

Emeriti Board Minutes  
Monday, August 7, 2017  
*Submitted by Walt*

Present: Dick Abood, Ken Beauchamp, Ash Brown, Roland di Franco, Roseann Hannon, Doris Meyer, Mike Sharp, Simalee Smith-Stubblefield, Bill Topp, Walt Zimmermann.

1. MINUTES OF JUNE 6-th MEETING. Approved.
2. TREASURER'S REPORT (Roseann). Balance (5/01/17): 3039.69. Expenses (W&C) \$255.12. Balance (8/07/17): \$2784.57.
3. FALL LUNCHEON UPDATE. Scheduled: Thursday, October 26th at the Alumni House Speaker Lydia Fox. No further report as Judy was absent.
4. HOLIDAY WINE AND CHEESE (Doris & Mike)  
Scheduled: Friday, Dec. 1<sup>st</sup>, 3:00 pm – 5:30 pm at the Alumni House
5. UNIVERSITY COMPENSATION COMMITTEE (Ken). The committee met in early July. There was discussion about retirees' grace period for nonpayment of premiums. This grace period had been 60 days. It was decided that the grace period would be set at 30 days, matching the grace period for Medicare premiums. The premium increase for Kaiser will be about 12.5%, negotiated down from 14%; the effect on senior rates will not be known for a month or two. The increase for Blue Cross seniors will be about 6%.
6. EMERITI HISTORY BINDERS TO NEW DEANS. There was a discussion about which deans should receive the Emeriti History binder and when these should be distributed. It was agreed to present the binders to the Council of Deans in January or February.
7. REPORT OF THE MEETING WITH THE PROVOST (Roland). Roland submitted a detailed and excellent summary of our meeting with Provost Maria. Topics discussed include: Suggestions from Provost Maria on Administrators with whom we should make contact. Voting rights for non-tenure track faculty; Salaries for non-tenure track faculty; Medical benefits for non-tenure track faculty; General Faculty Compensation. [Ken proposed to add the name of Stacy McAfee, Assoc. VP for External Relations, to our list of administrators we should consider inviting to an Emeriti meeting]. Roland's report is appended to these Minutes
8. BRIDGE TO ASIA PROJECT STATUS (Roland) Scott Heaton (Exec. Director of Support Services) has been very helpful to the ES in managing the Bridge to Asia project. Roland learned that Scott is presently on leave. Roland will inquire who is acting in that position.

9. ORAL HISTORY PROJECT. Update (Doris). Doris reported that three oral histories are currently in progress: Len Humphreys, Dale Redig and Lynn Beck.

10. SURVEY OF RETIREMENT ORGANIZATIONS (Ken). Information was sent by email from Bill on July 10<sup>th</sup> – CHAE, Michigan St., Friedman Report. It was reported that 60-70% of the organizations include spouses, and that most depend on dues for funding their activities.

11. NEXT BOARD MEETING: Monday, Sept. 11<sup>th</sup>, 10:30 am - 12:30pm, 214 DUC,

CO-CHAIR ROTATION SCHEDULE:

September: Walt and Ash	January 2018: Glee and Jed
October: Ash and Doris	February 2018: Jed and Judy
November: Doris and Dick	March 2018: Judy and Roland
December: Dick and Glee	April 2018: Roland and Mike
	May 2018: Mike and Ken
	June 2018: Ken and Roseann

ONGOING TASKS:

Luncheons: Judy & Bill  
Wine & Cheese: Doris & Mike  
Cabbages & Kings: Mike  
Director of Communication: Bill  
List master: Walt  
Annual Update of Emeriti Society History: Doris  
Oral History Project: Doris  
Bridge to Asia: Roland  
Provost's Office Contact: Roland  
Retirement Dinner Liaison with Provost: Simalee  
Welcome Letter to New Emeriti: Acting Chair  
Academic Council Representative: Roland  
University Compensation Committee: Ken  
Emeriti/Retiree Resources group - Roland, Bill, Gary Howells, Roy,

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**Emeriti Board Meeting with Provost Maria Pallavicini**  
**July 27, 2017**  
**By Roland di Franco**

A group of members of the Emeriti Board met with Provost Maria on July 27, 2017 for two hours followed by lunch together. This is a short report on the topics that were discussed.

