



CALIFORNIA STATE UNIVERSITY
ASSOCIATION OF EMERITI PROFESSORS

9010 Reseda Boulevard • Suite 224, Northridge, California 91324 • 818 886-1196

Executive Committee

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Jack A. Byrom
Northridge
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Emeriti Senate Delegate

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Los Angeles
(818) 353-0339

Emeriti CFA Delegate

Milton Dobkin
Humboldt
(707) 822-2064

Committee Assistant

Ann Oliver
(818) 886-1196

September, 1987

Colleague:

We invite you to join the California State University Association of Emeriti Professors (AEP), a new organization for retired faculty and librarians of the 19 California State Universities. We want you to be part of this organization representing over 3,000 retirees and whose numbers are growing every year.

This past year has been marked by accelerated growth of our ranks, the ranks of retired faculty. Those faculty and librarians who were at the forefront in developing faculty governance and in pioneering education programs when the California State University system was formed in the early 1960s are now rapidly moving into the retired ranks.

The age range within this professional group is growing and so is the accumulated knowledge and expertise that could and should be utilized as a vital force within the university system.

The CSU administration has neglected to give the retired faculty official standing, representation, funding and other perquisites similar to that extended to alumni associations. There are no official policies governing non-salaried service, such as on committees or within faculty senate structures. As it stands now, the CSU system does not offer its retirees even the slightest recognition such as that extended by other top universities to their emeriti.

Unfortunately, while the CSU administration is negating participation by emeriti faculty and librarians it is likewise moving actively to limit retiree benefits. As you may know, with the exception of the FERP (Faculty Early Retirement Program), the CPA (California Faculty Association) is forestalled from bargaining for retired faculty. (See story, "Clouded Vision," Page 5.) Consequently, CSU retirees were cut out of the vision care benefit granted to active employees.

Unsettling rumors are also heard that the Chancellor's staff is investigating the transfer of the retiree health benefits from the jurisdiction of PERS to the CSU Board of Trustees. It will take the combined efforts of an organized retired faculty from the 19 campuses in concert with the Academic Senate and the Legislature to forestall such an unfortunate move.

Please see AEP INVITATIONAL LETTER, Back Page

**Siftings:
An Emeritus College***

Retired faculty seldom remain as venerably connected to their schools as Mr. Chips. They don't think they don't know anything anymore, but younger faculty deserve a chance, and office space is limited. Not really involved in the intellectual life of the department any longer, most retired faculty prefer to go their own way, doing their own research or pursuing private pastimes.

But few feel really comfortable with this arrangement. There should be a way... At Southern Illinois U in Carbondale they've found one. For five years SIU has been investing in an Emeritus College that offers a variety of services and opportunities to serve to the 310 retired faculty living in the area.

Arnold Auerbach, a retired professor himself and director of the Emeritus College, is especially proud of the group's efforts at raising scholarship money....

Retired faculty give generously to the college, Auerbach reports....

Fund-raising and giving aren't teaching. Indeed, the Emeritus College steers clear of interference with the active faculty....

[The Emeritus] college has become respected and influential, not by growing as a barnacle on the hull of the university, but rather by developing as an independent college. In many ways it is like a minority support group, studying and working to meet its own needs.

At the moment, the college is trying to develop an 80-unit retirement housing complex on an 88-acre site owned by the university. A long-term lease would allow a private developer to build an \$8-10-million complex on campus for retired faculty.

The Emeritus College presents a series of pre-retirement discussions for university staff and faculty and for business and industry employees in the area.

It presents a monthly "Public Affairs Forum." ...

Its most successful teaching activities occur during Alumeritus Week, a summer activity in which alumni participate in educational and recreational activities patterned along

Elderhostel lines. The college also sponsors adult education classes and lectures at the local senior citizens' center.

The Emeritus College has an \$11,000 budget from SIU, which also pays Auerbach's \$20,000 salary as director.

For more information, contact Arnold Auerbach, Emeritus College, SIU, Carbondale, IL 62910.

*Over-the-shoulder acquisition from the ACADEMIC LEADER, the newsletter for Academic Deans and Department Chairs, March, 1987)

**Gatherings:
Cheers to the SDSU-RA!**

San Diego State University was founded in 1897 and 89 years later the SDSU [Faculty/Staff] Retirement Association was given life.

