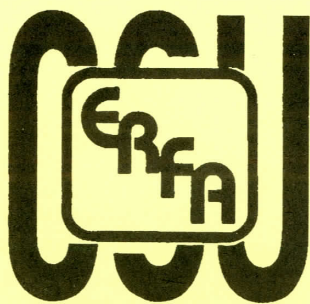




REPORTER

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

CSU-ERFA EXECUTIVE DIRECTOR JACK BYROM RESIGNS REPLACEMENT SOUGHT

With regret CSU-ERFA President E. Long announces that Jack Byrom, executive director, has decided to retire. Long observes, "Byrom has served for a number of years without remuneration, putting in countless hours in the office as well as in arranging for and attending all meetings of the executive committee, state council, steering committee, and other committees. His leadership and dedication as CSU-ERFA's second president and as executive director have been magnificent and his replacement will have a pioneering model to follow."

CSU-ERFA is seeking a candidate for the position of executive director and is inviting applications from those who are interested. CSU-ERFA envisions that the position will be one-half time and that the salary will be negotiable. Current plans call for keeping the headquarters in Northridge.

Persons interested in seeking this position are asked to call or write the office immediately. The organization also urges members to suggest candidates.

BYLAW CHANGE

At the May 5, 1995, meeting the state council approved the following change in the bylaws: (change in italics)

"Article V. NOMINATIONS AND ELECTION OF EXECUTIVE COMMITTEE

"Section 3. EXECUTIVE COMMITTEE MEMBERS- AT-LARGE

The State Council shall elect *nine* members-at-large to serve on the Executive Committee. *One-third of the members shall be elected each year for a three-year term and no person may be elected to another full term until one year has elapsed. (To implement the bylaw change, members currently serving will obtain, by lot, one, two, or three year terms.)"*

DUES INCREASE AUGUST 1

Reminder: do not be "shook up" if CALPERS sends you one dollar less in your August retirement check. CSU-ERFA dues, as discussed during the past year and unanimously approved by your representatives, have been increased by one dollar per month. A member on an annual payment schedule should increase the payment check twelve dollars.

MESSAGE FROM PRESIDENT LONG

Volunteer efforts of CSU-ERFA members account for most of the work done for the organization. To date the organization has paid only the secretarial staff. Regrettably the organization's funds have not permitted paying the executive director, but CSU-ERFA plans remuneration of a part-time executive director.

Members will learn from this issue that their representatives are involved in a number of issues of benefit to the membership. The CSU-ERFA state council, representing the eighteen campus affiliates, met May 6, 1995, in Sacramento. Along with reports from all committees and liaison representatives, the representatives took several important actions. The CSU-ERFA steering committee met on June 24, 1995, in Los Angeles to discuss follow-up to most of the action items.

Included were reports about progress on the 1992 "golden handshake" legislation, long-term and other health care issues, development of a budget, relationships with the CSU academic senate, implementation of the consulting project, plans for fund raising for the CSU-ERFA foundation, and changes in the Northridge office procedures and staffing. Details on several of these activities appear in this issue of the *CSU-ERFA Reporter*.—E. Long

CSU-ERFA NEW OFFICERS ELECTED

At the May 5, 1995, meeting the CSU-ERFA state council elected the following officers: president—Emmett Long (Ful); vice-president—Corwin Bjonerud (SF); secretary—C. Dale Johnson (SD); treasurer—Edwin Bartenstein (Nor).

Executive committee members at large—Kurt K. Bohnsack (SD); William Gustafson (SJ); John Houk (LA); Robert Maurer (Chico); Max Norton (Stan); Henry Peterson (Chico); Lester Roth (Fres); James E. Ryan (LB); William Smith (Pom).

The following were appointed to the position indicated: legislative chair—Wilma Krebs (Sac); membership chair—Elizabeth Brady (Nor); retirement concerns—William Schlosser (Nor); CFA liaison—Mary Gormly (LA); CSU senate liaison—Donald Moore (LA); and *Reporter* editor—Fred McMahon (Nor).

