



Publication of the California State University Emeritus and Retired Faculty and Staff Association
<https://www.csuerfsa.org>

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Legislative Report: CSU Campus Financial Reviews, CalPERS Returns

By Robert Girling, CSU-ERFSA Legislative Director

CSU unveils plan for 'long overdue' review of campus finances. California State University is increasing financial oversight across its 22-campus network after a pair of fiscal crises in the past 18 months led to severe budget cuts and restructuring at two of its campuses.

The increased financial oversight comes at a time when enrollment has dropped at some campuses even as others see gains. Sonoma State canceled academic programs, suspended its NCAA athletics program, and took other measures to close its budget gap. And Cal Maritime merged with Cal Poly San Luis Obispo, a larger and more stable peer.

California lawmakers in June required CSU campuses suffering "sustained enrollment decline" to submit turnaround plans to the CSU Chancellor's Office as part of the 2025 budget act. The Chancellor's Office will submit a summary of those reports to the state Department of Finance and the legislature by March 1. CSU leaders, in addition, have asked all CSU campuses to compile detailed reports as part of what they call a "fiscal health monitoring" process. Launched in August, the financial early warning system aims to spot problem areas and highlight practices that could boost enrollment.

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Ten CSU-ERFSA Members Awarded Foundation Research Grants

By Marshelle Thobaben, Grants Committee Chair

Ten CSU-ERFSA members were awarded research grants in the most recent cycle, for 2025. The CSU-ERFA Foundation allocated \$8,000 for the 2025 grant awards. From 1997-2025 the CSU-ERFA Foundation contributed \$103,371 that in turn funded 120 grants.

(Ed. Note: Marshelle Thobaben has resigned as Grants Committee chair. We want to thank her for her years of dedicated service. Marshelle wants to thank Don Wort (East Bay) for his years of dedicated service on the committee.)

The following CSU-ERFSA members were awarded grants.

Dr. Stephen Cooper (CSULB). Dr. Cooper received funding to organize and digitize his extensive research on Italian American novelist and screenwriter John Fante. This digital archive, to be donated to the university library, will make Fante's life and works accessible to scholars, writers, and the public, preserving an important piece of twentieth-century literary history.

Dr. Connie Corley (CSULA). Dr. Corley's research explores resilience in activism and advocacy. She will collect and analyze personal narratives from

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CSU-Emeritus and
Retired Faculty and Staff
Association
www.csuerfsa.org

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2025-2026

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The *Reporter* welcomes submissions by members of CSU-ERFSA or other appropriate individuals of advertisements for academically oriented materials or services, to be printed at the discretion of the editor. The views expressed in the columns and articles in The CSU-ERFSA Reporter are those of the author, and not necessarily the views of CSU-ERFSA, its officers, or the editor. Editor's email: tanagnoson AT gmail.com

From the President

Dear Colleagues,

Winter in California (and Looking Ahead to Spring). Welcome to winter in California. While we may grumble about rain or fog, we are all grateful not to be experiencing the extreme weather affecting many of our friends in the eastern United States. I hope many of you have seen some sunshine over the past few months—here in the northern Central Valley, we have been living under a steady layer of fog. Like many of you, I am very much looking forward to spring!

Ongoing Work and Our Dedicated Team. Since my last message, we have continued to update CSU-ERFSA documents and financial records. We are truly fortunate to have such dedicated officers, committee chairs, committee members, and a knowledgeable and resourceful office staff.

As many of you know, Executive Director Merry Pawlowski has announced that she will be stepping away at the end of March 2025. We are grateful to Merry for her nearly four years of service and leadership.

Highlights from the Executive Committee Meeting. The CSU-ERFSA executive committee met on January 21, 2026, and it was a very productive meeting. We heard updates from the executive director, officers, liaisons, and committee chairs, and I am pleased to report that the organization remains productive and in a stable financial position.

We are excited about expanding our work with members and campus affiliates, and I encourage you to visit the CSU-ERFSA website (www.csuerfsa.org) to see recent updates and additions.

Membership Engagement and New Videos. One of our 2024 grant recipients, Christopher Kondo (CSUF), is creating a membership recruitment video for the CSUF campus affiliate. He will soon be working with our Membership Committee Chair, John Tarjan (CSUB), to develop a similar recruitment video for CSU-ERFSA. We look forward to sharing these videos as new tools to support membership growth and engagement.

Programs. We have created a new Programs Committee. This committee will work closely with campus affiliates and the membership committee to publicize activities that are open to CSU retirees statewide, with the goal of creating more opportunities for engagement—no matter what your campus affiliation is.

The 2025 nominating committee has been filling vacancies, and you can read about its work on p. 9 of this edition of *The Reporter*. Please consider becoming active with CSU-ERFSA.

Legislative Advocacy: Your Voice Matters. An important focus this spring will be strengthening CSU legislative advocacy. We will be working with Jerry Schutte (CSUN), our ASCSU liaison, who shared information about legislation currently being considered that affects the CSU.

Jerry emphasized that some of the most effective voices in advocacy are students and retirees. If you are interested in participating in this important work, we would very much welcome your involvement.

Policy Updates and Governance. Secretary Bethany Shifflett (SJSU) continues to do outstanding work ensuring that our policy documents are consistent and clear. She recently identified several inconsistencies, the fixes for which were reviewed and approved by the Executive Committee. These by-law clarifications will be presented to the State Council for confirmation in April.

New Budget and Personnel Policies Committee. The executive committee has created an ad hoc budget and personnel policies committee (Holl, Schoenwald). Its goal is to develop a handbook for officers that clearly documents CSU-ERFSA practices and policies. This handbook will serve as a valuable resource as leadership transitions occur and will support our broader goals of increasing membership, engagement, and organizational effectiveness.

Executive Director Search Update. Because of the short time remaining before Merry's departure, we have been

Getting Involved: Committees and

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Position Announcement: Executive Director of CSU-ERFSA

The California State University Emeritus and Retired Faculty and Staff Association (CSU-ERFSA) is a state-wide association devoted to addressing the concerns and protecting the rights and benefits of retired CSU faculty and staff. CSU-ERFSA has a membership of approximately 2,000 retired faculty and staff from the 23 CSU campuses and the CSU Chancellor's Office. This is a part-time, twelve-month position, and normally, the Executive Director is expected to be in the office periodically as needed. For further information about CSU-ERFSA, visit www.csuerfsa.org.

