Committee meets with the Archival staff in order to clarify the Oral History Project’s legal issues of copyright and release forms.

March: Institutional Priorities Committee representative meets with the Executive Committee to discuss the University’s "Pacific Rising Goals" document.

Fall: Three financial planning programs were co-sponsored by the Emeriti Society and Human Resources. They included a TIAA/CREF presentation, an estate planning session presented by an elder law attorney, and an "end-of-life" speaker from Hospice.

Executive Committee works with University administration to arrange for emeriti listings on appropriate University/School/Department databases.

2007

October: The Fall Luncheon meeting included extensive discussion of health insurance issues in view of projected premium increases.

Fall: Executive Committee considered meeting at McGeorge in Sacramento in an effort to assess their faculty interest in Emeriti Society activities.

2008

January: Executive Committee investigates University policies regarding naming rights of plaques, benches, etc,

April: Another Wine and Cheese event proves to be a very successful Emeriti Society activity.

June: Emeritus/emerita recognition is still confusing – especially at the Dental School and the Law School.

October 8: Order of Pacific recognition procedures continue to be a concern to the Executive Committee.

November: In order to expand the Emeriti Society website layout, a Provost Office staff person is assigned as liaison to the Society.
November 18: Executive Committee minutes indicate that the Oral History Collection description has been submitted to the "Online Archive of California (OAC)," an initiative of the California Digital Library. The Archive brings together historical materials from a variety of California institutions including museums, historical societies and archives.

November: Twenty-year anniversary of the Emeriti Society; executive committee extends thanks to founders Les Medford, Fay Goleman, and Sy Khan.

December: An email from Provost Gilbertson states that Emeriti Society members and their spouses/partners will receive an added benefit - free admission to campus athletic and fine arts events starting in January 2009. The Emeriti Society ID card is required.

2009

Emeriti Society is now listed among "Founders of the Pacific Fund" as we are able to raise $25,000.

February: Emeriti Society is asked to respond to the Presidential Search Committee regarding our feelings about the candidates. A Wine and Cheese social was held for that purpose.

March: Spousal benefits become a major issue. University Handbook Section 8:14.5 spells out privileges of spouses of deceased emeriti.

June: At the Summer Luncheon meeting with Provost Phil Gilbertson, the second spousal issue came up – that is, privileges for spouses/domestic partners of faculty who passed away before retirement but would otherwise have been awarded emeritus/emerita status upon retirement.

August: Roland diFranco brings to the Executive Committee the idea of the "Bridge to Asia" project. Academic materials are gathered and distributed to scholars in Asia.

November: Oral History interview questions are revised to include topics appropriate to administrators as well as those for faculty.

December 1: An informal Christmas Wine and Cheese event was a big success with no official program other than just discussing the activities of the Society. Among other topics, all agreed that the "...of Cabbages and Kings" newsletter serves a valuable need and should not be replaced by the website.
**2010**

**Spring:** A picture ID is required for additional benefits including free admission to all University-sponsored events, an email account, library services, etc. Many of these benefits have been improved or increased in the last few years.

Handbook Section 8.14 "University of Pacific Emeriti" is revised. Handbook Section 8.14.6 is added. It describes benefits extended to spouses/domestic partners of faculty or administrators who had passed away before retirement and would have been awarded Emeritus/Emeriti status.

Wine and Cheese socials continue to be an activity enjoyed by members. The emphasis remains on casual conversation and informal presentations.

**April 28:** Faculty Retirement Dinner is reported as well attended and a success. Both Provost Gilbertson and President Eibeck stated that they were pleased by the University community spirit that was evident at the event.

**May:** The first "Bridge to Asia" solicitation resulted in 90 cartons of scholarly books and teaching materials, which were shipped to Asian universities and colleges.

The Society continues to solicit contributions rather than setting up a dues schedule. Also the Society receives a modest operating budget from the Provost Office.