**Suggestions from Provost Maria on Administrators with whom we should make contact.**

**J. Michael Thompson Vice Provost for Enrollment**

J. Michael is developing a policy for identifying the type of students whom we should recruit and who would be retained. We should match what student's want with what we offer.

**Cyd Janefsky Vice Provost for Educational Effectiveness**

Cyd is directing the reaccreditation with WASC. The educational landscape is changing. Current students make greater use of technology. We need to improve our effectiveness in assessing student learning.

**Ken Mullen Vice President for Business and Finance**

Ken can report the current financial status of the University

**Burnie Atterbury Vice President for University Development and Alumni Relation**

Burnie oversees a portfolio of advancement functions at Pacific, including major gifts, planned giving, the Pacific Fund, corporation/foundation relations, and the Pacific Alumni Association and advancement services.

**Revision of Handbook section 7.1.8 expanding the list of employees who can be awarded Emeriti Status.**

Provost Maria had two issues with our draft of 7.1.8.

**Emeritus Status for non-tenure track faculty.**

Since non-tenure track faculty do not always have full-time appointments, she suggested that their complete record of service be calculated and if it were the equivalent of ten years of service they would be eligible for Emeritus Status.

Here is a proposed change:

“Non -tenured faculty from schools with analogous promoted ranks, who have served the University for **the equivalent of ten years** of full time service 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 Provost.”

### **Emeritus Status for non-faculty.**

Provost Maria asked that we state a criterion for non-faculty becoming Emeriti.

I suggest we separate the case of faculty who pass away in their last year from the other cases. Here is a new text:

“Faculty who pass away in their last academic year may be recognized as Emeriti, through the processes described above, and may be awarded Emeritus status posthumously.”

“~~Respected faculty Administrators~~ and other university employees who meet the **above years of service criteria** for Emeritus status **and have made distinguished contributions to the University** may be recognized as Emeriti, through the processes described above, and may be awarded Emeritus status posthumously.”

### **We next returned to issues which need to be resolved in the future**

#### **Voting rights for non-tenure track faculty.**

Efforts to give non-tenure track faculty limited rights to vote were not approved in a faculty vote. A 2/3 approval was required and not met. Some accrediting bodies require that non-tenure track faculty have the right to vote.

#### **Salaries for non-tenure track faculty.**

The University has established a new floor for salaries for non-tenure track faculty.

#### **Medical benefits for non-tenure track faculty.**

Currently benefits are available to employees who have a 50% employment appointment. Many NTT faculty do not meet this requirement

#### **Medical benefits for non-tenure track faculty.** **General Faculty Compensation**

There is a task force which is charged with developing a philosophy for faculty compensation. Although we have a five-year review process, there are few consequences for Full Professors. Merit raises are small.

The goal is to have salaries at the 50<sup>th</sup> percentile depending on the field of work. Some departments are above 50% and some are below 50%.

#### **The Purdue program for student loans.**

Ken Mullen has some questions about using such a program. The University would become a de-facto bank. We would then be subject to federal regulations for banking. If we wish to pursue the idea we should meet with Ken Mullen.

## **New administrative appointments**

Dr. Peter Witte has been appointed as the Dean of the Conservatory

Dr. Michael Schwartz has been appointed Dean of the Law School.

Dr. Greg Rohlf has been appointed as the Academic Chair of the International Graduate Global Program. This includes the new Shore Light Program. In Spring 2017 there were 16 students. Greg is in charge of quality control.

Dr. Edith Sparks has been appointed Vice Provost for Undergraduate Education. She will be dealing with the weakness students have in general education, In the future stronger students are needed.

Dr. Stacy McAfee has been appointed Associate Vice President for External Relations.

## **Future academic challenges as seen by Provost Maria**

What does it mean to live in a world of “big data”?

Do Emeriti faculty wish to contribute to General Education?

What do we want our students to know about technology?

We need more on-line courses. What are the standards for on-line courses?

How can faculty integrate electronic information into their learning programs and course? In the past the model of one-on-one faculty-student learning has been seen as the primary mode of education. Today’s students make frequent use of technology. How do we generate a new model for learning?

When should the University establish a School of Health?