Qualifications: a) retired faculty or staff status from the California State University system; b) membership in CSU-ERFSA; c) three or more years of experience as a department chair or in a management position; d) skill in planning, organizing, and implementing short and long-range projects; e) experience in staff supervision, f) competence in oral and written communication; g) experience managing budgets; h) familiarity with governance and labor issues facing CSU faculty and staff; i) familiarity with issues affecting CSU retirees such as health insurance programs and benefits; and j) the ability to interact effectively with members.

The Position of Executive Director of CSU-ERFSA: The Executive Director is responsible for staff supervision and evaluation, as well as oversight for the day-to-day operation of the central office. The Executive Director serves as an ex-officio non-voting member of all committees as well as the State Council; facilitates arrangements for the Fall and Spring State Council meetings, the Executive Committee, and other committee meetings; and prepares and arranges for the distribution of written materials related to such meetings.

The Executive Director works with officers and office staff to effectively manage finances, programs, and communication. The Executive Director actively contributes to Executive Committee and State Council activities, discussions, and decision-making. The Executive Director ensures that information about the financial status of the Association is reported through the Treasurer at each Executive Committee meeting and each State Council meeting, or more frequently at the request of the Executive Committee or the President. The Executive Director serves as a member of the CSU-ERFA Foundation Board. The Executive Director prepares a report of their activities for each State Council meeting, each Executive Committee meeting, and

as needed, each edition of the reporter.

The Executive Director maintains liaison with affiliated retiree groups on each CSU campus, responding to requests for information or materials and encouraging activities of interest to retirees at the campus level.

The Executive Director responds to inquiries from members, either by resolving their concerns or providing directions on how to address those concerns. As needed, the Executive Director assists the membership committee with its work, retaining and recruiting members. The Executive Director is responsible for ensuring that an accurate database of CSU-ERFSA members is maintained and providing a listing to campus affiliates of their CSU-ERFSA members when requested.

The Executive Director, together with the CSU-ERFSA President, negotiates agreements with external organizations and ensures that such agreements are honored. The Executive Director follows up with the relevant parties for further action if needed.

Salary: The current CSU-ERFSA budget includes a monthly salary of \$1,500 plus a \$2,600 annual travel allowance. Additional benefits, such as health insurance or pensions, are not provided. The Effective Date of Appointment will be as soon as possible following confirmation by the State Council.

Questions. To indicate interest in the position or ask questions about it, contact CSU-ERFSA President Sue Holl at sueh@csus.edu.

Applications: Candidates should submit a letter of application including a statement of interest and a summary of relevant qualifications, a current resume, and the names and contact information of three professional references. To receive full consideration, please submit your application by February 16th, 2026. However, if the position is not filled, applications received after that date may also receive consideration. Submit applications via email to: Sue Holl, CSU-ERFSA President, sueh@csus.edu.

CSU-ERFSA is an Equal Opportunity Employer and does not discriminate against persons on the basis of age, disability, veteran status, gender, marital status, national origin, race, religion, or sexual orientation.

Letters to the Editor

To the editor,

I enjoyed your reflections on editorship in the current issue of the *CSU-ERFSA Reporter*. Of the 25 or so periodicals come into our home (too many!), I find that *The CSU-ERFSA Reporter* is one of the most useful and informative. It is also very well written and edited. Thank you for your stewardship of the newsletter and for all you do for CSU-ERFSA.

Peter H. Michael (CSUS College of Business)
Adamstown, Maryland

To the editor,

You may not remember me, but we were active in the SSRIC (Social Science Research and Instructional Council) in the 1970s when we brought our students to the annual student research conference. I was just reading the latest Reporter and

was inspired to say a quick "thanks" for your outstanding job as its editor. I read it and appreciate the breadth of relevant topics covered. presentations.

I retired in 2010 and have enjoyed a lot of travel (hiking, biking and kayaking trips) and music performances (an amateur pianist, I enjoy chamber music and accompanying singers). We've even put on a few operas over the years (5 Mozart operas and 4 Gilbert and Sullivan).

(Continued on page 4)

CFA Report: CFA Opposition to Federal, State Actions

By Jay Swartz, CSU-ERFSA Liaison with CFA

California Faculty Association members have remained engaged and fierce in their opposition to federal and state actions that have impinged upon the CFA cornerstones of social justice and fairness toward faculty, staff, and students.

Notably, dozens of rank and file members took to the streets of downtown Los Angeles to join in protests of the killings of Alex Pretti, Renee Good, and Keith Porter, Jr. all gunned down during nationwide ICE raids, which CFA leadership state are targeted toward victims of racial profiling and discrimination. In particular, as CFA president Margarita Berta-Avila of Sacramento State maintains, all must remain resolute and vigilant against even hints of ICE appearances on any CSU campuses.

Within the CSU system CFA leaders are equally alarmed. They cite the case of the Dominguez Hills campus, where very

much like that at Sonoma State, the president has targeted the need to cut six academic programs "in line with campus priorities" in order to save money in declining times. But in fact it has been documented that CSUDH has witnessed growth in student enrollment and tuition revenues.

Administrative Bloat. CFA contends that the problem is administrative bloat. At Dominguez, for example, administrative and operating expenses have increased while instructional budgets have declined – a pattern common across many campuses. This was particularly illuminated as most faculty, staff and students watched in horror as the Board of Trustees in November increased executive salaries once again such that the average CSU campus presidential salary exceeds \$450,000 annually, well above that of the President of the United States, with one executive at San Luis Obispo pocketing a

hefty raise of more than 100k and topping out above \$611,000 annually.

CFA observers claim that Trustees were duped into believing that executive salary increases were not coming from tuition or state revenues when in fact they were.

CSU Chancellor Mildred Garcia contends that all employees within her charge are "fairly and competitively compensated," an observation contested by CFA leaders, citing the same mantra that if executives keep getting more and more, then the lowest tier of instructional staff, lecturers, gets less and less proportionately.