The May 2010 issue "... of Cabbages and Kings" came to some members via email, a tribute to the Society's continued use of technology. The cover article states "the Emeriti Society now has its own electronic mail service, 'emeriti list.' It not only enables members to receive up-to-date news via their email – including a digital copy of this issue '... of Cabbages and Kings' but also allows them to post messages, questions and replies, announcements, photos, etc., back to other members on the list." Editor and Webmaster Bob Cox created the site.

**June:** The June issue "... of Cabbages and Kings" reported that 37 members have signed up to receive digital copies. We need to continue to have hard copies available for some members, but we need to encourage members to move to digital copies.

**June 30:** President Eibeck graciously accepted an invitation to meet with our Executive Committee. The summer meeting provided an opportunity for President Eibeck to better understand our Emeriti Society and its objectives.

**July 28:** Executive Committee minutes state that Listmaster Bob Cox will work with the Provost’s Office and Human Resources to develop a list of members and establish procedures to maintain an updated list.
July: At a luncheon meeting with Provost Phil Gilbertson and members of the Executive Committee a discussion centered on the role of emeriti within the University community. Phil stated that he felt that although emeriti faculty were no longer employees, they had earned certain privileges and were "within the house."

August: Alumni Association Board extended an invitation to the Emeriti Society to appoint a representative to the Alumni Faculty Relations Committee. Neil Lark accepted the appointment.

September: Executive Committee decided that hard copies "...of Cabbages and Kings" would be produced in black and white rather than color. All agreed that the distribution of electronic documents should be expanded as widely and quickly as possible.

December: The Office of Human Resources continued to invite emeriti to its Benefits Fair. Vendors of health, financial agencies, and businesses were present.

2011

April 27: Emeriti Society and Human Resources co-sponsor a Transition to Retirement coffee hour. Three questions set the stage for a great event:

1. What supplemental medical plan did you choose?
2. What choice did you make in using your retirement resources?
3. What do you do with your free time to have fun?

May: Emeriti contribute $5,700 to the Alumni House fund-raising drive. A plaque was installed under a patio bench to commemorate the effort.

May 4: Executive Committee minutes of April 29 report that Emeriti Society co-presidents will meet with Provost Pallavicini. Among items to be discussed is the procedure for appointment to Emeritus Status. Lack of consistency among deans of the Schools and the College is a continuing problem.

Spring: Spring and fall luncheon meetings continue to be successful events. Often the main speaker is an active faculty-scholar. Reports from current administrators and/or Academic Council Chair round out the programs.

June: Oral history interviews are now online. Go to the Emeriti Society website and click on "Oral History Project." Interviews also can be reviewed via the University Library website under Special Collections.

August 28: Vereschagin Alumni House is dedicated. Emeriti Society is offered a second floor office cubicle in the Alumni House. Emeriti are encouraged to donate to the Alumni Library any book they have authored.
Fall: Emeriti Society budget meeting suggests the following financial considerations to present to Provost Pallavicini: (1) Luncheons and Wine and Cheese socials to be self-supporting or covered by the Emeriti Society account; (2) Operating items such as printing and mailing costs to be covered by the Provost Office up to $500 per year.

Emeriti Society representatives continue to be voting members of two University committees, the Academic Council and the Benefits Committee.

In order to research the Emeriti Society’s history, Les Medford, Doris Meyer, and Roy Whiteker began shuffling through papers, old "of Cabbages & Kings" newsletters, Executive Committee minutes, etc., in an effort to record the founding of the Society and its history from 1988 to the present.

2012

April: University Retirement Dinner is now tri-sponsored by the Provost's Office, the Emeriti Society and the Alumni Association. Roseann Hannon and Ralph Saroyan are the Emeriti Society representatives to the Planning Committee.

June: Emeriti are invited to the Pacific Alumni Weekend. All events were free with the hope that many emeriti would attend and greet alums.

The oral history project remains an important, ongoing activity of the Society. Forty interview transcripts are online, with a number of others in process. While emeriti conduct the interviews, the Library Special Collections staff does all of the technical work.

July: In a clarification of benefits, the July Executive Committee minutes note that upon retirement, emeriti should retain their Pacific email addresses automatically unless they request otherwise.