SACRAMENTO UPDATE

LONG-TERM CARE INSURANCE UPDATE

The PERS long-term care program has just completed four months of open enrollment, concentrated in the Central Valley from Bakersfield to the Oregon border. During this period PERS received over 115,000 inquiries and sent out over ninety thousand enrollment kits. As of June, PERS had received over 27,000 applications and approved over 10,500 policies. The approval rate on applications is eighty-five per cent for active employees and seventy-five per cent for retirees, spouses, and parents.

The next enrollment stage will concentrate on Southern California (from Santa Barbara south) and will run from June 1995 to September 1995. The final stage will include the coastal area from Monterey to the Oregon border, starting in October 1995. Members are reminded they may, however, enroll at any time by calling PERS (800-338-2244).

The basic underwriting requirements for retirees are (1) they are not now receiving long-term care and (2) they are not at high risk of needing long-term care in the near future. Persons who are turned down and who believe they meet these standards can make an informal request for reconsideration (perhaps additional information or an assessment from a physician). The second level of appeal is the PERS LTC Appeals Unit. Any one with further questions should call the CSU-ERFA office.

CSU-ERFA LAUNCHES INVESTIGATION OF MEMBER PROBLEMS WITH HMOs

The CSU-ERFA representative in Sacramento has requested SCORE (State Coalition of Retired Employees, composed of CSEA, RPEA, and other PERS participants) to join in reviewing members' complaints about HMOs. Complaints center around such issues as denial of specialist care, substandard care, denial of needed durable medical equipment in home care, and the like. Another problem is the lack of effective coordination in a fragmented system that an older patient faces when discharged from a hospital to a nursing facility or to home care. It appears that hospitals discharge patients "quicker and sicker" so that patients and their families have difficulty in coping. A related problem is "restructuring" in hospitals, i.e., replacing RNs with inadequately trained personnel. CSU-ERFA is concerned that proposed budget cuts in Medicare will worsen matters by creating even more cost-cutting and deterioration of quality.

Many problems reported thus far seem to come from Medicare HMOs which have contracts with Medicare and which receive a flat dollar amount per patient per month. This arrangement varies by county. In Sacramento County, for example, the HMOs receive somewhat more than four hundred dollars a month. If the HMO can deliver care for less than this amount, it makes a profit.

At CSU-ERFA's request, SCORE has met with PERS

health benefits staff to discuss these problems. In order to work toward reform, CSU-ERFA wants information from members who have had such experiences. No names would be used, but it would be useful to have well-documented information (who, what age, when, what occurred, which HMO, what happened when the patient tried to correct the situation, etc.) CSU-ERFA will also work on preparing a list of steps that the member can take if faced with this type of situation. Members must realize that many are completely satisfied with their HMO and are receiving quality care at a very reasonable cost; but problems can occur in the world of fee-for-service health care. CSU-ERFA's goal is to help members maintain both income security and health care security in retirement.

During the past session of the state legislature, several bills were introduced to help retirees meet specific medical care problems. One would require HMO's to pay for emergency care. (Some now refuse unless they pre-authorize it.) Another bill would require that denial of claims for medical tests or treatment the HMO rules unnecessary be subject to automatic review by independent medical experts. Another would require that marketing materials show the percentage of premiums that the HMO spends for care and administrative costs and the amount that goes to profit.

THE BUDGET AND LEGISLATION OF INTEREST TO RETIREES

Because the projected budget shortfall of two billion dollars dominates debate, most bills with any cost are stuck in committee suspense files and have little chance of moving. However, as two-year bills they can come up again in January 1996. Two CSU-ERFA supported bills in this category are (1) SB 234 (Hughes), which would guarantee that retirement allowances be maintained at seventy-five per cent of original purchasing power, and (2) SB 546 (Mello), which would provide a tax-credit as an incentive to purchase long-term care insurance. The credit would be fifty per cent of the amount paid in annual premiums and would rise with age. For example, at age sixty-one to seventy the maximum would be eight hundred dollars; over seventy it would be one thousand dollars. CSU-ERFA testified for, and was successful in getting, PERS' endorsement of SB 546, both because of the direct benefit to PERS members and also because, despite small revenue losses in the first few years, there would be substantial and growing taxpayer savings thereafter—those who purchase LTC insurance would generally require little or no Medi-Cal assistance.