CFA celebrates the legislature's passing the CSU direct admissions program that will allow all qualified high school seniors direct admission into their choice of CSU campus, with the exception of the six high demand, most selective campuses at Fullerton, Long Beach, Pomona, San Diego, San Jose, and SLO.

Letters to the Editor

(Continued from page 3)

So, just wanted you to know that there are still a few of us survivors out there.

Warm regards,

Carole Barnes
Prof. Emerita of Sociology
CSU Sacramento

To the editor:

I just received *The CSU-ERFSA Reporter*. The first thing I read was your wonderful presentation of the trauma and simultaneous analysis of finding a suitable, caring place for your wife. Thank you for all that.

I did the same thing for a close friend who, while not having dementia, did not have the income to be taken care of at home nor in an assisted care place. It was hard to be responsible for his health care and income. Family only helped minimally.

Your description of the various alternatives will help many people. Keep making references to the piece or a summary of the alternatives in future issues.

Hope you and your family are well

Michael Semler
Professor Emeritus
Sacramento State University

Pocket Calendar

The pocket calendar is currently being sent **ONLY** to those who have opted in - please notify the office at the email, phone, or address on page 2 if you would like to continue receiving the calendar.

However, if you have opted in already, you do not need to opt in again. You will remain on the list to receive the calendar.

CSU-ERFSA New Members

A very warm welcome to our newest CSU-ERFSA members:

Chico – James F. Morgan

East Bay – Lindsay McCrea
Gretchen M. Reeve-Manning

Fullerton – Margaret Garber
Eileen T. Walsh

Long Beach – Robert W. Frear

Sacramento – Bridget Parsh

San Jose – Tan V. Nguyen
Anh-Tuyet T. Tran

Sonoma – Wendy A. St. John

Stanislaus – Phyllis B. Gerstenfeld

ASCSU Report: New CO Division, New Policy Tools

By Jerald Schutte, CSU Northridge, Emeriti Academic Senator

The Academic Senate of the California State University (ASCSU) convened its January 15-16, 2026 plenary with a focus on systemwide policy priorities, student success infrastructure, equity, and legislative advocacy.

The Senate approved the agenda and prior minutes and received reports from standing committees, systemwide liaisons, and task forces, underscoring a session oriented toward strategic alignment rather than a heavy resolution load. Key discussions reflected ongoing efforts to operationalize CSU Forward, respond to demographic and fiscal pressures, and clarify the Senate's role in shared governance and policy development.

New CO Division. A central policy update delivered by Junius Gonzales and Nathan Evan, vice chancellor and associate vice chancellors of academic affairs respectively, and Dilcie Perez, deputy vice chancellor for strategic enrollment management, outlined the creation of a new "Division of Student Success and Strategic Enrollment Management." This division intends to unify previously fragmented efforts into a single, coordinated implementation plan aligned with the student success framework. Key findings from this update emphasized the importance of improved access to real-time, disaggregated data; consistent definitions of student populations; and the establishment of clear, measurable systemwide goals with accountability mechanisms. Campuses are being asked to set concrete student success targets, particularly for the fall 2027 cohort forward, signaling a shift toward more explicit performance expectations.

Strategic enrollment management also reaffirmed a systemwide priority, with attention extending beyond recruitment to yield, persistence, and graduation. Notably, the Chancellor's Office highlighted second- and third-year retention as critical leverage points and acknowledged that outdated policies and procedures may be impeding student progress. A policy review is underway, with openness to revisiting long-standing practices that no longer serve current students. These discussions also reflected broader demographic realities, including declining numbers of

traditional-age students, prompting exploration of more flexible, accessible academic pathways for adult learners beyond existing PACE and extended education models.

System leaders reported on reviews of PACE and fully online programs, focusing on governance, funding models, workforce alignment, and student demand. Opportunities for cross-campus collaboration are being examined, particularly where legacy policies limit innovation, such as those governing consortium degrees, residency requirements, or credit for prior learning. A key policy tension identified was the need to strengthen workforce responsiveness while maintaining the CSU's comprehensive educational mission, including commitments to liberal education and social justice.

Several Operational and Capacity-Building Initiatives Highlighted. A new systemwide Adobe contract will provide all campuses with full suite access and dedicated professional development funding, including centralized resources for scalable, cross-campus projects. This is framed as an opportunity to invest in faculty learning communities and teaching and learning infrastructure, with a forthcoming call for proposals expected to advance systemwide pedagogical capacity.

Equity and Inclusion. Equity and inclusion featured prominently through both policy action and intellectual engagement. The Senate approved a resolution supporting Minority Serving Institutions (AS 3763) and hosted a featured presentation on the historical and contemporary backlash against DEI efforts in higher education, by Nimisha Barton from CSULB. The presentation emphasized that current resistance reflects recurring cycles tied to political retrenchment and austerity, and it underscored the role of faculty, senates, and unions as critical sites of advocacy and resistance. These themes reinforced the Senate's ongoing Justice, Equity, Diversity, and Inclusion (JEDI) agenda and its relevance to governance and policy work.

Student and alumni perspectives further informed the plenary. The California State Student Association (CSSA) reported

active legislative advocacy, including co-sponsorship of SB 323 to improve clarity and access in the California Dream Act application process. CSSA also outlined budget priorities centered on affordability, student aid, and basic needs, while raising concerns about fee practices and transparency. The CSU Alumni Council shared its efforts to align with CSU Forward and expressed interest in deeper integration of alumni into academic programs and student success initiatives, particularly through mentoring, classroom engagement, and career pathways.

The plenary concluded with reflection on Senate process and effectiveness. Senators expressed support for exploring policy tools beyond traditional resolutions, such as white papers, to advance advocacy, and raised concerns about infrequent engagement with the Chancellor. Action items approved during the session included resolutions in support of legislative advocacy positions (AS 3764), policy agenda priorities (AS 3765), discipline-based councils (AS 3768), and Senate apportionment (AS 3773), while several governance-related proposals advanced to first reading. Overall, the plenary reflected a policy-oriented focus on alignment, accountability, and adaptability in a changing fiscal, demographic, and political environment.

