



REPORTER

A publication of the California State University Emeritus and Retired Faculty Association

FALL COUNCIL MEETING OCTOBER 1 IN LOS ANGELES NEAR LAX

JAKE PETROSINO FEATURED SPEAKER

The Emeritus and Retired Faculty Association will hold its first meeting under the provisions of the Association's new constitution and bylaws on October 1, from 10:00 AM to 3:30 PM, at Days Inn Hotel, 5101 Century Boulevard, Inglewood, CA 90304. The hotel is located adjacent to the San Diego Freeway (405), very near Los Angeles International Airport. The Association has obtained a special rate of \$49.00 for a single and \$59.00 for a double; should any representatives wish to stay overnight, they should call the hotel (213-673-2311) and ask to speak to Barbara Overholt in the Meeting and Banquet Department and advise her that they are attending the ERFA conference.

President Jack Byrom announces that the Association is extremely fortunate to have for the featured speaker Jake Petrosino, member of the PERS Board of Administration and a strong advocate for protection of the PERS funds. His topic will be "How Do We Protect the PERS Fund for the Membership?"

Additional agenda items will include reports from the officers and campus representatives, as well as reports from our representatives to the CSU Academic Senate, the PERS Betterment Committee, the California Legislature, CFA, CSEA, and Seniors' Coalition. Byrom says that the CSU retirees have many problems that the Association must address and that counsel from the campus representatives is needed.

Byrom asks that all campuses send representatives to this Council meeting. Each campus is entitled to one representative for each 75 members or fraction thereof. (The official number of members on each campus is given on page 3 of this issue of the Reporter.)

The luncheon provides for a choice of Red Snapper Veracruz or Ginger Honey Chicken, including salad, vegetables, coffee/tea, and either chocolate cake or apple pie. Price, including gratuity and tax, is \$10.00. Byrom asks that all campus representatives call or write the ERFA office for reservations, indicating menu choices.

NEW OFFICERS ELECTED

At the meeting of the membership on June 4 in San Jose the following were elected to the office indicated: President, Jack Byrom (Northridge); Vice President, Wilma Krebs (Sacramento); Treasurer, Gertrude Reith (Fullerton); Members-at-Large, Max Norton (Stanislaus) and George Sicular (San Jose). The following have an additional year in the office indicated: Past President, Sidney Albert (Los Angeles); Secretary, Fred McMahon (Northridge); Members-at-Large, Kenneth Jones (San Diego) and Terry Quiett (San Diego).

ANNUAL DUES DATE ESTABLISHED

All members not on PERS deduction will henceforth have the anniversary date they first joined the Association become the date the office will bill them for annual dues. But all members are urged to use PERS deduction.

IDDA FUNDS MAY BE MORE SECURE

This year Senator Russell introduced SB 275 in the California Legislature; it is a bill designed to increase PERS' retirees' quarterly benefits from IDDA (Investment Dividend Disbursement Account) to 80 per cent from the present 75 per cent. The Governor would not agree to the 80 per cent increase. Reportedly, he feared it would endanger the safety of the retirement funds. However, the Governor may agree that the sunset clause, which called for termination of the program in 1993, could be removed. The Bill now provides that so long as funds exist in the IDDA account, PERS' retirees will receive quarterly payments that will provide them with funds that will give them the purchasing power equivalent to 75 per cent of the retirement income that each received at the time of retirement.

Additionally, the Bill, as amended, provides that retirees receive an "equal share" of the investment "surplus"; hopefully, the Governor will find this provision acceptable. The so-called "surplus" consists of those earnings PERS receives that exceed what the fund needs to cover its obligations to pay all retirees their basic retirement allowances. It is from these funds that the 75 per cent "purchasing power" quarterly payments mentioned above are obtained. Until now, the employers--state government, city and county governments who participate in the PERS retirement program--have been receiving the larger share, approximately 60 per cent. This amendment provides some insurance that the IDDA payments can continue indefinitely.

At this time, the *Reporter* has not been able to learn whether the Governor has signed the Bill as amended.