CSU-ERFA also responded quickly to a budget hearing threat which would have eliminated HICAP (Health Insurance Counselling and Advocacy Program). CSU-ERFA

(continued p. 6, col. 2. Sacramento)

"PERK" HARDEMAN'S MEMORY HONORED

On May 18 the CSU-ERFA Long Beach affiliate presented a bronze bust and commemorative plaque of Nicholas Perkins Hardeman to the CSU Long Beach library as a memorial to "Perk."

The affiliate conducted the ceremony on behalf of CSU-ERFA contributors and friends of the recently deceased Professor Emeritus Hardeman. Jim Ryan, president of the Long Beach affiliate, served as master of ceremonies. Simon George, CSU-ERFA Long Beach, and Ada Mae Hardeman also participated. CSULB President Robert Maxson accepted the bust and plaque on behalf of the university. The bust will be permanently displayed in the library.

Although the initial money raising efforts provided adequate funding for the bust and plaque, the faculty artist who contributed his talents died suddenly and a former student finished the project. This change obligated the affiliate for approximately two thousand dollars additional, an amount loaned by a CSU-ERFA Long Beach emeritus. For this reason further contributions are needed. CSU-ERFA members who would like to help clear this debt may send contributions payable to CSU-ERFA Long Beach to Ed Becker, 3253 Chatwin Street, Long Beach, CA 90808.

EMERITUS, EMERITA, . . . REVISITED

The following is an excerpt from a letter of M. Dora Polk (LB). She wrote in response to the policy for the use of *emeritus*, *emerita*, *emeriti*, *emeritae*, as recommended by Al Baca (reprinted in the April CSU-ERFA Reporter):

Some of us laughed off as so much petty pedantry that earlier discussion about how to style retired professoresses. The policy we ended up adopting is silly—which is probably why the subject is being revisited. Since the core of the problem hardly had to do with the correct inflection of an ancient language, the Classics Department was the wrong place to go for a resolution anyway. It is time to review those focal arguments obviously ignored the first time around.

The ladies who are into the preservation of Latin declensions no doubt believe they are upholding the rights of women. They are doing the opposite. Unnecessary gender distinctions have been seen as reflecting, perpetuating, even inviting, sexist attitudes. Despite such scepticism, we have grown comfortable with "chair" in place of "chairman/chairwoman" and with "flight attendant" for "steward/stewardess." In those instances where no convenient "non-gendered" substitute was presented, we followed the masculine-form-but-gender-neutral lead of teacher, doctor, lawyer, historian, editor, architect, geologist, engineer, and professor. Actresses now generally prefer "actor." As a female writer of books, I would flip my lid if called an authoress. Did the

CSU ACADEMIC SENATE REPORT

At the May meeting of the CSU academic senate, Chair Harold Goldwhite advised that the subcommittee on remedial instruction of the trustees' committee on educational policy met May 1 to discuss a draft for changes in the present policy. The committee hopes this report can go to the trustees for the July meeting and subsequent release to campuses for comment. It is Goldwhite's hope that the trustees can adopt a final draft in November or January.

David DuFault (SD), senator and CFA's chair of collective bargaining, reported that the CSU and CFA had chosen to employ a mediator with whom they met May 1. The CSU and CFA are trying to find a formula for faculty workload. The two parties have agreed to negotiate COLA each year. The legislature has ceased funding MSA adjustments, and the CFA is attempting to restore them. The CSU and CFA have now agreed on three weeks of maternity leave.

The following were elected to the position indicated for 1995-1996: Jim Highsmith (Fres)—chair; Marshelle Thobaben (Hum)—vice-chair; Hal Chernofsky (DH)—secretary; Allison Heisch (SJ) and Rosemarie Marshall—members at large of the executive committee; and Harold Goldwhite—past chair.—based on information furnished by Don Moore.

CSU-ERFA FUND RAISING PROPOSAL

On April 25, 1995, the CSU-ERFA fund raising committee met in Northridge for the first time. The committee noted that many non-profit organizations have existing vehicles for accepting bequests or donations from members and that CSU-ERFA should explore how to encourage such gifts.

In addition to taking steps to set up procedures, the committee discussed how CSU-ERFA might use these funds. The committee agreed that the organization should not use the funds to operate CSU-ERFA, but rather to underwrite projects, such as scholarships, fellowships, or grants to students, faculty, and emeriti who are pursuing programs and research in gerontology, health care, and higher education.

