# California State University, Los Angeles Emeriti Association

**Emeriti Center, Administration 815**

**California State University, Los Angeles**

**5151 State University Drive**

## Los Angeles, CA 90032

# Minutes of the April Meeting

**Date:               April 12th, 2007**

**Place:              Adm. 714**

**Time:              12:45 - 2:45 p.m.**

**Present:          P. Brier, J. Casanova, W. Darrough, D. Dewey, J. Fisher-Hoult, K. Johnson, J. Johnson,** **D. Margaziotis,** **L. Mathy, L. Negrete, V. Potter, L. Schwartz, F. Stahl, W. Taylor, H. Villarreal**

#### Absent:           H. Cadenas, H. Cohen, M. Friedman, H. Goldwhite, J. Hoyt, R. Marshall, B. Sinclair

**1.0        Announcements**

Lou announced that Barbara Sinclair and Joe Casanova would be absent.

Bill Darrough apologized for the fact that the minutes for the March meeting had not been finished and that they will be distributed later. Lou circulated a flier for a Friends of the Library event honoring Marty Schiesl (History). It is a reception/lecture/book signing to be held on Sunday, April 15th at 2:30 in King Hall Lecture Hall II. Marty Schiesl and his co-author Mark M. Dodge (P.C.C.) will discuss their new book *City of Promise: Race and Historical Change in Los Angeles.* Lou encouraged members to attend.

Don Dewey said that he had, perhaps, been too negative when he expressed disappointment with the theater program during the discussion of possible social/cultural activities for the Association. He suggested that he may have been excessively negative and probably should have praised the musical offerings on campus.

Don also said that Vilma Potter encountered major problems trying to obtain a new university identification card and asked if anyone who went through the process of exchanging a card with a SS Number for one with a university identification number to please help her. Demetrius said that this is the kind of situation that the Emeriti Association should take the lead in straightening out.

1. **Approval of Agenda**

Demetrius moved that discussion of action items from the Retreat be moved up in the agenda to 3.1. The agenda was m/s/p as amended.

1. **Approval of Minutes of March 8th.**

The minutes were not finished at meeting time so it was m/s/p to approve them at the May meeting. Bill Taylor reminded members that at the March meeting it had m/s/p that $10,000 be moved from the checking account into a 3-month CD. He was waiting for the approval of the March minutes before proceeding. He asked that the committee move to approve the action prior to approval of the minutes. The motion was m/s/p.

**3.1 Moving forward from the Retreat: where do we go from here? - Joe Casanova, Demetrius Margaziotis and Barbara Sinclair.**

Joe and Barbara could not attend, but Demetrius reported that Joe asked that the committee proceed without delay on the production of a new brochure. Joe and Janet have agreed to work on it. Demetrius suggested that the committee approve the project so that they could get to work on content and preliminary design. He said that once they had a draft, they could have it looked over by one of the professional brochure designers on the 8th floor.

Janet said that, with the help of Rosemarie and Leon she had located copies of earlier brochures and materials that she and Joe could use in the development of a new one. Janet also shared an email that she received from Rosemarie Marshall that she thought was pertinent. Rosemarie said that, when she read the earlier brochure, she did not recognize the present Emeriti Association as the one being described. She observed that the founders of the organization “had a much broader view of what it should or would become than what has actually evolved.” Rosemarie thought that the brochure should emphasize the actual benefits of being a member, like those discussed at the retreat, relating to campus events and happenings, programs and informational services made available through the website or email. She argued: “much of the present brochure is legalistic than necessary. Faculty are constantly inundated with legalistic administrative mandates during their entire tenure at the university and I suspect that more of that as retired folks will neither be welcomed nor solicited.” Finally, she said that “lightening up on the congratulations of emeritus status would improve the brochure immensely.” Janet suggested that all of us can come up with valuable suggestions for revising the brochure and welcomed input.

Janet suggested that Joe could spearhead the initial effort to revise the brochure and that she would help. They would then incorporate suggestions offered by the committee before turning to a professional design person for fine-tuning. The motion that Joe and Janet “get going” on the brochure was m/s/p.

