

REPORTER

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

Health Care Costs Rising: PERS Seeks Advice from Retirees

CALPERS STAFF PROJECTS A SHARP RISE IN COSTS, especially in the self-funded plans, PERS-Care and PERS-Choice. The medical cost growth trend is eight to 10 percent and the pharmacy trend is 16 to 18 percent. In addition there has been an increase in membership, partly because of HMO terminations, HMO backlash, and heavier utilization. The reserves of these

plans are much lower than targeted. It is clear that there has to be a major effort at cost containment, both short- and long-run. CalPERS has

... there has to be a major effort at cost containment...

asked constituent groups, including retirees, for advice and recommendations.

There has been talk of a mid-year increase in premiums in the self-funded plans. But this raises questions of fairness for members who have just signed up for another year, relying on the published material relating to benefits and member cost. Although the self-funded plans are most affected, the HMOs are also subject to the same pressures.

One option is an increase in copayments for prescription medicines. Representatives at the recent State Council meeting were willing to have a modest increase, but felt that it would be important to protect the chronically ill who are high users. One suggestion is an annual ceiling or stop-loss insurance for high amounts of copayment cost.

Other ways to trim drug costs might include mandatory use of generics (with safeguards), promotion of mail order purchases of prescriptions, and seeking legislation to control pharmaceutical advertising and company delays in issuing generics. CalPERS could join a larger pool of purchasers to increase bargaining power in buying drugs.

There is interest in changing the employer contribution formula, which gives the retiree 100 percent of the average premium in the four plans with the greatest enrollment of actives. Costs in the retiree plans are rising, however, at a greater rate than in the active plans. One suggestion is to

(Continued on page 2)

CSU-ERFA President Reports

THE EXECUTIVE COMMITTEE met in Los Angeles Friday afternoon October 27, 2000, to review several matters that needed action by the State Council on the following day.

First was the nomination of **Dominic Perello** (San Luis Obispo) for the office of treasurer. You will remember that in the last *Reporter* I said **Sol Buchalter** had resigned. There are two more positions that are vacant for which we have no nominees: archivist and chair of the dispersed members committee. Those who might be interested in either of these positions can request more information from me or from **Robert Kully**, executive director.

Second, a member of the CSU-ERFA Executive Committee brought up the case of a retired

CSU professor who agreed to teach and, after beginning the course, found out that he was being paid as an instructor. After discussion the Executive Committee asked me to refer the general question of salary levels for retired faculty to **Milt Dobkin** in his role as chair, CFA retired faculty committee.

We are reviewing the by-laws to see if certain technical changes are necessary to define a vacancy in office (suppose you were alive and well, but were in Europe for a year?) and for any other matters. **Jim Ryan** (Long Beach), who performed this task the last time, agreed to look at them again.

Emmett Long (Fullerton) is chairing an ad hoc committee studying the financial policies of

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President Maurer Reports *(Continued from page 1)*

the association. He plans to have a report ready for the February 2001 Executive Committee's consideration and maybe some items would be sent to the spring 2001 State Council for its action.

THE STATE COUNCIL met in Los Angeles on October 28, 2000, with 41 members in attendance and 17 of the 18 affiliates represented. Our current membership stands at 2,790 as of Oct. 31.

We started out, of course, by approving the minutes of the April 29, 2000, State Council Meeting. This was no great earth shaking decision on the part of the Council; it is simply a way of telling you that the minutes of all the Executive Committee and State Council meetings are open and available (depending on the files making it through the earthquake and our several moves thereafter). If you want to see a particular set of minutes, first ask the president of your local association or your campus delegate. If they do not have them immediately available, they can request them from the office. I am tempted to encourage local associations to keep a running file of these valuable documents leading some future researcher of the arcane to conclude that "While old professors may eventually die; they just never fade away!"

The next item of business was to elect **Dominic Perello** as treasurer.

In the last *Reporter* I told you that the president and vice president had agreed to be co-chairs of the membership committee. Vice President **Ron Kroman** (Long Beach) will be moving ahead with a program to increase our membership. It will include the usual "Who we are" and "What we do," but will stress personal contact with newly retired faculty members.

Responses to our questionnaire are coming in and we hope to get at least a 30-35 percent return. The cost of this endeavor was not small, but we believe the results will direct us to some new programs in the future. We may modify or even (gulp!) discard some of the present programs if they are not serving the needs of the members.

You will find elsewhere in this issue Wilma Kreb's articles on legislative and CalPERS actions which can affect our retirement and health care benefits.