Once the association has developed appropriate procedures for using such funds, the committee decided to recommend it develop a brochure to send to CSU-ERFA members and others. These recommendations are the consequent of the long-range plans the association adopted in 1993. The CSU foundation account has existed for several years and has received only modest contributions to date.

Members of the committee are Sidney Albert (LA), Max Norton (Stan), and Vic Payse (LA).

emeritae style themselves "professoress"?

It is burdensome enough to be using, *faut de mieux*, the stuffy Latin title at all. But if, in our decrepitude, we need this little luster, let us concede no more than the two forms of *emeritus* and *emeriti* unitalicized.—Dora Polk

CFA REPORT

At the April 1 and 2 meeting in Los Angeles the CFA overwhelmingly rejected Chancellor Barry Munitz' "best and final offer" to settle the current contract negotiations. CFA leadership advised that faculty pay is the critical issue, indicating the chancellor offered 1.2 per cent and that CFA has reduced its request to two per cent.

These concerns were expressed: CSU faculty are currently being paid nearly thirteen per cent less than those at comparable institutions. The student/faculty ratio is among the highest in the nation. The workload has increased. The legislature has ceased funding MSAs. CFA also wants the CSU to adopt the AAUP procedures for fair treatment in hiring and dismissal of faculty.—based on information furnished by Mary Gormly.

MEMBERSHIP REPORT

CAMPUS	NUMBER
Bakersfield	12
Chico	122
Dominguez Hills	30
Fresno	143
Fullerton	137
Hayward	122
Humboldt	116
Long Beach	241
Los Angeles	195
Northridge	243
Pomona	153
Sacramento	174
San Bernardino	34
San Diego	268
San Francisco	210
San Jose	225
San Luis Obispo	95
Sonoma	82
Stanislaus	36
TOTAL	2638

STATE APPEALING LAWSUIT LOSS

Although PERS and the several retirement organizations recently won the lawsuit claiming it was illegal for the state to withhold approximately \$700 million in employer contributions to PERS, the state is appealing this decision of the Sacramento Superior Court. In April 1994 PERS filed suit arguing that the legislation to withhold payment of these funds was unconstitutional. When the state pays later than the due date, less money is generated for the retirement fund, thereby nullifying the actuarial computations.

STATUS OF 1992 HANDSHAKE RESTRICTIONS

In June, CSU-ERFA representatives Robert Kully (LA), Max Norton (Stan), and Milt Dobkin (Hum) met with Assemblyman Sal Canella (D, Turlock) to discuss revisions of the harsh restrictions preventing state employment of the 1992 "handshakers."

At time of the meeting the state assembly still had not reorganized under the yet-to-be chosen new speaker, Doris Allen. Also at that time, the since replaced chair of the assembly committee on public employment and retirement was openly hostile to any retiree benefits.

Although Speaker Allen has appointed a new chair, this appointment may not survive. What happens will affect the prospects for the proposed remedial legislation. At the June meeting it was agreed that Assemblyman Canella, still the ranking minority member of the committee, should seek to obtain a sympathetic Republican assemblyman to co-sponsor the legislation.

"RESEARCH PROFESSOR" TITLE FOR THE "ACTIVE EMERITI"

The following is a letter from Valene L. Smith, Professor of Anthropology at Chico:

Re: Emeriti Professors

Another dimension to this recent discussion is the semantic implication of emeriti/emerita status. The term professor connotes an active teacher whereas emeriti denotes retirement. . . . [sic] and in today's world that person is regarded as an academic "drop-out," a "has been" who in most instances is no longer attending professional meetings nor maintaining a level of expertise in the discipline.

However, some of us DO wish to remain active professionals. To obviate the stigma of "retirement" I suggest an appropriate alternate status as "Research Professor" be established system-wide, awarded upon petition to the university of record by interested individuals. Or is it better handled on the campus-level, on a case-by-case request?