AEP IS NOW ERFA

The observant reader has undoubtedly discovered that the Association is now being referred to as ERFA, not AEP. Readers may remember that the new constitution called for a change in the name of the organization from Association of Emeriti Faculty to Association of Emeritus and Retired Faculty. Members voted in July on the name change, along with their vote for the new constitution; the vote for the name change was 324 affirmative and 22 negative. Some members have asked why the proposed name change called for both emeritus and retired faculty and asked, "Are not all retired faculty also emeritus?" On some campuses, the Executive Committee learned, emeritus status is given in only a limited number of cases and only after quite long service. Consequently, some campuses have many retired faculty and only a few emeritus faculty. Other members asked, "Why use the word *emeritus* since all emeritus faculty are retired faculty?" Although the implied argument is a reasonable one, many members at the June 4 meeting in San Jose were convinced that the word *emeritus* should be included in the name of the organization. In sum, the name proposed, and later adopted, was an effort to please the majority.

MESSAGE FROM PRESIDENT BYROM

ERFA is working for you on many fronts. ERFA representatives are working with the Seniors' Coalition, PERS Betterment Committee, CSU Academic Senate, CSEA, RPEA, and CFA. Other ERFA members are contacting legislators on your behalf. ERFA is supporting mature campus retiree organizations and helping other campuses to develop such groups.

And all of us are asking CSU retirees to join ERFA. ERFA has gained over 600 new members since this time last year. But if ERFA is to serve the needs of the CSU retirees effectively, it must increase membership and participation. If you have not already joined, do so today; you can use the form found at the bottom of page 3 of this issue of the *ERFA Reporter*. I ask that you select payroll deduction to help cut clerical costs. I also urge you to join as a sustaining or contributing member. ERFA needs more funds so that it can better serve the needs of the CSU retirees. Further, it can not afford to continue indefinitely sending the *ERFA Reporter* and other information of value to retirees without additional financing. (How do you know whether or not you have joined? If you are already a member, you will have one of the following above your name on the address label of this issue of the *ERFA Reporter*: Y1, Y2, Y3, M1, M2, or M3.) If you are already a member and have joined only as a "regular" member, please give serious consideration to changing your status to sustaining or contributing; ERFA needs your increased financial support.

I also urge you to participate in ERFA activities: reporting and writing for the *ERFA Reporter*, recruiting new members, promoting political activities, and developing and organizing new programs and projects for CSU retirees. Call or write the ERFA office and let the office manager know what you would like to do to help.

Join the 800! You are needed!

DATES FOR YOUR CALENDARS

The following dates and areas were selected for meetings of the ERFA council for 1988-89: October 1, Los Angeles area; December 3, North (probably San Francisco); February 4, South; April 1, North, and June 3, South.

NEWS FROM THE CAMPUSES

FRESNO. F reports that the emeritus faculty has yet to establish a formal organization. At present, a group of 35 to 60 meet about three times each year to discuss problems facing the elderly.

FULLERTON. F established its emeritus organization in 1975 and now has 140 members. Each year the campus awards \$300 to a campus scholarship fund in honor of those emeritus faculty who died during the closing academic year.

HAYWARD. H reports that the emeritus faculty is in the process of organizing. The University is giving the efforts excellent support.

LOS ANGELES. This year the LA Emeriti Association celebrates its tenth anniversary. The organization has a voting representative in the academic senate, an on-campus office with telephone service, and a newsletter it publishes several times each year.

NORTHRIDGE. N now has 118 members. This spring the organization presented a \$100 scholarship to the oldest graduating senior with the highest GPA. On September 10, it held a pot-luck dinner that 44 members attended.

SACRAMENTO. S as an informal social group of men began several years previous. In 1985, however, S organized formally and added women; membership is now over 200. S has an office on campus, secretarial assistance, and a news letter.

NEW MEDICARE BURDEN

By now most retirees have learned that Congress has passed, and the President has approved, a new law to protect older Americans from catastrophic health care costs. Most retirees have also discovered that the costs they must pay for this program are exorbitant. (See chart below.) Because of these exorbitant costs, the reader will note that the California Senior Coalition has urged all retirees to protest the burden that this program places on retirees (see page 3 "News from the Senior Coalition").

But as bad as the burden is for all retirees, it is especially bad for California PERS members, who already have health insurance that provides for most of the coverage that the new law contains. Many CSU retirees have observed that they are going to be taxed simply because they are elderly and that they are going to gain nothing of consequence from the new law.