POST SCRIPT, the association newsletter, reports a steady growth to over 200 members under the leadership of founding president Aubrey Wendling. The association offices were officially opened during fall, 1986, homecoming activities on campus. President Thomas B. Day cut the ribbon that officially opened the facility. Assisting were Wendling and association Vice President Norma Summersgill.

The office is staffed by volunteers from 10 a.m. to 2 p.m. daily at 160-C Campanile Drive, San Diego, CA 92182.

Verbal details are available by calling (619) 265-4701.

Tidbits from POST SCRIPT tell of:

- Financial and estate planning.
- Tiatoni, the Senior Students' Group.
- Housing assistance.
- Bay tour to the Getty Museum.
- R.A.V.E., Retired Active Volunteers in Education

which, under the aegis of the campus center on aging, helps in numerous areas on campus ranging from counselling to tutoring in mathematics.

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Do we have any other success stories to share? Send them to The Editor, Association of Emeriti Professors, 9010 Reseda Blvd., Suite 224, Northridge, CA 91324.

DeWayne B. Johnson, retired professor of journalism at Cal State, Northridge, is editor of this issue of the untitled newsletter of the Association of Emeriti Professors. Correspondence may be directed to him at the association offices or to his home, 10118 Aldea Ave., Northridge, CA 91325. Cheerful calls will be received cheerfully at (818) 349-4573.

Staff assistance is rendered by Ann Oliver at the AEP offices, 9010 Reseda Blvd., Suite 224, Northridge, CA 91324. Phone: (818) 886-1196.

HOW AEP WORKS FOR CSU EMERITI:

1. The Association of Emeriti Professors (AEP) is the sole representative and advocate of the interests of CSU emeriti professors and librarians at the state level.
2. AEP is the first systemwide emeriti association in the States and is the only systemwide organization available to approximately 3,000 retired professor and librarian in California.
3. AEP is the only organization that represents emeriti in the statewide Academic Senate.
4. In California, the emeriti professors are working through the CSU and the Legislature to reform, improve and protect faculty retirement benefits.
5. AEP maintains a liaison with the CFA to monitor and make recommendations relating to the negotiations concerning FERP and emeriti benefits.
6. AEP coordinates with RPEA (Retired Public Employees Association) and other retiree organizations to work for general public employees' benefits and to prevent raids on state employee retirement funds.
7. AEP encourages faculties of all 19 campuses to facilitate the inclusion of emeriti in the membership of local senates, as several campuses have already done.
8. AEP encourages the development of local emeriti associations and programs which enable emeriti to participate in campus activities and in scholarly programs which they deem desirable.
9. AEP is dedicated to the acquisition and use of adequate campus facilities for use of emeriti and their programs.
10. AEP will serve as a communication network for all CSU emeriti by sharing information from the 19 campuses as well as from Sacramento. This will be done by newsletter, direct mailing and other available means.
11. AEP is developing a computerized data base of all CSU emeriti professors and librarians to facilitate communications and as a valuable resource of value to ourselves as well as the university.
12. AEP is dedicated to the elimination of existing restrictions on funding of emeriti organizations as well as campus restrictions regarding rights and privileges pertaining to emeriti.



July, 1987

Gleanings:

Emerita and Emeritus*

An inquiry from Prof. N.E. Grenander, SUNY/Albany, concerned the correct form of "Emeritus" for both male and female professors. She had seen a note from a classicist in the University of Chicago Magazine that said "Emerita" is wrong, since the word modifies the word *professor*, regardless of whether the chair is held by a man or a woman. We were prompted to seek advice from Prof. Joy King, Chair, Department of Classics, University of Colorado, Boulder, who kindly responded with the following explanation:

Thank you for the opportunity to enter the fray over the correctness of "Emerita" as opposed to "Emeritus" when referring to an honored Professor who also happens to be female.

If one looks up *professor* in the Oxford Latin Dictionary, one learns that the noun is masculine gender of the third declension, a paradigm in which the forms are the same for the feminine and masculine genders. This affords an excuse for the person who wishes to insist that the masculine adjective participle form *emeritus* must be used, for the rule applying to noun-adjective agreement is that an adjective must agree with the noun it modifies in gender, number and case. Hence, *professor*, masculine noun, should be modified by *emeritus*, masculine adjective. We may add, too, that the people in the Roman world to whom the word applied were all male (at least the examples recorded in the dictionary are so!).