Lou then asked if any of the retreat task forces had reports to make. Someone asked that the task forces and their members be identified. **Programs**: Hildebrando, Harold Goldwhite, Barbara and Lou. **Membership/Recruitment:** Karen, Marilyn, and Joan. **Publicity/Public Affairs (including the brochure and marketing):** Janet, Demetrius and Joe.

Lou reminded the committee that a suggestion was made at the Retreat for some sort of “Lobbying or Public Relations Committee” be established

Hildebrando reported for the Programs Subcommittee. They met on April 6th at Barbara Sinclair’s house and developed some ideas for programs next year.

In terms of the charge, Leon was very helpful. He found an old standing committee description that the subcommittee did not have in time for the meeting. He said, however, that they would use it as a point of departure: The charge of the old standing committee was to:

1). Initiate, plan and conduct programs consistent with the objectives of the Association.

2) Be responsible for matters of hospitality and welfare of individual members of the Association and the Association as a whole. 3) Make its annual report to the President in such detail that it may serve as a guideline for future activities.

Hildebrando observed that this text is generally descriptive of what the present Program Committee does except for the section on “welfare.”

He reported that most of their time was spent discussing possible programs for next year. Proposed events are:

**1) FALL MEETING:** Speaker could be a University or CSU Administrator an Association member. Possible topics: university plans, construction projects on campus, some presentation from an emeriti member’s field of expertise or something that has been presented at OLLI. Other possible components: recognition of new emeriti, recognition of scholarship recipients, (election?). Time: second week in quarter.

Hildebrando asked if there were any other suggestions for the Fall Meeting. Lou suggested that if we were going to recognize new emeriti at the meeting, we might consider tailoring the speaker and content of the speech to them, i.e. have a presentation from a representative of PERS talk about that system. Karen noted that such a presentation might not be appealing to any students present. Frieda argued that new and prospective emeriti should be invited to do a workshop on preparing for retirement. She said that the Association used to this but it was taken over by Human Resources and other Administrators. Frieda said that we effectively bowed out. She said that we should revive such efforts and serve as a source of information, particularly about the FERP.

Janet agreed with Karen that a major focus the Fall Meeting was on student scholarship recipients and that dealing with benefits and retirement is not something that is appropriate to that part of the audience. Janet suggested that instead we might announce a series of coming programs, some of which could deal with FERP, PERS and retirement issues. Frieda argued that if we should not fall into retirement planning independently- we might be seen as in competition with the administration. She suggested, rather, that we should try to get put on the same program. Joan added that we could cooperate in the planning of such an event. Hildebrando might contact Human Resources and try to develop a joint program. Such a program would, of necessity, be much longer and more involved than anything offered at a Fall Luncheon. Instead, Joan recommended that at the Fall Meeting there might be a ten-minute orientation and welcome back speech by a Vice President or the President if he would come. He could meet the fellowship winners and could give the Association a little pitch as to his vision about where the University is going. That might be of interest to everyone, including the students.

Peter said although we need to keep the students scholarship recipients in mind while planning the event, we must not lose sight of the fact that we are recognizing new emeriti. We should, for example include a short address by an Emeriti Association member on what it means to be an emeritus, to give them some sense of what the Association is all about and what they can expect to experience as a member of the Association. Instead of presenting ourselves as something in the act of coming into being, we already have an identity and we are offering this identity to those who will join us. Many new emeriti, Peter suggested, are in a state of anxiety about where they are going and what they are going to do. Peter argued that a short, deftly constructed presentation could help them make the choice to join and become active in the Association. It was suggested that Peter would be the ideal person to make such a presentation.

Bill Taylor said that we should also recognize another member of the audience: the President, if he is in attendance. This provides us with an ideal opportunity to show him that his money is being well spent. It was also noted that the President has not attended such events in many years and that we should try to encourage him to attend.

Hildebrando said that they would incorporate these suggestions into their planning of the Fall Meeting.

**2) BENEFITS-**Hildebrando reported that the second program discussed by the Subcommittee was one dealing with benefits, but that now he was hearing different ideas about how this should be presented: as a single workshop or as a series. He said that when the committee discussed the matter they envisioned having one or two resource people attend one event to make presentations about PERS and, for example, FERP. Hildebrando said that he could see it as a single event or as a series of workshops addressing specific topics. He asked for direction from the committee.