I felt that this State Council meeting was a good start for the year. No compelling matters were debated, but everyone had an opportunity to discuss items such as retirement and health care. I look forward to working with all of you in this our sixteenth year.

Robert Maurer, president
rmaurer@mail.csuchico.edu

CalPERS Health Costs *(Continued from page 1)*

seek a legislative change in the formula, so that it would include PERS-Care as one of the four plans. A possible drawback is legislative risk.

For the long-run, we could undertake a broad educational campaign, focusing on wellness and consumer education, political support of measures to restore the deep cuts in Medicare reimbursement, and to fight the huge increase in drug prices.

The CalPERS Health Benefits Committee and the Board will consider the options at the December meetings in Sacramento. Let us know what you think should be done.

Wilma Krebs, chair

News from CalPERS—

CalPERS has established an extensive calendar of financial planning seminars for retirees from January through June 2001 throughout the state. The schedule of dates and locations for the all-day seminars may be found on the Internet at www.calpers.ca.gov or by calling 1-877-720-7377.

CalPERS has voted to sell the System's primary tobacco holdings totaling more than \$525 million, following months of debate and testimony on the economic effects of divestment.

The *CalPERS Health Plan Quality and Performance Report* for the year 2000 has been distributed to all members of the health system. The report contains detailed patient satisfaction and medical quality ratings on each of the CalPERS health plans. You may obtain further information on this, and all CalPERS programs, at the CalPERS Website.

All schools, all colleges, have two great functions; to confer, and to conceal, valuable knowledge. The theological knowledge which they conceal cannot justly be regarded as less valuable than that which they reveal. That is, when a man is buying a basket of strawberries it can profit him to know that the bottom half of it is rotten.

Attributed to Mark Twain

Legislative Report to CSU-ERFA

BILLS SIGNED BY THE GOVERNOR

AB 649 (Machado) provides funding for the rural health subsidy. Will be paid retroactively to January 1, 2000. Those in rural areas with no HMO Option-Part B of Medicare will be paid. If not in Medicare, deductible reimbursement. Receipts required.

AB 1009 (Correa) provides 80 percent purchasing power guarantee for public agency retirees. They got nothing under SB 400. May help getting 80 percent for state retirees at some point.

AB 1731 (Shelley) establishes nursing home reforms and more funding, but no increase in staff ratios.

AB 1753 (Romero) requires that facilities specializing in Alzheimer's must provide more training.

AB 1820 (Wright) requires more geriatric training in medical schools

AB 2383 (Keeley) provides more flexibility for STRS members to enroll in CalPERS health plans.

AB 2463 (Wiggins) permits CalPERS annuitants and survivors who missed chance to enroll in a CalPERS health plan to enroll during any future open enrollment period.

SB 898 (Dunn) requires long-term care insurance policies to have rates that are actuarially sound. Also protects consumers from unexpected rate increases,

SB 1814 (Speier) establishes Medicare Supplement policy reforms and rate guide.

SB 2111 (Dunn) provides long-term care insurance buyers with rate history and policy comparison. Applies to private sector policies. CalPERS not required to comply.

BILLS VETOED BY THE GOVERNOR

SB 1638 (Burton) would have provided a minimum allowance for state retirees.

SB 1780 (Chesbro) would have required commission to study Medicare payment system by counties, which makes for HMO pullouts in rural counties.

SB 1880 (Sher) would have required CalPERS to study larger pool for buying drugs.

UNFINISHED WORK

- Increase in annual cost of living adjustment from two to three percent.
- Death benefit increase. (AB 1829 by Correa failed passage)
- Better dental care program for CSU faculty retirees,
- Purchasing power protection increase to 80 percent.

*Wilma Krebs, chair
legislative committee*

Seventh International Conference on Retirement in Higher Education

THE SEVENTH INTERNATIONAL CONFERENCE ON RETIREMENT IN COLLEGES AND UNIVERSITIES was hosted by the San Diego State University Retirement Association last May in San Diego. The theme of this conference was "Sharing Ideas, Improving Associations — Together, To Share, To Grow".

Robert Kully presented an excellent beginning by his keynote address on "The Importance of Retirement Organizations in Colleges and Universities." Further presentations included topics of interest to representatives from 17 campuses including Loyola in Chicago; Emory University in Georgia; UC Cariboo in Canada; University of Washington; Indiana University; North Carolina State; Carleton College in Minnesota; Purdue University; Rutgers University; Central Missouri; University of Iowa; and Portland State University in Oregon.