Delete Your Name from RateMyProfessors.com

Thalia Anagnos of San Jose reports that you can write to "RateMyProfessors.com" and ask them to delete your information and profile if you have retired from the university and your name no longer appears on your department website. Whether they will comply if your name is listed, as ours are, on the Emeriti list is not known at this point. Send your request with the required information to support@ratemyprofessors.com or check out <https://tinyurl.com/mphas4v>.

One colleague reported that it took about a month for them to reply, but then they did delete the profile.

Review of *How to Know a Person*, by David Brooks

Reviewed By Robert Girling, School of Business, Sonoma State University

How to Know a Person: The Art of Seeing Others Deeply and Being Deeply Seen, By David Brooks. Random House, 2023. 320 pages. \$30 (hardcover); \$14.99 (eBook).

In his recent book, David Brooks, retired NYT columnist and bestselling author of six previous nonfiction works, sets out to help readers develop the essential human skill of truly understanding others. *How to Know a Person: The Art of Seeing Others Deeply and Being Deeply Seen* offers practical and philosophical guidance on how to move beyond abstract ideas like “relationships,” “community,” and “friendship” toward genuine human connection, where people feel valued, heard, and understood.

It reads as a thoughtful meditation on what it means to be human, paired with highly practical insights on how to engage more meaningfully with others. Some sections invite reflection; others provide concrete strategies that can be applied immediately, all without sounding preachy or prescriptive.

I found the book to be entertaining, thought-provoking, and enlightening. Brooks doesn't appear to come from a place of instruction, as if he is better than you and you need to be educated. Instead, he comes across as someone having a

friendly conversation with a person who has had some profound experience and is exploring ways he can improve and wants to share a few useful thoughts with others willing to listen.

For example, Brooks shares an anecdote from behavioral psychologist Nicholas Epley, who noticed that despite knowing social connection is a key source of happiness, people on his daily commute were all isolated behind screens and headphones. Epley's research revealed that people avoid starting conversations because they underestimate how much they – and others – will enjoy them. Brooks builds on this insight by encouraging readers to ask people about their life stories and listen for emotional tone, inner conflicts, and meaningful choices.

Brooks discourages default questions like “What do you do?” which often reduce people to their jobs and rarely lead to interesting conversations. Instead, he suggests narrative questions that reveal values, hopes, and inner lives, questions such as:

- What do you want to offer the world?
- When do you feel most alive?
- If the next five years were a chapter in your life, what would it be about?
- What crossroads are you at right now?

Ultimately, *How to Know a Person* offers a

simple but profound formula: ask good questions, listen deeply to the answers, and keep asking. The result is greater empathy, stronger relationships, and more meaningful communities.

At its core, Brooks's message is about listening. We cannot truly “see” people unless we are willing to listen to them with curiosity and care. Most people long to be understood and desire deep connections, yet many of us lack the skills—or the habits—to truly understand others or behave in ways that foster the intimacy we seek.

Brooks emphasizes that deep connection grows from understanding, and understanding in turn begins with authentic listening. A crucial part of listening well is asking thoughtful questions. People tend to feel they've had a meaningful conversation when they've been invited to speak about what matters to them and sense that the other person is genuinely interested.

The book is organized into three main sections. Part One, “I See You,” introduces the fundamentals of human connection, including how we often fail to truly see others and how asking the “right” kinds of questions can open deeper conversations. Part Two, “I See You in Your Struggles,” addresses more difficult terrain, such as engaging across political and cultural divides, supporting friends in despair, and understanding how people are shaped by suffering. Part Three, “I See You with Your Strengths,” explores personality traits—drawing on the “Big Five” (extroversion, conscientiousness, neuroticism, agreeableness, and openness)—and shows how we can learn from others' distinctive qualities.

One of the most moving moments in the book is Brooks's account of his best friend's descent into severe depression and eventual suicide. Initially, Brooks tried to “fix” his friend by offering solutions, countering negative thoughts, and pointing out reasons to feel hopeful. None of it helped. Eventually, Brooks realized that what his friend needed was not advice or correction,

From the President

(Continued from page 2)

giving significant attention to the search for a new Executive Director. We hope to make a successful appointment and to have Merry assist with a smooth transition. A search committee is actively working to ensure that the process is conducted carefully and efficiently. Please feel free to reach out if you have any questions.

If you are reading *The Reporter* online and would like to drop your paper subscription, please write csuerfsa@csun.edu.

Upcoming Meetings:

- **CSU-ERFSA State Council Meeting:** April 2, via Zoom, 10:00 a.m.–12:30 p.m.
- **Next Executive Committee Meeting:** July 23, via Zoom, 10:00 a.m.–12:00 p.m.

Looking ahead, I wish you all a very pleasant beginning to spring.

Please do not hesitate to contact me if you have any questions. We very much look forward to continuing our work together.

Sincerely,

Sue Holl, President
sueh@csus.edu

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Spring Book Reviews

By Sherry Keith, Prof. Emerita of History, SFSU

Nancy Klann-Moren, *Love and Protest* (2024, 301 pp., \$17.99 pb or \$6.99 Kindle)

Love and Protest is an ideal read for current high schoolers and undergraduates. This novel offers the tale of two young women: Harper, who is coming of age at the close of the first Trump administration, and Libby, who lived a parallel life in the late 1960s.

Harper discovers Libby’s forgotten journal chronicling her flight from middle America to San Francisco during the apex of the counterculture movement. These stories capture the naivete of two young women separated by a generation and drawn to the tumult of the times in which they are coming of age.

If you have a granddaughter or neighbor who might be drawn to the lure of romance amidst troubled times, *Love and*

Book Review

(Continued from page 6)

but simple presence and unconditional care. His friend didn’t need to be repaired—he needed to be understood. Brooks’s reflection is both heartbreaking and instructive, illustrating the limits of problem-solving in the face of emotional pain and the profound power of simply being there.

Some critics may argue that Brooks is essentially rediscovering the concept of emotional intelligence, first popularized by Daniel Goleman in the 1990s. That comparison is fair, but Brooks adds something distinct: lived experience, narrative depth, and a cultural lens on why modern life, especially in this age of cell phones and AI, so often undermines meaningful connection.