As a FERPER, I appropriately continue to sign letters and carry business cards as a Professor (not emerita); but when FERP ends, then what? In anticipation of total termination of teaching, I accepted the role of Senior Editor for a new series of scholarly books published by the University of Pennsylvania Press [sic] an activity to keep me on the "cutting edge" of my discipline. This activity clearly enhances the reputation of the University, and for that purpose, some more appropriate term must be devised. Other universities DO use such terminology - why not CSU? --Valene L. Smith

CSU ACADEMIC SENATE WILL "CHERISH" THE "WISDOM" OF THE EMERITI

An Editorial by Robert Kully

In the fall of 1994 the executive committee of the CSU Academic Senate appointed a task force to review the senate's constitution and to make recommendations for amending that document. The task force submitted its report to the senate in March 1995. At its meeting May 4-5, the senate debated and acted on the recommendations of the task force. The task force also provided proposals suggested by faculty, CSU academic senators, and CSU administrators.

The senate was not in a mood to make many major changes. However, of special interest to the emeriti was a recommendation that an emeritus member be added to the senate. The motion to delete that proposal was approved by a 22-19 vote. The senate, of course, had the right to make that decision. What annoyed and angered the two emeriti present were the insensitive, degrading, and patronizing arguments directed at the emeriti. One member of the senate called the arguments "gross" and some believed them to be unconscionable and insulting.

The theme of the comments of those opposed to the recommendation reminded many of the tired, insensitive, often racist mixed compliment, "Some of my best friends are . . . , and we think they are great, but would you want to . . . with them?"

Gail Whitaker (SF), who seconded the motion to delete, provided a model for this affront by observing, "I have a great deal of respect for our emeritus faculty and the wisdom that they bring us, but I don't know that it would contribute significantly more than the wisdom offered by the senior faculty [of] this body." Probably the senate's major contribution during the past fifteen years was the system-wide general education breadth requirements. Whitaker has forgotten, or does not know, that no current members were on the senate when that program was developed. Certainly no current senators were on the general education task force. Perhaps Whitaker seems to prefer the senate just guess or speculate about the history and "legislative intent" of the program.

Keith Boyum (Ful) talked about the emeriti as if they had turned to stone and were housed in a mausoleum. "We ought to seek out [and] cherish [them]," he sermonized and advised his colleagues to "heed the views of emeritus professors." Probably his most disturbing and misleading comment, also stated by others opposed to the seat for the emeriti, was the insolent observation that "we ought not to enfranchise a group that has no apparent stake in the outcome," as if the emeriti have lost all interest in, and have nothing to contribute to, the institution, their colleagues, and their students. He continued with this peculiar observation, "Emeriti do not have that stake, [and] representational principles . . . depend greatly on the representatives having such a stake in the outcome." To carry that argument to its logical and absurd conclusion, full professors have no stake in promotion, so they should not participate in developing promotion policy. He concluded with a meaningless distraction: "It is unspecified here as to which campus and which discipline these people

would come from." Discipline? Most senators seemed to be aware that the selection would be left to the CSU Emeritus and Retired Faculty Association.

Robert Edgier (Chico) brought patronizing to a new level:

I think it's very important to have an emeriti sit in on the senate meetings, attend the committee meetings, and so forth. There is no problem with recognizing the emeriti faculty any time they would like to speak to the floor [sic], and they can bring all their wisdom and collective knowledge to this body at anytime they wish. But I don't think you need to have them sitting as a member of the senate.

If these arguments sound familiar, they should. They are very close to those used by the chancellor and members of the board of trustees who opposed having a member of the faculty on the board. One additional observation about Ediger's statement is this: after hearing all the arguments about the need to have "an apparent stake in the outcome," it is ironical that this meeting was Ediger's last on the senate.

Perhaps the most astonishing presentation was that of Dorothy Keane, who is chair of the Los Angeles campus senate; she made the motion to delete the proposal. Keane introduced her comments by proclaiming, "[E]ven though we love our emeriti," she did not think it was appropriate to add one to the senate. Why did she feel this way?

We have an emeritus faculty member serving on our own Academic Senate who I might add is dominating much of the debate on items that the person is not . . . a stake holder, and I am just absolutely amazed and I would like that not to happen on this body.

There is one faculty emerita on that campus senate, but Keane's offensive comment was as much a criticism of all emeriti as it was a personal insult. The "ultimate irony" of this "stake holder" argument was the appointment of an emeritus to chair the senate's self-study committee last year and the senate's constitutional review task force this year.