Bill Taylor said that he likes Frieda’s plan to work with Human Resources and the administration, and added that he would like to see someone from Social Security added to the mix. Demetrius agreed that we should avoid duplicating existing offerings but to add an emeritus perspective. He said that we would run into a lot of trouble labor-wise, trying to put together correct and updated information about all the matters being considered.

Don Dewey asked Hildebrando, as the most recent person to go through the process 1) if he had attended the workshops provided by the University and 2) if he was satisfied with them. Hildebrando replied yes, on both accounts. He had many questions and they had been satisfactorily addressed through individual meetings with Human Resources personnel and sessions at the PERS office in Glendale. He added, however, that he had actively sought the information; no one pointed him in the right direction.

Joan said that when she retired a few years ago there were meetings rather than individual counseling. Hildebrando said that he would talk to an even more recent retiree to inquire about their experience and he would also contact Human Resources to get information on their current offerings.

Harold Goldwhite observed that the audience for this presentation being discussed is those who are considering retirement, not members of the Emeriti Association. We should, therefore, think carefully about how to publicize such an event and whether or not we are prepared to handle that group, being that we are an Emeriti Association.

Demetrius emphasized a point made earlier, that one of the more important contributions we could made in this context is current, accurate information about FERP, not just the rules of the game but specific information about how it works on this campus. He believes that no institution on campus provides that kind of information readily. When he entered the program he had to find all the answers on his own. Don suggested that Hildebrando contact Human Resources to inform them that we would like to blend in and assist with their program to provide an emeriti perspective. Hildebrando agreed, noting that most members seemed to think that FERP is an area where we might make our greatest contribution.

**3) RECOGNITION OF EMERITI-** Here the tradition is to have a reception following recognition of the emeriti at an Academic Senate Meeting. Events may vary, i.e. we connected it last year with the Gormly exhibit in the library.

**4) ANNUAL SPRING LUNCHEON-** No change.

Hildebrando said that he was merely listing the proposed activities, but that he would need help in estimating that cost of the various events.

The balance of the meeting of the Subcommittee, Hildebrando reported, was spent developing new ideas for events and activities for the future. Barbara, for example suggested that we host events that do not necessarily include a lunch. An example was last year’s visit to the LA Times. Suggestions: Huntington Library, Griffith Observatory (just reopened), Hollywood Bowl, Downtown Art Walk (every Thursday), Neon Light Tour, or a Pat Brown Institute event. Hildebrando then asked for reactions/additions. Bill Darrough said that the Gamble House in Pasadena is having its 100th anniversary next year and will be planning special events. We might consider choosing one to attend.

Janet said that she thought that these were all wonderful ideas, but that she didn’t see much on campus. A great deal of interest was expressed in a tour of the new forensics labs as well as a Hollywood Bowl concert. Janet added that her husband would be very interested in attending an athletic event! Hildebrando said that the CSULA Athletics Department is always interested in increased attendance.

Hildebrando said that there was also a discussion of transportation to events. He said that we should consider the private and public transportation options available when planning events. They will also investigate the possibility of using university vans.

He reported that, as they were breaking up Harold Goldwhite mentioned the possibility of creating a Lobbying Committee, possibly chaired by Ted Anagnoson. This tied in with interest expressed at the Retreat in developing a committee that would lobby for reform in the area of retired faculty benefits.

A discussion of the status of the Program Task Force/Subcommittee ensued. One issue was whether a formal motion was required to convert the Task Force/Subcommittee into a Standing Committee of the Association. Leon said that a copy of the by-laws dated 5/1/1979 provided for such a committee although one has not been active for years: The Program, Hospitality and Welfare Committee. Karen said that Joe had emailed her a copy of the by-laws dated 12/12/2002 that provided for a Programs and Publicity Committee.

Joan argued if it would make more sense to deal with revisions of the bylaws as a whole. We have other Subcommittees out there: Publicity, Membership, Brochure-we have so many things going on right now that the Program Subcommittee can deal with just its little piece of the whole action. She said that we might ask each Subcommittee to consider and recommend revisions for themselves, but we also might want someone to try to look at the big picture and deal with the bylaws as a whole. Joan recommended that we let Hildebrando and the Program Subcommittee get on with the planning of the Fall Meeting just like we put the Publicity/Public Affairs Subcommittee to work on the brochure. Then we can deal with the bylaws and their revision as a separate matter.