It is true, however, that in Latin generally, regardless of the usual gender of a declension, if a noun refers obviously to a man it is viewed as masculine in gender. e.g. *agricola*, farmer, *poeta*, poet, and *saxta*, sailor, though belonging to the first declension, which is normally feminine, are modified by masculine adjectives, on the principle that such occupations were practiced by men. Another example can be cited. *infans*, child, (a third declension adjective used as a noun) is viewed as "common" gender, that is, it is masculine if it modifies a masculine noun like "boy," feminine, if "girl," neuter if "animal" (which is a neuter noun). Thus if a woman were to be called *emerita* without the use of *professor* that would be the correct form, because the woman's name is feminine and should be modified by a feminine adjective (the *a* ending). On the rule that a word referring clearly to a person of one gender should be modified by an adjective of that same gender, the noun *professor*, referring clearly to a woman should be modified by *emerita*, the feminine form of the word.

I hope this explains one position in support of *emerita*. By the way, the feminine plural is *emeritae*, the masculine plural *emeriti*. A combination of men and women require the masculine form in Latin.

*(Courtesy of MAUP)

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Do we have any reactions? Send them to The Editor, Association of Emeriti Professors, 9010 Reseda Blvd., Suite 224, Northridge, CA 91324.

Gleanings:

EMERITUS SENATOR MATHY ACTIVE IN POLICY DEVELOPMENT*

by Frieda Stahl

Leonard G. Mathy, Professor Emeritus of Economics at Cal State, Los Angeles, and first Statewide Academic Chair (1963-64), has served this year as Emeriti Association delegate to the Senate, meeting with the Faculty Affairs Committee (FAC) as well as attending plenary sessions. At the March meeting the Senate acted unanimously to approve a resolution recommending establishment of Emeritus status in CSU and implementation of the following provisions, developed by FAC with Dr. Mathy's participation:

1. **Emeritus Status**
The Trustees should give formal recognition to the title, Emeritus Faculty. Tenured members of the faculty who retire shall be considered for Emeritus status according to procedures established by campus senates. Emeriti shall be deemed continuing members of the academic community.
2. **Privileges**
Emeritus status shall carry with it various privileges including at the very least: (a) a university faculty ID card as an Emeritus faculty member; (b) faculty library privileges; (c) invited participation in public ceremonies; (d) attendance at faculty meetings; (e) attendance at all university functions open to the faculty; (f) use of campus recreational and social facilities; and (g) eligibility for faculty-staff parking.
3. **Voluntary Service**
The University shall offer to Emeriti faculty the opportunity to continue university service, to be defined by the University, as voluntary employees to maintain direct, professional association with the University. (Voluntary employees are defined by the Trustees in class code 0050.)

In the resolution the Senate urged the Chancellor and the Board of Trustees to adopt formal policy for Emeritus status with the foregoing conditions and privileges. The resolution was transmitted to the Chancellor on March 11, 1987.

*(Courtesy the CSU Academic Senator, April 17, 1987)

**CSU Age Distribution
Fall, 1986**

Full-time, tenure-track faculty:	
10,378 total (includes approximately 300 on FERP, Faculty Early Retirement Program).	
Age	Number
75+	5
70 - 74	28
65 - 69	359
60 - 64	949
55 - 59	1,517
50 - 54	1,180
45% of the 10,378	4,668

Chaff:

Meet Perk Hardeman, President Horn

In the March, 1983, VOICE an editorial called "Lack of Civility Still Reigns" appeared. It commented on the ways in which Trustees sniped and snapped at each other and at the rest of us. From the Chancellor's Office came an uncivil and threatening response. This editorial attempts to let you know that incivility is not confined to Trustees or the Chancellor's Office (the threatener is no longer with the CSU).

An association letter came to this editor addressing the recent treatment of Professor Nicholas (Perk) Hardeman by President Stephen Horn of Long Beach. It would have been printed here, except that essentially the same letter appeared on page 2 of the April, 1987 issue of the CFA Professor. Rather than to repeat it, this column will add its disgust at this uncivil and unseemly conduct of a campus president toward one of the most distinguished members of the faculties of the CSU. To briefly review the President's glaring omissions to write the customary letter recommending Perk for Trustees' Outstanding Professor, to be present when he was so honored by the Trustees, nor when honored at the home of the Chancellor, to recognize this honor on the campus, and to write the letter conferring emeritus status.

Perk is too big a person to be unduly bothered by this peckerwood type behavior. He may feel more than a little sad for his colleagues still laboring under such a regime. He must find some comfort in the knowledge that his many articles, four books, eight book awards, long Academic Senate service, local student acclaim, ninety statewide committees and commissions, marvelous collection of historic home, farm and shop tools, defense of many faculty and staff members in trouble with the "system" and distinguished service to faculty organizations place him at the top of almost everybody's list of colleagues to be emulated.