Since the senate had a working rule for the debate on the constitution, only three speakers could speak on each side.

There were three statements by senators in support of the proposal. Vince Buck (Ful) was going to move that there be two emeriti because emeriti "have a great deal to contribute." He complimented Don Moore (CSU-ERFA liaison to senate) for his contributions to the Faculty Affairs Committee and assured the senate that the committee has benefited from his contributions. Simon Green (Hum) spoke strongly in favor of a seat for emeriti. They "have the expertise . . . a commitment to the institution . . . a kind of knowledge and wisdom that even the senior professors here don't really have . . . They would be an invaluable resource." Rosemarie Marshall (LA)

(continued p. 6, col. 1, Kully)

(continued from p. 5, Kully)

quite correctly argued that a faculty emeritus would provide institutional memory and the tradition of the academy. She thought it important to have a voice for "this group of faculty."

Don Moore spoke eloquently about the growing constituency of the emeriti. As Moore observed: "It is the largest and certainly the most rapidly growing constituency in the system." He reminded the senate that roughly half of the system's retirees are interested enough to be active in the statewide association and many more belong to campus groups. As he said, "Of course there is a great deal of interest by emeriti in the system." He also reminded the senate of the quality people who have represented the retired faculty, such as Len Mathy and Perk Hardeman. (In my judgment, Don Moore also deserves to be included in this distinguished group.)

Two senators considered asking for reconsideration of the vote, but most advised against it because the senate was in such an aberrant mood. Others suggested that the senate would be a very different group in the fall and that they might try then. But harmful comments can not be banished easily from one's thought; even if the senate were to reverse its decision, it will take considerable time for CSU-ERFA members to overcome these pernicious comments.

CSU-ERFA CONSULTING PROGRAM

Intensive work on the CSU-ERFA consulting program continues. The *ad hoc* committee—Nathan Kravetz (SB), Herbert Rutemiller (Ful), Milt Dobkin (Hum) executive committee liaison, and Robert Kully (LA) chair—has prepared copy for a marketing brochure. The CSU chancellor's office is designing and printing the final copy.

Those involved are now developing a mailing list for the brochure; it will list about thirty categories of public and private agencies which the committee believes constitute a potential market for CSU-ERFA members who have indicated a desire to be included in the program.

At the June 24, 1995, meeting the CSU-ERFA steering committee recommended to the executive committee that it budget funds for this project.

(continued from p. 2, Sacramento)

was helped in this effort by members of the California Seniors Coalition. HICAP, sponsored by the Department of Aging, trains volunteers to assist seniors with problems they have with Medicare, supplement to Medicare plans, HMO health plans, and long-term care insurance. CSU-ERFA is glad to report that the program's small budget was successfully protected.

PERS BOARD ELECTION UPDATE (RETIREE MEMBER REPRESENTATIVE)

As of the May 30 deadline PERS had received only one petition, from Robert Carlson, the incumbent. CSU-ERFA had endorsed Bob Carlson, based on his excellent record. PERS does not have a regulation covering an election with only one candidate. If the remaining election steps can be eliminated, PERS can save \$290,000. The PERS board decided to seek an emergency ruling from the office of administrative law permitting it to declare Carlson elected. If denied, PERS must go ahead with an election, mailing ballots by October 2, even though it appears totally unnecessary. (Based on information furnished by Wilma Krebs.)

IN MEMORIAM

Fresno: Roger Tartarian. Humboldt: Ralph Hassman. Los Angeles: Louis Gardemal. Peter LoPresti. Joseph Phelan. Randolph Service. Louis W. Stearns. Northridge: Hal Bramson. San Diego: J. Sherrick Fisher. William Schutte. San Francisco: Norman Wallen. Sonoma: William W. Young

The CSU-ERFA Reporter is a publication of the California State University Emeritus and Retired Faculty Association. President: Emmett Long. Office Staff: Susan Twersky and Linda Zimmerman. Office: The Retiree Center, California State University Northridge, Building 14, Suite 204, Northridge, CA 91330-8339. Telephone: (818)718-7996. Fax (818)718-7680. Editor: Fred McMahon, 716 S. Catalina No. 1, Redondo Beach, CA 90277. Telephone: (310)540-1111. All Rights reserved.

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