Janet agreed with Joan, saying that Leon had given her a description of “The Standing Committee Emeriti-endowed Fellowships. She had never seen it before and could not believe what it says: it is very different from what she and her Subcommittee do. She said that the text will have to be changed completely. She said that the same is probably true of many, if not all of the committees. Karen observed that the bylaws contain only the names of the committees, not a description or a job description or charge. It will be easy to revise the bylaws, but then we have to get to work on the charges of the various committees.

Leon moved that the Program Committee review its title and charge and return to this committee with recommended modifications. He then provided a historical context. Originally there were seven standing committees: 1) Program, Hospitality and Welfare (that later became the Program and Publicity Committee which then became the V.P. of Programs and the Committee disappeared. 2) School Liaison 3) University and Community Relations 4) Emeriti-endowed Fellowships 5) Fiscal Affairs 6) Auditing 7) Membership Requirements.

In 1991 there were five standing committees: 1) Faculty Affairs 2) School Liaison 3) Retiree Welfare and Relations 4) Emeriti-endowed Fellowships 5) Auditing.

In 1996 there were six committees: The *Emeritimes* Editorial board was added and the School Liaison Committee became School, University and Community Relations and a Nominations Committee was added.

Frieda asked if members thought it was time for an organized review and revision of the Association’s committee structure and a rewriting of the bylaws. Leon said that any committee mandated to perform such a review should have representatives of the various existing committees. He said that such a job would be very large and thought it would be better if each committee reviewed itself and made recommendations regarding their name and activities. There could then be an additional committee looking at the big picture that might decide to add or delete committees as they feel is necessary.

Don suggested the formation of an Interim Committee composed of Lou as President and Harold Goldwhite as incoming president to recommend what our committee structure should be. For some of the committees named by Leon, there is no one to report because there is no active committee. This would streamline the process being discussed. Don said this was not a motion, just an idea.

Leon’s motion was m/s/p. A request was made, and Don moved to create an Interim Committee of Lou and Harold Goldwhite to make recommendations to improve our committee structure. Harold said that he had no objections, but he wanted to note that of the five standing committees in the current bylaws, the only question at the moment is whether Programs and Publicity should be divided and whether we should have an Advocacy Committee, either ad hoc or standing. Harold asked if there were any other recommendations. Karen said that she would recommend that a Membership Recruitment Standing Committee be created. Don’s motion was m/s/p.

Frieda said that if the Interim Committee needed any help with historical questions, they should contact Ken Phillips.

Demetrius argued that it was very important to develop follow-through mechanisms to implement the actions discussed at the retreat. We should make certain that we don’t lose momentum or let these issues fall through the cracks. He also said that we should try to focus on what we can realistically accomplish.

Bill Taylor suggested keeping the following item on the agenda as unfinished business:

**Moving forward from the retreat-where do we go from here?: Joe Casanova, Demetrius Margaziotis and Barbara Sinclair.** By doing that, we will be able to revisit the retreat issues, discuss progress, etc. as needed.

**4.0    Officer and Committee Reports and Recommendations**

**4.1              President:  Louis Negrete**

No report.

**4.1a Membership Secretary/Nominations: Karen Johnson**

Reported earlier.

**4.2              Past President:  Barbara Sinclair**

Not present/no report.

**4.3       Vice President - Administration:  Harold Goldwhite**

No report.

**4.4**     **Vice President - Programs:  Herminia Cadenas**

 Not present/no report.

* 1. **- 4.6 Fiscal Affairs Chair & Treasurer: Joe Casanova and Bill Taylor**

Bill circulated the Treasurer’s report (Attached). There was a discussion about money donated to the scholarship fund. Bill agreed that from now on he would report those funds separately.

**4.7     Fellowship Fund Chair: Janet Fisher-Hoult**

Janet handed over to Bill Taylor a scholarship fund donation from Len Mathy. She said that checks are often sent to her because she is heading up the scholarship fund, but she routinely turns them over to Bill.

Janet said that she was dismayed when she got a copy of the bylaws from Leon that said that the scholarship fund committee would consist of three members from the general membership appointed by the president. The members would serve staggered three-year terms. The committee would elect the Chair. Janet said that she had been going along on her own, now knowing that the bylaws had these requirements. She said that her group would discuss this matter when they get together to discuss scholarships this year as to what changes to suggest for the bylaws.