ERFA President Byrom plans to ask the Council to appoint a committee to undertake an examination of the new law. He says that the new law should enable PERS and the PERS approved health insurers to save money and that he believes that ERFA should find some way of getting PERS to pass the savings on to PERS retirees; these savings could, thereby, help state retirees pay for the catastrophic costs of the bill designed to help the elderly avoid catastrophic costs.

SINGLE PEOPLE

Total Income Including Social Security	Basic Premium	Supplemental Income-Based Premium	Total Premium Per Enrollee
\$10,000 or less	\$48	\$0	\$48
\$20,000	\$48	\$180	\$228
\$30,000	\$48	\$405	\$453
\$40,000	\$48	\$720	\$768
\$50,000	\$48	\$800	\$848

MARRIED COUPLES

\$20,000	\$96	\$0	\$96
\$30,000	\$96	\$225	\$321
\$40,000	\$96	\$428	\$524
\$60,000	\$96	\$945	\$1,041
\$80,000	\$96	\$1,575	\$1,671
\$90,000	\$96	\$1,600	\$1,696

Source AARP

The *ERFA Reporter* needs reporters on each campus to send in articles about emeritus activities on their campus. Interested persons should let their local ERFA representatives know of their willingness to help.

SAN DIEGO. SD has a most active emeritus association, holding many meetings and social events during the year. The group recently sponsored a cruise to Mexico. It has a regular news letter and annual dues of \$20.00.

SAN FRANCISCO. SF has superior support of the University--office, telephone, stationery, etc. The group has many social events. The organization has an emeritus contact in each of the University departments to help it promote emeritus activities.

SAN JOSE. SJ has over 200 members and publishes a news letter.

SONOMA. S began its emeritus organization in 1977, chiefly for social events. S has a voting member in the academic senate.

STANISLAUS. S has been organized for only 42 months as a consequent of AEP; S considers its organization a "chapter" of AEP, now ERFA.

A "BILL OF RIGHTS" FOR EMERITI

(This statement, previously printed in *Academe* [July-Aug 1986, "Retirement: From Rite to Rights," by Sidney P. Albert], was developed by the California Conference of AAUP. Both the Conference and CSU ERFA indorse the statement. CSU ERFA thanks the Conference for its support in the printing and distribution of the statement.)

The conferring of emeritus status on a faculty member is an act of recognition for long and meritorious service to an institution of higher learning. It is an earned rank, and as such should entitle its bearers to a commensurate set of rights and privileges.

In the present era it is becoming increasingly evident that for many persons retirement from full-time teaching marks not so much the end of a productive career as a transition to a new stage of life and work. In itself, retirement terminates neither experience nor expertise; it still permits--and may well afford added leisure for--study and inquiry, the pursuit of scholarly research, writing, part-time teaching, and other creative endeavors. Allowing this act of disengagement to mean a severing of all ties between an institution and an emeritus can only result in a measure of loss to both: the cancellation of a relationship that could still prove mutually beneficial. The accomplishments of emeriti professors redound to the credit and reputation of their universities and colleges every bit as much as do those of their fully active faculty, and at far less expense. Hence the fostering of emeritus scholarship and publication by offering access to the academic facilities and resources even on a modest scale is a highly worthwhile investment, bound to reap rewarding dividends for all concerned.

What is more, emeriti themselves are a rich, essentially untapped resource, a supplemental source of expert and mature counsel. For among them are to be found individuals of proven talent and achievement, who could be invited to fulfill special assignments of use to the general faculty and administration of their respective institutions.

Even granting emeriti special privileges will contribute materially to the welfare of the institution. Apart from considerations of morale, the more attractive emeritus status becomes, the more tempting to faculty members approaching retirement age will be the lure of early or

phased retirement programs--an increasingly favored means of conserving faculty positions in periods of shrinking enrollments and budgetary retrenchment.

Emeriti are also valuable assets to their erstwhile fully active colleagues. As forerunners in retirement, they are in a position to forewarn of pitfalls and perils, as well as of opportunities, that lie ahead. Their strivings to better retirement conditions advance the interests of subsequent retirees, along with their own. They constitute an advance guard, even for the youngest of faculty members. Indeed, taking into account the full course of an academic career, it should be apparent that the concerns of emeriti are the proper concerns of the entire profession.