August: Ken Beauchamp, Emeriti Society representative on the University Benefits Committee, reported that the 2013 medical plan renewal options from both Kaiser and Blue Cross were substantially less than the industry average. Apparently the University will keep these medical plans.

As the University moves to an electronic "University Bulletin," conversations with its editor confirm that all emeriti with email addresses (approximately 125) will receive the "Pacific Insider," the "University Bulletin" successor.

September 17: UC Davis hosts a regional meeting of retirement organizations of higher educational institutions. Pacific sends Doris Meyer and Roland diFranco as representatives. The sharing of programs and ideas provides a worthwhile event. Our Emeriti Society is very well established and appears to be highly respected by peer university/college organizations.
October: At this time, 129 members are receiving "... of Cabbages and Kings" and announcements via electronic means; 38 are still receiving information via regular mail.

October 2: Provost Maria Pallavicini met with the Emeriti Society at a casual Wine and Cheese social to discuss the strategic planning process for the "Pacific 2020" plan.

2013

Three past presidents of the Society continue to work on the production of a monograph describing the historical events in the ongoing development of the Emeriti Society, 1988 –present. We expect the history will be an ongoing and worthwhile document useful to both the Society and to the University.

February 26: In a written report to the Executive Committee, Webmaster/Listmaster Walt Zimmermann reported that he had prepared a manual describing Emeriti Society membership and mailing lists as well as the duties of Listmaster.

March: Issues "... of Cabbages and Kings" continue to be produced three or four times per year. One of the most valuable and most appreciated sections is "News from Members" which describes activities solicited from members, both near and far.

April 2: Executive Committee representatives meet with Dean of the University Library Welch. She eagerly agrees to a grant of $1400 to support a student transcriber to catch up on the backlog of oral history interviews.

April 3: Meeting was held with the Conservatory Dean Ongaro, Academic Chair Harriett Arnold, Chair-Elect Marlin Bates, and Provost Maria Pallavicini. Agreement was reached on Handbook Benefits 8.14.2, 8.14.5, 8.14.6, clarifying admission to Conservatory events and other benefits.

April 24: The 2013 Faculty Retirement Dinner honored six retirees, all from the Stockton campus.

May: Without a nomination or a volunteer for Society President, the Executive Committee agrees that for academic year 2013-2014, a system of rotating Co-Presidents will be used. Each pair serves an overlapping two-month term.

September: The September issue "... of Cabbages and Kings" states "The Emeriti Society has a new email account with the name_emeritisociety@pacific.edu_. You may use this address to send information or direct questions to the Emeriti Society. The list managers, currently Walt Zimmerman and Bill Topp, will access this account regularly. Announcements and newsletters from the Emeriti Society may be sent from this address."
Executive Committee approves the publishing of email addresses for Society members. Printed lists were sent out in late October.

September 27: Former Provost Phil Gilbertson met with emeriti at a Wine and Cheese social. He recounted his continuing work on the history of the University. The title of his talk was "Pros and Cons of Three Presidents Over Fifty Years, 1946 - 1995." The interest level was unusually high since most of those in attendance served at the University during many of these years.

October 30: At the Fall Luncheon, President Pam Eibeck and Academic Council Chair Marlin Bates reviewed details of the University's program, "Focus on Our Future." The program requires review of academic programs and will lead to making decisions directed toward the future of the University.

November 19: Two Emeriti Society representatives, Doris Meyer and Bill Topp, attended a regional meeting of retirement organizations, again sponsored by the University of California at Davis. The meeting was a valuable event that produced a myriad of ideas worth Executive Committee consideration for the Society.

December: In an effort to increase the awareness of the oral history project, letters were sent to School deans and department heads describing the completed oral history interviews that are directly related to their units.

December 2: The Executive Committee initiates an important discussion of issues and actions that would help the Society design and implement short and long term goals. A discussion paper was distributed, partially motivated by the daylong activities at the November 19 meeting.

December 6: A Holiday Wine and Cheese social is held with a special invitation to senior administrators, deans, spouses, and partners. Everyone enjoyed the fellowship and music of the season played by a quartet from the Conservatory.