Janet reported that all of the scholarship applications have been read with help from her group. The rating sheets that were developed by her group were used this year and will be revised for the next cycle. A major improvement is that the scholarship people are working with the Departments to make certain that they are done in a timely manner.

She reported that **Gerald Sorrensen’s widow complained to her about the recipient of the Sorrensen winner this year. She was apparently upset that the award was given to a geography major and is insisting that the criteria be changed. Janet should have information on the new criteria by the time her group begins work in May. She said that they would also discuss some of the fiscal problems encountered in the past and try to come up with some suggested reforms to prevent recurrences.**

Janet again reviewed problems that occurred in the last award cycle and actions she has taken to make certain they do not recur. She asked the committee to approve a payment of slightly over $171.54 that was needed to straighten out a problem. It was m/s/p to issue a check of that amount to cover the amount being requested by the Office of Institutional Advancement.

Marilyn expressed concern that, although members of the Association donate money specifically for scholarships, that money is then not kept in a separate account. She said that money donated for scholarships should be reported as a separate item in the Treasurer’s report. She wanted to make certain that no money from the Association’s general revenues was being used to support scholarships.

Janet responded to Marilyn by revisiting the Balance Report that she distributed at the March meeting (included in those minutes as an attachment). Bill Taylor also responded by agreeing to include a separate balance for the scholarship funds in his report each month.

Frieda asked when the required endowment for a fellowship changed from $5,000 to $10,000. Karen said that it happened in the late ‘90s.

**4.6  OLLI:  Peter Brier**

Peter said that Connie has planned an ambitious spring program. There are courses on Astronomy and the Greek Theater to be taught by academics, but not ones from CSULA. Peter observed that our participation in OLLI has been strong, but that we can use more people. He encouraged members to offer courses in the program. Peter then said that the OLLI board would be meeting next month and he would probably have more to report on Connie’s attempts to locate funding at that time.

**4.7  Historian/Archivist: Leon Schwartz**

 As a result of the Retreat, Leon visited the archives and obtained copies of the charges of the various standing committees from the bylaws and an old brochure. He passed this information on to members of the relevant task forces. He then reviewed the way that members working on obituaries can access information from files in the archives. He invited anyone working on an obituary to contact him for assistance. He said that David Sigler is very helpful in this regard. He will not allow things to be removed, but is willing to make copies.

Don suggested that anyone discovering that a file is missing should notify the committee so that the matter can be raised with the dean. Karen said that when she retired, her file was returned to her. Some other members said that the same thing happened to them.

**4.8  Corresponding Secretary: Marilyn Friedman**

Marilyn said that she lost her folder at the retreat. She was advised to contact Ken Phillips to see if it can be retrieved. If she is not able to recover it, Joan said that she would get her another directory. Frieda asked her to send a card to Ralph Thomlinson’s widow.

            **4.9 Membership Secretary: Karen Johnson**

Karen reported that she had created an ad hoc Membership/Recruitment committee after the retreat, consisting of Don, Marilyn and Joan and herself. Joan prepared a written review of the things that impacted membership/recruitment and they were just beginning to discuss the issues. They will try to have some recommendations at the next meeting. Among the initial ideas discussed is to mail a copy of *The Emeritimes* to all new emeriti with some sort of congratulatory note. We could create a new category of membership, i.e. temporary member, and then encourage them to join on a permanent basis.

They are also discussing the kind of personal outreach that could be made to prospective members but will have more to say on that at the next meeting. Karen said that they have identified 90 emeriti who have never joined but they agreed that the initial focus should be on trying to get new emeriti to join. Don also suggested that they look at some of the recent renewals of lapsed members to see why they rejoined. Don suggested that each member of the Executive Committee might be given a few copies of *The Emeritimes* that they could then personally give to persons approaching retirement. He said that this would be a far more effective way of getting the publication and information about the Association into the right hands than wasting copies on Chairs of Departments. Vilma said that John Cleman, Chair of English, will be retiring at the end of spring quarter and should be contacted.