Reasons abound for improving the status of emeriti, allowing them to continue as acknowledged members of the academic community, and affording them opportunities which institutions ought to grant their emeriti faculty:

EMERITI RIGHTS

FOR ALL EMERITI

1. In the years prior to retirement a program of instruction and counseling--by seminar, lectures, or workshop--concerning all issues, financial and social, associated with retirement.
2. Continuing notification after retirement about all important developments or changes affecting emeriti interests or relations with the college or university.
3. Access to postretirement counseling and guidance, including financial advice.
4. An identification card as an emeritus faculty member.
5. Listing with the faculty in all catalogues.
6. Listing with the faculty in all appropriate campus and home directories.
7. Full faculty library privileges.
8. Permanent parking privileges--free or at reduced rates.
9. Receipt of all campus publications, and sources of information, including advance notice of events.

10. A mail address and departmental mailbox (if desired).
11. Faculty dining privileges.
12. Faculty club life membership--free or at reduced rates.
13. Invited participation in public ceremonies: commencements, academic processions, convocations.
14. Invited attendance at faculty meetings.
15. Invitation to all university or college functions open to the faculty.
16. Opportunity to audit academic courses, subject to the availability of space and the consent of the instructor.
17. Use of campus recreational and social facilities.
18. Complimentary or reduced-price admission to all athletic, dramatic, film, musical, and other cultural events of the institution.
19. Miscellaneous (where available to the active faculty):
 - a. Use of college guest house.
 - b. Access to credit union services
 - c. Discounts: bookstore, university press, pharmacy, and to noninstitutional facilities
 - d. Discount or charter travel; immunization shots for travel at campus health center.

FOR EMERITI
WISHING TO CONTINUE TEACHING,
SCHOLARLY, OR OTHER ACADEMIC
ACTIVITY

(with due precedence to be given to the requirements of fully active faculty members)

1. Equitable and respectful consideration in departmental part-time teaching appointments.
2. Adequate office space and telephone service, preferably within the home departmental area.
3. Access to departmental, school, and institutional facilities and services:
 - a. Secretarial assistance.
 - b. Use of laboratory and sophisticated instruments (on a limited basis).
 - c. Computer services, and authority to charge to a specific budget.
 - d. Word processing services, as available.

- e. Stationery and supplies.
- f. Faculty mailing privileges.

4. The right to have assistants, where needed, in pursuing research.
5. The right to administer grants, contracts, and other research projects funded by governmental agencies, foundations, gifts, or by the institution itself.
6. Payment for costs attendant upon research and publication, including page fees and permission fees.
7. Payment for offprints of articles (on the same basis as active faculty).
8. Eligibility to receive help in defraying travel and other costs incurred in presenting papers or chairing sessions at professional meetings.
9. Eligibility to supervise MA theses and doctoral dissertations and to serve on MA and doctoral committees.
10. The opportunity to receive institutional support for proposals submitted to funding agencies (governmental and other).
11. Selective invitation to participate on departmental committees, with voting privileges.
12. Selective invitation to serve in a variety of advisory or consultation capacities on campus.
13. Eligibility for appointment or election to campus and statewide faculty committees.
14. Listing on campus speaker roster (if desired).
15. Invitation to participate in appropriate campus seminars, colloquia, lectures, and other scholarly meetings as contributors, or as audience.

FOR ORGANIZED EMERITI ACTIVITIES

1. Access to campus rooms and facilities for meetings and reunions.
2. Provision for the establishment of an association of emeriti.
3. Access to campus facilities by the emeriti association.
4. Opportunity to establish an emeriti center on campus.
5. Some form of representation on the legislative body of the institution (e.g., council, senate), including speaking and voting privileges.

NEWS FROM THE SENIOR COALITION

In late June the California Senior Coalition sent letters to President Reagan and key members of Congress to protest the method used for financing the Medicare catastrophic Health Care Act, HR 2470, which Reagan had recently signed into law. This Act imposes a surtax on Medicare beneficiaries amounting to \$22.50 for each \$150 of Federal tax liability to a maximum of \$800 for one person or \$1600 for a couple; the tax liability will increase to \$1050 for one person and to \$2100 for a couple by 1993. In addition, the Medicare Part B monthly premium will increase by \$4.00 in 1989 and by \$10.20 in 1993. There will be virtually no benefit increases for PERS retirees with enough income to pay income tax because they are already covered by State health plans. This new law does nothing to meet the impoverishing costs of long term care. It departs from the long-standing practice of sharing the costs of health risks fairly among both current and future Medicare beneficiaries; it places an unfair additional tax burden on those already retired on fixed incomes. (ERFA members should let their Congressional representatives know how they feel about this new law.)