David Brooks reminds us that knowing others well is not just a social skill—it is a moral practice and a pathway to a more connected, compassionate life. I highly recommend this book to anyone who wants to understand people more deeply, including themselves.

Protest, may be just the read to hold their attention while learning some history.

An important aspect of this story is location: Harper lives in a small southern town and her name was not chosen by chance. Her mother’s favorite book, *To Kill A Mockingbird*, grounds the story in the civil rights movement, so important to contextualizing the protests of these times.

I enjoyed being drawn into the novel’s reverie and appreciated the effort to inspire Generation Z to join the challenges we are facing to preserve justice and democracy.

Sujata Massey, *The Widow of Malasar Hill* (Soho Crime, 2020, 408 pp.).
—, *The Satapur Moonstone* (Soho Crime, 2018, 432 pp.)

These two books take the reader to India of the 1920s. Massey has created the Perveen Mistry Series to both entertain and educate us. I am not a fan of mysteries, but I couldn’t stop reading these two novels for the compelling main character, Perveen.

Perveen has, with much struggle, become a solicitor, the first woman solicitor in India, no less. Placing Perveen, a misfit, squarely in the center of an inhospitable era for women of any station or caste in India, we learn about how Perveen is able to turn obstacles to her advantage, how she wins over adversaries and skeptics, suffers and succeeds in a career path where there is no place or tolerance for her.

Sujata Massey’s prose is rich, fluid and the stories she tells never lag or lack drama and conflict. The Perveen Mistry series now includes three additional novels on my “to read list.” Massey is a prolific but highly intentional writer. Her novels evidence careful historical research, as well as a strong commitment to her characters. If you haven’t discovered her yet, it may be time to dive into her delightful prose.

Ed. Note: If you are interested in India in the 1920s, our mystery book club recently read Barbara Cleverly’s *Ragtime in Simla* (Random House, 2006).

In Memoriam

Chico – Paul A. Luker
Edward W. Niepoth

East Bay – Mary E. Stevens

Fresno – James E. Aldredge
Bernice A. Stone

Fullerton – Arthur A. Hansen
William J. Ketteringham
Jea K. Park
Prem K. Saint

Long Beach – Kazi G. Mohiuddin

Los Angeles – Donald R. Burrill

Northridge – Lorence G. Collins
Robert L. Docter
Deona M. Lilly
David J. Ostroff

Pomona– Arthur F. Parker

San Bernardino – Louis J. Reich

San Diego – Michael L. Harvey
Kenji Ima
Patricia M. Johnson

San Francisco – Amy Hittner
William M. Littell
Kathleen O’Sullivan
Peter E. Radcliff
Manfred Wolf

San Luis Obispo – James R. Conway
Charles W. Strong

Sonoma – Robert T. Rosin
Robert J. Sherman

Stanislaus – William G. Webster

Personal and Professional

Alexis Krasilovsky (CSUN) read her poems at Yetzirah LA!, “a hearth for Jewish poetry” in Los Angeles on January 29, 2026. Krasilovsky is the author of *Watermelon Linguistics: New and Selected Poems* (Cyberwit, 2022) and *Great Adaptations: Screenwriting and Global Storytelling* (Routledge, 2019). She is Professor Emerita of Screenwriting.

Legislative Report: CSU Campus Financial Reviews

(Continued from page 1)

Falling enrollment, coupled with rising costs for salaries and other unavoidable line items, has left structural deficits on some campuses. A CSU spokesperson said that in a few instances, “we’ve handed a new president a structural budget deficit that we didn’t really even know was there, but we sort of knew, but then they had to deal with it the minute they walked in.”

At Sonoma State, campus leaders in January 2025 announced sweeping cuts, including the elimination of entire academic departments and all NCAA sports, measures they said were needed following years of shrinking enrollment. The university received a one-time lifeline of \$45 million from the state budget, which was matched by another \$45 million from the CSU system.

And Cal Maritime, the system’s smallest campus, is being integrated into Cal Poly San Luis Obispo after declining enrollment plunged the campus into a financial tailspin. By the time CSU’s Board of Trustees considered an unusual proposal to fold the maritime campus into Cal Poly in the summer of 2024, its president said Cal Maritime had already “taken a chainsaw to every expense on campus.”

Enrollment Declines. Seven Cal State campuses with recent enrollment declines — Channel Islands, Chico, Dominguez Hills, East Bay, Humboldt, San Francisco and Sonoma — were required to share turnaround plans with the Chancellor’s Office by the end of 2025. Those reports outline the campuses’ plans to improve enrollment and save money, as well as enrollment projections for the next five years.

CSU leaders said declining K-12 enrollment and regional variation are among the drivers that have left some campuses with fewer students, even as headcount at other CSU peers surged. To build enrollment, the university system wants to strengthen the pipeline of students transferring from community colleges, lure back students who cut short their studies, and recruit more adults. At some campuses, CSU leaders reported, housing programs have become a risky part of university finances. At Cal State San

Bernardino, for example, an internal audit in August found that debt service related to the construction of a newer dorm, Coyote Village, combined with slumping occupancy and the Covid-19 pandemic, had left housing operations with “significant net losses.” And at Cal State LA, CSU auditors in July projected a \$3.7 million net loss for student housing in its 2024-25 fiscal year following a period of staff turnover and low occupancy.

Some Cal State campuses are also significantly subsidizing their athletics programs with growing costs outstripping limited revenue from sports.

CalPERS key performance and operational highlights (January 2026): As of January 2026, CalPERS reported a strong financial position with its total portfolio reaching approximately \$606 billion in value. Following a robust 11.6% return for the 2024-25 fiscal year, CalPERS is focusing on private market expansion (targeting 40% allocation) and implementing a new “total portfolio approach” to investing to boost long-term returns.

- **Portfolio Growth:** assets grew to roughly \$606 billion by mid-January 2026, up from \$556.3 billion at the end of the previous fiscal year.

- **Investment Strategy:** under Chief Investment Officer Stephen Gilmore, the fund is shifting toward a “total portfolio approach” to increase flexibility. Private equity, specifically co-investments, is expected to continue outperforming, with a focus on growth and venture capital.

- **Fiscal Year 2024-25 Performance:** the 11.6% net return was driven by public equities (16.8% return) and private equity (14.3% return).