December 20: New versions of the email directories were extended to include spouses/partners of deceased Emeriti and spouses/partners of senior faculty who passed away before retirement. Printed copies were sent out with one version sorted by name and a second version sorted by the city of residence.
Appendix B: Early Documents

• Letter with Invitation to Organize the Society (1988)

• Letter with Relationship Statement (1990)

• Organizing Constitution (1989)

• Handbook Definition of Emeriti Faculty Status (Revised 1991)
November 16, 1988

Dear Colleagues Emeriti:

If you are like I am, you don't need another organization to belong to or another meeting to attend. Yet, I hope what I am proposing in this letter will provoke some interest. Maybe you'll even say "Why haven't we done this before?"

In the Chronicle of Higher Education a couple of weeks ago, there was an article about a group at UCLA called the "UCLA Emeriti Organization." Members of that group get free parking, offices on campus, research space and the like. They also meet periodically as a group. I am not so naive as to think that those of us who have been honored by UOP with the designation Emerita or Emeritus will ever obtain all those fringe benefits. Yet, at the same time, it seems to me that there is, indeed, something special about our status — we're not just retired, we're Emeriti. That bonds us together in a unique way and, I think, makes it appropriate that we keep in touch.

I am proposing that we "organize." I use that term somewhat loosely, but I envisage a small core of officers, a luncheon meeting about every three months with a speaker and, perhaps, a semiannual newsletter. While the purpose of our group would be fellowship, intellectual stimulation, and keeping alive our bond to UOP, we might also serve as a catalyst in promoting appropriate recognition and benefits for future persons who earn the Emerita/Emeritus distinction from the University of the Pacific.

This letter is being sent to the fifty-nine Emeriti persons whose names are in the current UOP catalog or have been so designated since it went to the printers. Forty-three of you, I find, have local addresses.

I am proposing that we meet in the Bechtel Center on campus at 1:30 p.m., Wednesday, November 30, 1988. This is immediately following the World on Wednesday, which several of us regularly attend anyway. Our meeting will be to "organize" and to make some initial plans. I hope you are interested in this endeavor. Would you please return the enclosed form as soon as possible?

Many thanks and I look forward to hearing from you and seeing you on November 30th.

Sincerely yours,

ELM:dh            E. Leslie Medford, Jr.
Enclosure            Dean of Admissions Emeritus

cc: President Atchley
    Mr. Doyle Minden
May 10, 1990

Academic Vice President Joe Subbiondo
Academic Vice President's Office
Knoles Hall, Campus

Dear Joe,

You may recall that you and I met several weeks ago to discuss the so-called "Relationship statement" which was developed by the Executive Committee of the UOP Emeriti Society.

Enclosed is a revised copy of that statement which (1) incorporates the changes you proposed, and (2) eliminates from inclusion therein those items which you felt should be deferred and which, thus, are subject to further discussion and consideration. We will, of course, work with you as time moves along in resolving the status of the items in the latter category.

The Executive Committee recommends that the enclosed statement be incorporated into the Emeriti Section of the Faculty Handbook and we are submitting it to you (and, by copy hereof, to Professor Cox) for this purpose. We believe that its inclusion in the Handbook is now appropriate and that its publication therein will provide a campus-wide understanding of the relationship that professors and others who are recognized upon retirement as "Emeriti" continue to have with the University.

Thank you for your continued interest and support.

Sincerely yours,

E. Leslie Medford, Jr.
Dean Emeritus
President, University of the Pacific

ELM: pep
Enclosure

cc: Professor Cox
    Professor Emerita Goleman
    Professor Emeritus Kahn
    Professor Emeritus Lowry
    Professor Emerita Kihara
    Dean Emeritus Whiteker
CONSTITUTION
of
THE UNIVERSITY OF THE PACIFIC EMERITI SOCIETY

NAME
The name of this organization shall be The University of the Pacific Emeriti Society. It shall be known, locally and informally, as The UOP Emeriti Society.

PURPOSE
The purpose of The UOP Emeriti Society shall be:

1. To recognize the unique status of persons retired from the University of the Pacific who have been honored by the special designation Emerita or Emeritus, and to provide such recognition on a continuing basis.