In another action, the Coalition listed concerns with a state-level long-term care initiative sponsored by Assemblyman Lloyd Connelly; this initiative is about to enter the signature-collection stage. The proposal would combine private insurance (with state standards), a government-subsidized program for those with limited ability to pay, and a public program for the very poor. The Coalition will work with Connelly, who is widely regarded as friendly to senior interests, to improve the initiative. Some of the problem are (1) a bias toward institutionalization, whereas most seniors prefer increased access to home care; (2) no control of nursing-home charges (insurance benefits will erode in real terms and there are no provisions covering fraud); (3) the subsidized part of the program will be expensive to administer and will require a means test; (4) the State part of the plan competes with the private sector, and employers may stop providing insurance benefits; (5) the sales tax, which would be increased by one-half per cent, is not considered the fairest method for financing long-term care; (6) the plan discriminates against Medi-Cal patients, and fewer and fewer facilities will accept them; and (7) the plan is vague about the "administrative entity" that will be selected to run the program.

In June the Coalition distributed information about AB 2610. This bill

enables mature drivers (those over 55) to take an eight-hour driving skills course and thereby become eligible for a discount on their auto liability insurance, usually five to ten per cent. The course may not cost more than \$20.00; several have a lower fee. Interested persons should call the local Highway Patrol or (916)443-9076 for more information.

The Coalition also distributed information about the loss of monthly Social Security benefits for those who are in the so-called "notch group," those born between 1917 and 1921. For example, those retiring at age 65 who were born in 1920 receive approximately 22 per cent less; those retiring at age 65 who were born in 1921 receive approximately 21.8 per cent less.
--WK

CAMPUS MEMBERSHIPS

BAKERSFIELD	1
CHICO	47
DOMINGUEZ HILLS	4
FRESNO	37
FULLERTON	40
HAYWARD	29
HUMBOLDT	38
LONG BEACH	112
LOS ANGELES	73
NORTHRIDGE	96
POMONA	27
SACRAMENTO	45
SAN BERNARDINO	8
SAN DIEGO	111
SAN FRANCISCO	47
SAN JOSE	57
SAN LUIS OBISPO	23
SONOMA	22
STANISLAUS	10
TOTAL	827

NOTE

PLEASE NOTIFY THE OFFICE OF ANY CHANGE OF ADDRESS. EACH RETURNED ITEM COSTS THE ASSOCIATION 25 CENTS. A SURPRISING NUMBER OF ITEMS ARE RETURNED EACH MAILING.



(Please Print)

CALIFORNIA STATE UNIVERSITY EMERITUS AND RETIRED FACULTY ASSOCIATION Membership Form

ERFA

Last Name	First Name	Initial	Social Security Number
Home Address — Number and Street		City	State
			Zip Code
Date Retired	CSU Campus	Department	() Home Phone

Please enroll me as a retired ERFA member. I hereby authorize deductions to be made from my retirement warrants by Public Employees' Retirement System for the payment of dues to the Emeritus and Retired Faculty Association. I further agree that ERFA act as my agent in payroll deduction agreements and transactions between myself, ERFA, and the Public Employees' Retirement System. This authorization will continue in effect until I submit a timely written notice of cancellation to the ERFA office.

Check one:

- Regular member — \$1.00 monthly
- Sustaining member — \$2.00 monthly
- Contributing member — \$3.00 monthly
- I prefer paying on a yearly basis. I am enclosing a check for:
 - \$12.00
 - \$24.00 (check one)
 - \$36.00

Please mail the completed form to:
**CALIFORNIA STATE UNIVERSITY
 EMERITUS AND RETIRED FACULTY ASSOCIATION**
 9010 Reseda Boulevard, Suite 224
 Northridge, CA 91324

Signature	Date
Recruiter	

EMERITUS, -I, -A, -AE

NEWS FROM CFA

All is not lost! In the CSU system many emeritus faculty are suffering sleepless nights: they are worrying about which ending they should select when they use the Latin word *emeritus*, thereby indicating, we think, that concern for "correctness" in usage is not dead. We welcome this concern, for the popular trend, even among many faculty unfortunately, is to accept and use such gross expressions as "between you and I." *who* for *whom*, and other similar expressions.