- **Funded Status:** the estimated funded status improved to 79% for the fiscal year ending June 30, 2025, up from 73.9% the prior year.

- **Health Premiums & Changes:** for the 2025 calendar year, overall health plan premiums increased by an average of 8.21%.

Legislation. California’s higher education legislation focused on budget allocations and streamlining pathways to college,

with major themes including Governor Newsom’s proposed budget for significant funding increases for UC, CSU, and Community Colleges, new funding for student success initiatives, and legislation for Education Savings Accounts (ESAs) and direct admissions programs.

Legislation. Key bills included SB 640 (CSU direct admissions), taking effect in 2026, and mandates for suicide hotline numbers on student IDs. Other key laws that officially became effective on 1/1/26:

- **SB 640: CSU Direct Admissions Program** – Establishes a permanent program granting automatic admission to the CSU for qualified high school seniors who complete A-G requirements with a minimum 2.5 GPA.

- **SB 307: Protections for Undocumented Students** – Mandates that CSU leaders (and requests UC leaders) adopt policies for grades, dropping classes, and re-enrollment for students impacted by immigration enforcement activity.

- **AB 727: Mental Health Resources** — Requires all public colleges and universities to include a 24/7 hotline for the Trevor Project on student ID cards to support LGBTQ+ youth.

- **SB 271: Childcare Support for Student-Parents** – Requires California Community Colleges (CCC) and CSU to provide students with dependent children referrals to campus Basic Needs Centers and financial aid offices.

The Governor’s proposed budget includes significant new investments aimed at strengthening college affordability:

- CSU: Proposed \$5.6 billion, representing a 5% (\$264.8 million) increase.

- UC: Proposed \$5.3 billion in base general funds, a 5% (\$254.3 million) increase.

- California Community Colleges (CCC): Proposed \$15.4 billion from general funds and property taxes, a 9% (\$1.3 billion) increase.

Ongoing Legislative Developments

(Continued on page 10)

Ten CSU-ERFSA Members Awarded Research Grants

(Continued from page 1)

activists across generations, examining their experiences in local, regional, and national struggles. The findings will be shared through peer-reviewed publications, a digital archive, and public presentations, offering a rich resource for understanding sustained civic engagement.

Dr. Daryl Eggers (SJSU). Dr. Eggers will present his research on the energetic role of water in biological systems at the 70th Annual Meeting of the Biophysical Society. Despite being retired, he continues to contribute to his field through publications, talks, and poster sessions, emphasizing the fundamental importance of solvation thermodynamics in biology.

Dr. Anne Goldman (SSU). Dr. Goldman will travel to Washington, D.C. to attend the exhibition “Women Artists from Antwerp to Amsterdam, 1600–1750” and conduct research for her second essay collection on the Dutch Golden Age painter Rachel Ruysch. This work will support the exploration of historical women artists.

Karen Kessel, Visual Resources Curator (SSU). Prof. Kessel received

funding to attend the 2026 College Art Association national conference in Chicago. Her project, focusing on Native American art from ancient times to the present, will enable her to meet collaborators, advance her textbook project, and present her research to a broader scholarly audience.

Dr. John Kirchner (CSULA). Dr. Kirchner, an internationally recognized photographer, will use his grant to travel to Japan and Indonesia to document volcanoes in the Pacific Ring of Fire. His work will support future publications and presentations combining artistic vision with scientific exploration.

Dr. Christine Latham (Fullerton). Dr. Latham is conducting a national study on nursing students’ professional identity and transition into practice following clinical interventions. Her research examines post-clinical discussions about patient outcomes, with the grant supporting research assistance and dissemination of findings.

Jeff O’Connor (Cal Poly Humboldt). Prof. O’Connor will assist the production a Mexican Folklórico dance performance, “Fiesta Folklórico,” involving 50–60 partic-

ipants from the campus community. Funding will cover costuming and production expenses, celebrating cultural heritage through student and faculty engagement.

Michael Yee (CSUSM). Prof. Yee plans to research and publish a photographic-style book chronicling the history, challenges, and contributions of Chinese Americans in San Diego from the 1850s to the 1980s. Funding will support travel, publishing, and collaboration with the San Diego Chinese Historical Museum.

Prof. Prudence Zalewski (CSUF). Prof. Zalewski will acquire and document the first CubeSat for display at the Silicon Valley Computer History Museum. Her project highlights the CubeSat’s role in democratizing space exploration and fostering engagement in both student education and the emerging space industry.

The CSU-ERFSA Grants Committee for this cycle consisted of George Diehr (SM), Kathleen Roe (SJ), and Marshelle Thobaben (HU), Chair. A special thank-you goes to Melanie Mamakos, CSU-ERFSA Office Manager, for her continued support of both the committee and the members applying for grants.

Integrating Across Performance Disciplines - Theatre, Music, Dance - Regardless of Age or Background

By Dr. Joan Melton, Professor Emerita, CSU Fullerton

For a year and a half (mid-2024 - late 25), at the request of a family member, I went back in time to playing the piano and leading singers in a church ensemble. However, for the first time ever, members of the Ensemble were mostly retirees from a range of professions who didn’t read music, hadn’t sung harmonies, but “loved to sing.” Hence, a learning experience for us all! Published music was seldom helpful; lyrics in large print worked well. I arranged pieces especially for that group, and their reputation flourished in the community!

Coming from integrative research with professional actors, singers, and dancers, I used practical findings from formal studies, and years of teaching, to develop a knowledgeable and confident ensemble. Members of the group warmed up physically/vocally, knew their own instrument

from individual sessions, could move and sing at the same time, and learned to stand “in stereo” (rather than cluster) across the altar area. Each person was prepared to sing brief solos, learned to listen to the group as a whole, and sang without formal direction. A major “aha” for everyone was that pitches, rhythms, and dynamics (loud/soft) became more meaningful when connected to movement and the setting itself.

In addition to singers, there were speakers in the church who asked for help, and transformed quickly! Outside of performance training, voice tends to be taken for granted. Yet the way we use the vocal instrument, and its relation to movement and space, can make a world of difference in what we are able to accomplish, and how we feel about ourselves and the world around us.