2. To unite such persons in an organization designated to enable them to maintain contact and fellowship with one another and with the University.

3. To provide a forum for professional and intellectual growth and stimulation.

4. To serve as a resource for the University and to provide service which emeriti can uniquely and appropriately render.

5. To advance the status of Emeriti persons by providing advice and information to the President as to benefits, recognition and support appropriate for persons who have been and will be so honored.

MEMBERSHIP
All persons who have been honored by the University of the Pacific by the special designation of Emerita or Emeritus shall automatically be members.
DUES

Since it is assumed that office supplies, clerical support, postage, etc., will be provided by the University, there shall be no dues, per se. However, from time to time member may be asked to make small volunteer contributions to meet unanticipated costs or special needs.

OFFICERS

1. There shall be three officers: President, Vice President/Program Chair, and Secretary.
2. The Officers shall be elected at a regular meeting of the Society.
3. The Officers shall serve for a one-year term of office.
4. The three officers, together, shall constitute an Executive Committee the duties of which shall be to carry on the work of the Society.
5. The Executive Committee shall meet at least twice a year.

THE PROGRAM

1. The Society will perform its functions by meeting at least once each semester. These may be luncheon meetings held on the UOP campus.
cost to be borne by those attending. A meeting may include a University speaker, may be an open discussion, or both. When necessary, an informal business meeting may be held at the same time.

2. It shall be the duty of the Executive Committee to maintain an up-to-date list of the names and addresses of all UOP Emeriti persons, and to develop an appropriate means (perhaps a Newsletter) through which contact is maintained with all such persons, regardless of location at least once annually.

3. The Executive Committee shall arrange to meet at least once a year with the University President.

CONSTITUTIONAL CHANGES

Changes to this document will be made by a majority vote of the membership responding to a mail ballot.

Adopted [signature] [date]
THE UNIVERSITY OF THE PACIFIC EMERITI SOCIETY

The Relationship Of Emeriti to the University of the Pacific

Preamble

Retired/University of the Pacific faculty members and administrators organized the UOP Emeriti Society in 1988. The current membership numbers 67 persons, 51 of whom live in the Stockton area.

The objectives of this organization are:

1. To maintain a continuing relationship with UOP
2. To be of service to the University
3. To remain in a collegial relationship with each other
4. To continue scholarly activity

University Services of Benefit to Emeriti

1. Listing of emeriti in the General Catalog.
2. Listing in the University Telephone Directory.
3. Library use same as full-time faculty.
4. Reduction of parking fee by 50%.
5. Use of sports and fitness facilities same as full-time faculty.
6. Discounts for athletic and cultural events, book store purchases, dental services at Dental School, Campus Pharmacy items etc., same as full-time faculty.
7. Professionally relevant mail forwarded to emeriti professors by UOP staff members.
8. The University's Public Relations Office will mail University publications to emeriti who request them.
9. Emeriti professors are eligible as paid replacements for professors on leave, or temporarily incapacitated by illness or accident, or to fill a temporary teaching vacancy. Emeriti professors may also offer, by arrangement with the appropriate dean, courses in the Lifelong Learning Program.
10. Supply of University (department or office) stationery and mailing privileges that are within reason and in keeping with the budgetary restraints of the department or school, and for the purpose of on-going professional and academic work.
11. Emeriti may continue medical/deflal insurance coverage at their own cost. At age 65, when the medicare program begins, there is a modest reduction in the contribution rate. Individuals should confer with the Director of Personnel Services.

12. Should emeriti take employment elsewhere and be covered by other insurance plans, the UOP coverages can be suspended during this period, and later reinstated. Such arrangements can be made with the Personnel Office.

13. Should the retired professor die, a spouse as well as eligible children may also self-pay for health benefits for an unlimited period provided they are not covered by another plan.

14. Providing the retired professor is 55 with at least 20 years of service, the tuition remission program for eligible dependent children shall remain operative.