Some readers may recall that in the first issue of the then nameless *AEP REPORTER* the editor included an article entitled "Gleanings: *Emerita* and *Emeritus*," courtesy of AAUP. In this article Professor Joy King, Chair, Department of Classics, University of Colorado, Boulder, asserted that "the noun *professor*, referring clearly to a woman should be modified by *emerita*." At that time, the Reporter asked, "Does anyone have any reactions

Indeed, the reactions overwhelmed us. Not only was this assertion of Professor King a real shocker, but other uses of the word *emeritus* by the AEP/ERFA leadership also came under brutal attack. One professor who won an award for her Latin scholarship during her high school days even refused to join the organization until "this [usage problem is] cleared up"; she wrote it is "embarrassing [sic]."

Well, our limited recollection of high school Latin leaves us so insecure that we have found it necessary to seek assistance from Professor Albert Baca, Professor of Classical Languages at CSU Northridge and consultant to Educational Testing Service of Princeton. Professor Baca agrees with Professor King: he asserts *professor emerita* is correct when one is referring to a female professor. Professor Baca says, "Although Latin is not a widely-spoken language, it is not a dead language. Since some professors are masculine and some are feminine (hopefully, none are neuter), Latin must reflect the change by using *emeritus*, -a, -i, -ae, as appropriate."

Professor Baca also advises that he would refer to distinguished male and female professors as *emeriti professors*, distinguished male professors as *emeriti professors*, and distinguished female professors as *emeritae professors*. He would also use *emeritus association* or *association of emeriti* and *emeritus faculty* or *faculty of emeriti*.

Unless Professor Baca advises to the contrary or unless more persuasive arguments are advanced, the *ERFA Reporter* will use the forms he recommends.

We sincerely hopes this advice will put an end to those sleepless nights many emeriti professors have been suffering. Sweet dreams! All is not lost!

THE ERFA REPORTER

A publication of the CSU Emeritus and Retired Faculty Association

9010 Reseda Blvd., Suite 224

Northridge, CA 91324

HAVE YOU MOVED? If so, please complete and return to ERFA:

Name _____

Address _____

Once again CFA has confronted the CSU to prevent it from diminishing the benefits which rightfully belong to FERP participants.

Just as CSU attempted unsuccessfully to withhold vision care benefits from FERPers, the CSU has "ordained" that the recently negotiated life insurance program does not apply to these faculty. CFA has filed a grievance and the dispute may go to arbitration in November. Stay tuned!

The Committee on Retired Faculty (ERFA liaison member Milt Dobkin is the current chair) will submit to the next CFA board meeting a bylaw amendment which, if adopted, will make it easier for retired faculty to join CFA. Currently, CFA membership is available to retired faculty only if they were CFA members at time of retirement

The *CFA Professor*, September 1988, contains an "Open Letter to Retired Faculty" by Milt Dobkin. This letter urges all retired faculty to join several organizations which serve the interests and needs of retired faculty: CFA, ERFA, the retired division of CSEA, and the Retired Public Employees Association.

Unfortunately, in a recent issue of the *CFA Professor* the letter about CFA's support for the CSU Academic Senate's resolution urging recognition for emeritus faculty was gargled. The CFA has recognized and supported that resolution and other needs of retired faculty. Space devoted to retiree concerns in the *CFA Professor* is one manifestation of this support.-- MD

CORRECTION

In our 1988 spring issue of the *AEP Reporter* we stated in the article on "Emeriti Rights" that "these rights are printed below with the permission and financial support of AAUP." That statement should have read that these rights are endorsed by the California Council of AAUP.

The CSU *ERFA Reporter* is a publication of California State University Emeritus and Retired Faculty Association. President: Jack Byrom. Office Manager: Ann Oliver (818)886-1196. Editor: Fred McMahon, 1400 S. Catalina 309, Redondo Beach, CA 90277, (213)540-1111. All rights reserved.

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