Nominating Committee Update

By Bethany Shifflett, Chair

The CSU-ERFSA nominating committee has made good progress filling open seats. Thank you to members who volunteered to serve!

Next steps are for the nominating committee to finalize the recommendations and prepare an update for the Executive Committee by March 10th.

Subsequently, Information related to recommendations will be sent to state council members. Elections and confirmations of appointments and nominations from the President will take place at the State Council Meeting on April 2nd.

Any questions, please let me know. Bethany Shifflett, Chair, Nominating Committee, Bethany.shifflett@sjsu.edu.

Legislative Report

(Continued from page 8)

• **AB 19: Education Choice and Parental Empowerment Act** – A 2025-26 bill proposing state-authorized Education Savings Accounts for tuition and expenses at public and private colleges. It contains provisions intended to become operative in 2027 if a related constitutional amendment is approved by voters in November 2026.

Reporting Deadlines

- CSU "Turnaround Plans" for CSU declining campuses with enrollment are due March 1, 2026.
- Projected increases in tuition revenue at UC and CSU, with funds earmarked for student aid.

A New State Law Allows More Cal State Campuses To Automatically Admit Eligible Students. Starting next fall, all students in California will be eligible for the automatic admissions program, which will expand the roster of participating Cal State campuses to 16. Cal State will release more information on the program's implementation in February,

After a pilot to automatically admit high school students from Riverside County into the CSU system took off last fall, lawmakers this year passed a law to greenlight a similar program statewide next fall.

The pilot worked like this: University officials and high schools in Riverside County pored over student course completion and grade data to identify every county high school senior who was eligible for admission to the 10 of 22 Cal State campuses chosen for the pilot. Then the students received a brochure in the mail last fall before the Nov. 30 submission deadline, plus digital correspondence, telling them they were provisionally admitted as long as they submitted an application to one or more Cal State campuses, even those not in the pilot, and maintained their high school grades.

In justifying the expanded program during a legislative hearing, bill author Sen. Christopher Cabaldon, a Democrat from Napa, said college should be as seamless a transition from high school as it is for stu-

dents finishing one grade and advancing to the next. "It's entirely an invention of us, the gap between 12th grade and college. ... The same gap does not exist between elementary school and junior high or junior high and high school."

CSU agrees to notify faculty before disclosing personal information.

California State University has reached a settlement with CFA, which represents the 25,000 CSU faculty members. CFA sued over the disclosure of personal information to the Trump administration. The suit was filed after the U.S. Equal Employment Opportunity Commission (EEOC) sought the personal contact information and demographic data of all Cal State Los Angeles employees. CSULA alerted faculty and staff, but the California Faculty Association alleged in its suit that by the time the union was notified, employee data had already been disclosed to federal authorities. The union was particularly concerned about a broader disclosure of personal information under a systemwide federal probe into antisemitism.

Under the settlement agreement, CSU must provide notice to employees as soon as reasonably practicable before complying with any subpoena for employees' personal information unless notice would be prohibited by law or regulation, according to a statement from CFA. That includes name, Social Security number, physical description, home address, home telephone number, education, financial matters, medical or employment history, and statements attributed to the individual.

"We celebrate this settlement as a win that will help prevent workers from being caught off guard by the CSU handing over personal information to federal agencies without the knowledge of the faculty impacted," said CFA in a statement. CSU released a statement saying "We are pleased to have worked closely with the CFA to resolve litigation without further court involvement... Both parties have a mutual interest in safeguarding employees' personal information and providing timely information to those most impacted. We believe this agreement successfully accomplishes both."

Extravagant Raises to Top CSU Executives.

CSU's Board of Trustees,

including the chancellor, approved a policy that gave extravagant raises to the highest-paid executives in the CSU. Assemblymember Patrick Ahrens immediately issued a statement condemning the outrageous pay increases. He asserted that "administrators already being paid more than the President of the United States is a moral outrage and breach of the public's trust." Ahrens' outrage was amplified because the Board previously decided to raise student tuition by 36% to "help" cover administrative costs.

This is the problem. Contrary to appearances, CSU operating funds—which are funded by state appropriations and tuition revenue—are directly being funneled into enormous base salary increases for the presidents: the wealthiest people in our system. Before these additional raises, CSU presidents were making an average of \$450,285 in their base salary alone.

What's appalling isn't just the recent raises themselves, but the sleight of hand at play. Both the chancellor and Frank Hurtarte, the CSU's Executive Vice Chancellor of Human Resources, appear to have deliberately misled the trustees into believing that student tuition and state funds would not go toward increasing executive compensation, when they knew all along that they would.

Students Attending Community College In Chula Vista Could Soon Enroll In More Bachelor's Degree Courses. Assembly Bill 664 would allow Southwestern College in Chula Vista to offer up to four bachelor's degrees that were identified as meeting workforce needs in the region.

Local labor market analyses identified nearly 150 "priority occupations" vital to the region's economic growth, according to Alvarez's bill. These are jobs that require bachelor's degrees in business, health care, technology and the arts. The bill proposes giving the chancellor of the CCCs the power to allow the new programs at SWC, specifies that the programs need to be "workforce-aligned," and requires the Legislative Analyst's Office to evaluate the bill's effects on the region over the next decade.

Farewell from the Outgoing Executive Director

By Merry Pawlowski, CSU Bakersfield, CSU-ERFSA Executive Director

When I leave my position as Executive Director at the end of March, I will take with me wonderful memories of visits to affiliate organizations across the CSUs. The most rewarding aspect of my role has been meeting with colleagues who have welcomed me to their meetings and events. I know I can't do justice to all the wonderful experiences I've had during the last (almost) four years, but I'll touch on three of the highlights that have remained with me.

Early in my tenure as Executive Director, I worked with Dan Wakelee at CSU Channel Islands to help initiate an affiliate chapter there. I hosted a luncheon on the campus and toured that beautiful facility, once the Camarillo State Mental Hospital, but now a historic Hispanic Serving Institution on spacious grounds with stunning Mediterranean-style architecture. A prominent feature in the interdisciplinary education the university provides is the Santa Rosa Island Research Station which I visited with donors and affiliate retirees in April 2023. On our lengthy and (VERY) rough crossing (some folks were seasick but not me!), we were accompanied by numerous dolphin pods and sea fowl. Once we arrived at the island, we toured the facility, had a box lunch, and hiked the trails through fields of wildflowers. Such a worthwhile adventure (until I slipped and fell and had to be scraped off the ground!). Just kidding, even with the fall, I had a great time and feel very fortunate to have had a small part in shaping the now vibrant and active CSUCI Retiree Association.