It is little comfort to him to know that others may be treated this way by Horn. Other outspoken campus personalities have been snubbed. Most recently, as reported in the Los Angeles Times, the good Doctor Horn has taken after Chancellor M. Ann Reynolds. She herself is a distinguished scientist and scholar, who is further distinguishing herself as an administrator and advocate of public higher education, as well as the California State University. Its mission is more clearly and honorably seen with her leadership and vision. She and Perk have many more similarities than either has with Stephen Horn.

Don Moore, Co-editor.

*(Courtesy the ACSUP VOICE, May, 1987)

(Donald A. Moore is Emeritus Professor of Economics and Statistics at Cal State, Los Angeles.)

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Milton Dobkin,

emeritus faculty member at Humboldt State, is serving as emeritus representative to the California Faculty Association. As such, Dobkin serves as liaison between the CFA and AEP in matters of concern to emeriti in the collective bargaining arena.

Clouded Vision

Dimout Greets Emeriti on Vision Care Front

"Left out" best describes CSU retired employees when it comes to vision care insurance sponsored by the California State University system.

Edward R. Purcell, general manager of the California Faculty Association, offered that dim assessment in response to inquiries by Milt Dobkin, AEP liaison representative to the CFA.

"As you may be aware, the new CFA-CSU collective bargaining agreement provides for vision care insurance as of July 1, 1987," Purcell said. "This agreement, however is unfortunately not all-inclusive as it defines eligibility by reference to PERS health care eligibility."

The definition is found to exclude retired employees not defined by statute as eligible for state health care as well as certain active employees, a large group of lecturers.

Purcell reported that "significantly, even after the new contract was signed, CSU also tried to exclude FERP participants from coverage." That nagging issue was solved and FERP employees will have coverage effective Jan. 1, 1988.

Speaking for CFA, Purcell told Dobkin that CSU's retired faculty should receive vision care insurance, and indeed all state employee insurance benefits, particularly in the medical/life areas.

Jack A. Byrom, president of the Association of Emeriti Professors, expressed the determination of AEP to pursue the matter with the Board of Trustees, the "body with the authority and resources to address a solution."

-- DeWayne B. Johnson, editor.

LOW-BUDGET SURVEY:

What do you see as priority items for AEP's agenda?

What would you like to do to help AEP realize its goals?

Name _____

(Please return to AEP along with your membership enrollment card!)

AEP INVITATIONAL LETTER . . .

The problems are multiplying, and the Association of Emeriti Professors is at the forefront in working with emeriti leaders from the 19 campuses, the CSU Academic Senate, CFA, other state retiree organizations, and, whenever possible with the Chancellor and her staff. As reported elsewhere in this publication, Leonard Mathy is the AEP liaison representative to the Academic Senate and Milton Dobkin represents us with CFA. In addition, Wilma Krebs and Terry Quiett, our representatives in Sacramento, are making it possible for us to work with the Legislature and with other retiree organizations in safeguarding our existing benefits and getting our appropriate share of improved benefits granted active tenured faculty.

To serve you better, the infant Association of Emeriti Professors has already upgraded its entire organizational program. We have negotiated for office facilities, secretarial support and a computerized membership list and mailing program. Communicating with 3,000 retired faculty and librarians is a much greater challenge and much more costly than it was when we were on campus and had access to university mail programs. Now all of our written communication must be addressed and mailed directly to you. Mailing and newsletter printing costs are already expensive and they are going up. We need you to help reduce the burden on each one of us.

It is heartening to know that several individual campuses are making great strides in developing retiree organizations. We are ready to help and to share information with those who are just beginning or who are encountering organizational problems. Please call on us, knowing that we can share with you our experience and learn from yours. Many benefits on the local campus level came about as a result of the early sharing of information by way of AEP channels.

Reproduced on Page 3 is a statement on how AEP works and its long-term goals. We hope that these goals coincide with your goals and that you will join us, not only by paying modest dues ranging from \$1 to \$3 a month but also by being an active participant in our work.

Thank you in advance for your support!

For the Executive Committee


Jack A. Byrom, President

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Association of Emeriti Professors
DeWayne B. Johnson, editor pro tem.
Ann Oliver, office manager
9010 Reseda Blvd., Suite 224
Northridge, CA 91324
(818) 886-1196