15. Notable activities and achievements reported by emeriti to the University Bulletin will be published therein.

16. Issuance of an identifying "gold card" to Emeriti Society members.

17. Recognize new emeriti professors at commencement exercises

18. Advise all University personnel as to the status of emeriti, and publish it in the appropriate University manuals and bulletins.

19. Place emeriti on mailing lists for University publications.

20. Remission of tuition and fees for any course work taken for credit at UOP. (Two year trial basis) Regular fees remain in effect for Lifelong Learning Courses.

Emeriti Activities of Benefit to UOP

1. The Society works with the Personnel Office and the Academic Vice-President to provide pre- and post-retirement guidance and seminars.

2. Emeriti continue to give recognition to the University in their various publications, public addresses and professional meetings

3. Emeriti form a reserve pool of teachers for temporary appointment in the University.

4. Emeriti can serve on committees, particularly on those where the lengthy experience and perspective of the emeritus professor might be of particular benefit.

5. Emeriti can serve as consultants to students and younger faculty, or respond to departmental request.

6. Emeriti can present special seminars or lectures to alumni, parents, potential students as part of the University programs.
7. The Emeriti Society can sponsor speakers.
8. Emeriti remain in the pool of public lecturers maintained by the Public Relations Office of the University.

**Items of Scholarly Activity For Future Decision**

1. Eligibility to apply through Sponsored Research Office for grants for projects that will bring recognition to the University.
2. Eligibility to apply for travel funds when presenting papers, or as invitational speaker, at professional conventions. (The AVP urges the Society to seek outside funding for this purpose.)
3. Emeriti requiring office and laboratory space to carry forward research and publication should negotiate with the appropriate department and the Academic Vice-President for access to these facilities.
4. Clerical support, computer access and Xeroxing of materials for emeriti engaged in a research project or professional activity on same basis as for full-time faculty. Emeriti working on funded projects or as paid consultants should pay for these services from their project funds.

(1/13/90)
PROPOSED REVISION OF SECTION 4:2.3 OF THE UNIVERSITY OPERATIONS MANUAL AND HANDBOOK FOR ACADEMIC PERSONNEL

14 MARCH 1991
(Proposed additions and revisions are in boldface print)

4:2.30 EMERITI FACULTY

Tenured full professors and tenured associate professors who have served the University for ten years or more may, upon retirement, be designated Emeritus or Emerita by the President of the University upon the recommendation of the appropriate Dean and with the concurrence of the Academic Council and the Academic Vice President.

Other faculty who have joined the University late in a distinguished career and who have served the University for five years or more, upon retirement, be designated Emeritus or Emerita by the President upon the recommendation of the appropriate Dean and with the concurrence of the Academic Council, the Academic Vice President and the Executive Policy Committee.

Deans and other senior administrative officers of the University who have served with distinction for ten or more years may, upon retirement, be designated Emeritus or Emerita by the President upon the recommendation of the Academic Vice President and the Executive Policy Committee.

Normally, the term; "senior administrative officer of the University," refers to those senior/administrative officers who serve in the academic sector of the University and report directly to the Academic Vice President.

The formal conferring of Emeritus or Emerita status will normally occur at graduation ceremonies.

All persons upon designation as Emeritus or Emerita, as above, automatically become members of the University of the Pacific Emeriti Society, an organization with official standing within the University community, the objectives of which are:
1) to maintain a continued relationship with the University, 2) to be of service to the University, 3) to remain in a collegial relationship with each other, and 4) to continue scholarly activity.

The university faculty and an administration seek to develop and maintain an institutional structure that will assist the emeriti faculty in continuing their scholarly endeavors and remaining involved in university affairs. Individual emeriti faculty are encouraged to consider ways that the University, and emeriti faculty might interact and, assist one another and to direct the Emeriti Society Chair to meet periodically with the Vice President for Academic Affairs and the Academic Council Chair to develop and maintain a statement specifying details of an emeriti faculty-university relationship. Recommendations of the two chairs and the Vice President for Academic Affairs will be forwarded to the Academic Council for its consideration and recommendations, and all recommendations will be forwarded to the President for final approval. An approved relationship statement will be kept on file in the office of the Vice President for Academic Affairs.