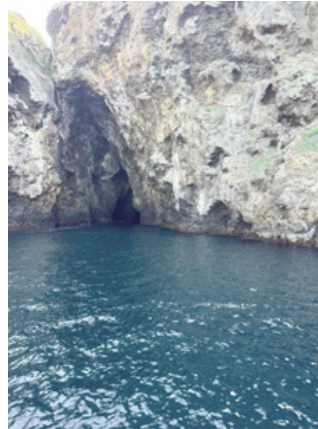


Sunrise over Santa Rosa Island

In spring of 2024, I was invited to the Fresno State Emeriti and Retirees Association conference on how to thrive in retirement. I wrote about this more extensively in an earlier Reporter, but here I want to feature what has remained with me from that conference: the energy and enthusiasm with which the speakers at the conference approached new challenges and activities in retirement. The most impactful moment for me was Sasan Rahmatian's demonstration of the geometry and intricacy of the Argentine tango with his fellow retiree and student Ellen Lipp. I posted a photo of Professor Rahmatian performing the tango in the May 2024 issue of The Reporter, and as I revisit that issue, I think what a blast it would be in full retirement, to travel to Fresno to take his class – but my feet would probably get so “tangoed” up that I'd end up on the floor. Just look at the dance steps in the photo (at the right) – excellent coordination must be a requirement, and it's been a long time since I've been out on the dance floor.

In that same issue of The Reporter, I wrote about traveling to the Cal Poly RFSFA luncheon held on the rodeo grounds of the

campus. The luncheon was very well attended, with about 40 retirees sporting their best Western attire – I tried hard to “dude up” but didn't win the prize for best dressed cowgirl, oh well. Yet what a treat to watch equestrian students roping calves, riding bucking broncos and bulls (maybe little harder than riding a camel who's being led around on a leash for a Gizeh pyramids photo op!).



At left, sea caves on Santa Rosa Island.

And I got a great shot of that year's Rodeo Queen, Sydney Goldwyn, loping around the arena carrying the flag which I posted in that article as well. I've included the photo below as a reminder of good times.

Nor can I forget my first visit to a CSU affiliate: CSULA Emeriti Association's conference at the Huntington to discuss the path

forward for the affiliate, followed by banquets at the SJSU Emeritus and Retired Faculty Association, the Sacramento State Emeritus Association, SDSU Retirement Association, the Emeriti of CSU Fullerton, and the CSUN Association of Retired Faculty's luncheon at the Orchard on CSUN's campus. Whew! I will be forever grateful for the support received from all these affiliates, and we in the office are especially grateful to CSUN's ARF for their ongoing support of our office on CSUN's campus.

For me, the next chapter in full retirement includes traveling the world (Spain, Portugal, and Morocco are next on the bucket list) as long as I'm upright, working on the next book on the commodification of 19th century Africa, reading voraciously (I'm happy to make suggestions for great, classic reads), dealing with three grown sons who live at home and drive me crazy, and trying to get my grandchildren to look up from their cellphones and talk to me. What a life!



Before plunging into full retirement, though, I want to thank all of you for the opportunity to be a part of the leadership of CSU-ERFSA – I wish all our members the very best for a most joyful retirement.

At left, intricate dance steps demonstrated in the Argentine tango

**CALIFORNIA STATE UNIVERSITY
EMERITUS AND RETIRED FACULTY
AND STAFF ASSOCIATION**

The Retirement Center
18111 Nordhoff Street
Northridge, CA 91330-8339

Address Service Requested

<https://www.csuerfsa.org>

Have you moved? If so, please report your new address to the CSU-ERFSA office at the above address.



**California State University
Emeritus & Retired Faculty and Staff Association**

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CSU-ERFSA Reporter March 2026

**Recognizing Dave
Quadro and Mark
Shapiro**

By Diana Guerin, Fullerton

Two invaluable leaders to the CSU-ERFA Charitable Foundation completed their service last April and deserve recognition for their years of service to our members. For ten years, from 2014 through 2024, Dave Quadro (Fresno) served as President of the Foundation.

Mark Shapiro (Fullerton) also completed many years of service as Treasurer of the Foundation (since at least 2014). Mark provided reports and recommendations to the Board on investment strategies, as well as filing the required forms for the Foundation with state and federal agencies. Mark also managed the CSU-ERFSA website for many years. Mark has recently been active in climate change education (you may have seen his YouTube videos).

More information is available about the Grants Program and the CSU-ERFSA

CSU-ERFSA Calendar of Events

April 2, 2026 - CSU-ERFSA State Council, 10-12:30, on Zoom.

July 23, 2026 - Summer Executive Committee meeting, 10-12, on Zoom.

October 29, 2026 (Thursday) Noon - Deadline for the 2026 small grant awards program.

Charitable Foundation at www.csuerfsa.org. You then click on "Grants" or "Foundation."

**The True Cost of
Dementia Care**
By Amy Lastuka, U of
Washington

About 5.5 million Americans live with dementia, requiring US\$53 billion in annual medical spending on doctor visits, hospitalizations, medications, home health aides and nursing homes. But the true cost of dementia care in the U.S. is far higher because it relies heavily on

unpaid care from family and friends. I am a researcher who studies health spending, and my colleagues and I set out to quantify the true costs of dementia care – not just to the health system, but to families and communities. After factoring in the value of unpaid care, we found that the total cost of dementia care increases fivefold to \$277 billion per year.

Our estimate of dementia care costs by state also revealed dramatic cost disparities by geography. In DC, the average annual cost for a person living with dementia – including both medical spending and the cost of unpaid care – is \$37,000, while in West Virginia it is \$61,000. This is drawn from a longer piece in *The Conversation*. For more, see <https://tinyurl.com/mu3v5fsk>