Frieda said that *The Emeritimes* has been struggling with the “new members” announcements for a long time. They need a nice, clear list of all actual new joiners, not cluttered up with rejoiners and returnees. She asked that Karen and Bill consult and try to get such names to her and Ellen as soon as they arrive.

* 1. **Webmaster: Demetrius Margaziotis**

The website is up to date.

**4.12 Secretary: William Darrough**

No Report.

**4.13 Database Coordinator: Harold Cohen**

Not present/no report.

**4.14          *Emeritimes* Editorial Chair: Frieda Stahl**

Frieda reported that the postcard invitation to the spring meeting has been mailed but that there are some *Emeritimes* production delays that will force next week’s mailing session to be rescheduled for a later date. Joan said that she would need to have the new date ASAP so that she can reserve a room. Frieda asked her to go ahead and schedule for the 24th.

Frieda said that there were no further deaths to report. She has the lead article on the luncheon and election. The slate will be on the back page. There will be a very fine feature from Bob Zahary on their trip to Rwanda.

Frieda set the deadline for the fall issue at July 1st to work around vacation times. It will be mailed in time to invite members to the fall faculty meeting. The fall luncheon that is usually scheduled for October still has to be written up in time for this issue. That means that by July 1st, Frieda will need copy from all of the columnists, and also the luncheon arrangements, i.e. the date, the venue and the speaker.

Don said that Hildebrando would be bringing that information in very soon, easily before the deadline.

**4.15          CSULA Academic Senate: Don Dewey**

The first meeting of the quarter was last Tuesday. There were four items from EPC. They were not memorable so he forgot them.

**4.16     CSU Academic Senate: Harold Goldwhite**

The CSU Senate met on March 8th. The senate met with and evaluated three people who are interested in the faculty trustee position and forwarded two names to the governor. One is the incumbent faculty trustee (Craig Smith of Long Beach) and the other his predecessor (Kathleen Kaiser of Chico). They heard that the Senate’s resolution on settling the conflict between CFA and management was quite effective in getting the two sides together in an appropriate spirit. It was very encouraging. One other noteworthy thing concerns the “Access to Excellence Process.” There are conversations around this campus and around the system. It is sometimes called Cornerstones II or Son of Cornerstones, sometimes Access to Excellence, its current name. There will be a system wide conference at Newport Beach on April 24th and 25th to get together to discuss those conversations and try to come up with a set of recommendations. Approximately 450 people will attend it. At the conclusion of the conference there will be a report to the Board and then the Board will adopt something, possibly at its May or summer meeting. That will then be the new blueprint for the strategic plan for the CSU.

Bill Taylor asked how effective Cornerstones was in changing the direction of the CSU. Harold replied that it was quite successful, but that we should be most concerned with the things that had been left out, i.e. support of faculty: something we want very much to be in the mix.

**4.17     CSU ERFA Council Reps.: Harold Goldwhite, Leon Schwartz, and Barbara Sinclair**

Don reported that the CSU-ERFA Exec Committee would be meeting on April 28th. George Diehr will be the guest speaker and a good deal of time will be spent revising the bylaws.

**5.0              Unfinished Business**

Progress report on initiatives discussed at the retreat:

**6.0        New Business**

Demetrius said that he is somewhat concerned that there is no written summary of what we discussed at the Retreat. Many of the ideas and suggestions and discussions that occurred there exist in our memories but they may soon fade. He suggested, as a matter of new business, that we develop a written record of the ideas and suggestions that were made that we can use to refresh our memories as time goes on. Karen said that Joan had made a very nice start on such a summary. Joan offered to email her summary to everyone on the committee so that others could offer revisions and additions.

Demetrius also proposed developing an email list for the entire membership. He said that it is about time that we begin distributing at least some of our materials via email. He noted that postcards are cumbersome to mail. Email is far more efficient and cost-effective. We could communicate more frequently and keep members better informed about our activities. There was support for the idea and Demetrius said he would discuss the matter with Harold Cohen. The Association has email addresses for only about 60% of the members and many of those addresses are not accurate. Demetrius recommended beginning with the existing list and working actively to update and expand it.

Janet recommended that under new business, we discuss the ways we might seek to reconnect with Phi Kappa Phi and other organizations.

**7.0       Adjournment**

The meeting was adjourned at 2:40 p.m.