From California representatives came from the University of Southern California, University of California at Berkeley, UC Los Angeles, UC San Diego and San Diego State University.

The information presented was useful to each retirement association regardless of its stage of development. For example, the techniques of recruiting volunteers and increasing membership, communication techniques and how they work, increasing the visibility of the association, how to become a recognized part of the University structure, and to have retirees take part in the growth and development of the institution, are areas of useful information for all retirement associations.

Plans are being made for the eighth conference in 2002. Please consider attending and sharing your association's experiences as well as learning about new and innovative ideas.

Kurt Bohnsack, Aubrey Wendling
San Diego State University

From CSU-ERFA's Founder: Allow me to express my profound thanks to the colleagues who accorded me such a warm reception at CSU-ERFA's 15th anniversary celebration in April. Also, my thanks go to the numerous signatories of the mammoth birthday card, and especially to the designers of the event, **Bob Maurer, Bob Kully, and Linda Zimmerman**. It was particularly fortunate for me to have been discharged from the hospital in time to attend. To have missed it would have been a terrible disappointment. As it turned out, like a proud parent, I was delighted to be a celebrant at the birthday party of this live and thriving offspring.

Sidney Albert

Heading Them Off at the Impasse?

They tried but, unfortunately, did not succeed. "They" are the California Faculty Association's leaders and bargaining team. "Them" are CSU Chancellor Reed and his bargainers. And the "impasse" has to do with "reopener" bargaining about provisions in Articles 31 and 32 of the current three-year contract—the only articles that can be renegotiated during the life of the existing agreement.

For most of this year, CFA activities have been overshadowed by the re-opened bargaining process, which started in mid-February, when CFA published its proposals. By May 12 it had gone through four bargaining sessions, in which hardly any progress was made. On May 18 CFA presented a revised proposal, hoping for a counter proposal from the administration by May 25; that, however, did not occur.

One week later the CSU suggested that the negotiations had reached impasse. However, CFA proposed another session, which took place on June 22, again without the administration offering a counter-proposal. The following day the CFA Board voted in favor of filing for impasse. The first mediation session took place on July 31. On August 15, after the CSU administration refused to entertain any of the mediator's suggestions, he ruled that mediation was unsuccessful and certified the CFA-CSU bargaining to the next stage in the process: fact-finding.

On September 18, several campus presidents sent messages to their faculties, stating, in essence, that the CSU was offering maintenance of the status quo. Still, the bargaining teams met once more on October 4, at which CFA presented one more counter proposal, to be tabled if the administration did not respond in a significant way by the deadline. Since

there was no further administration response, the fact-finding phase began with hearings by a panel consisting of CFA President Susan Meisenhelder, Jackie McClain for the CSU administration, and a neutral factfinder, Richard Danehy, as chair. After conclusion of the hearings, the panel has 15 days to issue recommendations (which are non-binding) for a contract settlement.

The main issues on which the CFA and CSU disagree are the same as in the previous bargaining round, which resulted in the current three-year contract: The FMI (Faculty Merit Increase) program and the handling of state-provided funds for salaries increases (i.e., distribution of those funds between general salary adjustments, SSIs—Salary Step Increases—and FMI awards).

About the FMI program, in particular, CFA President Susan Meisenhelder had already expressed the faculty's disappointment when she addressed the Board of Trustees on July 19. At that time, she pointed out apparent gender bias in the determination of FMI awards. This and other concerns regarding FMI were voiced again at the Trustees' September meeting. The program was described as "a bureaucratic nightmare," resulting from violations of contract language, creation of new criteria by administrators, and failure to abide by the binding decisions of appeals panels.

Jo Bell Whitlatch, chair of the CFA bargaining team, reported that the first two rounds of implementing the program consumed, system-wide, an estimated 100,000 hours of faculty time and 15,000 administrative hours. One campus payroll office estimated that in that office alone the processing of each award costs one hour and 15 minutes.

Several campus senates, meanwhile, have passed strong resolutions deploring the ways in which the FMI program has been implemented and urging that the recommendations for awards made by faculty committees be treated with respect.

It goes without saying that these developments, and especially increasing faculty frustration throughout the CSU, were major discussion topics at the CFA Assembly in Los Angeles in October. However, there was also cause for cheer: CFA membership has reached approximately 8,500, thanks to the 1,800 new members who joined during the last academic year.

The Assembly was informed about the latest of CFA-sponsored hearings on "The Future of the CSU," which took place in May.

Another development that should significantly enhance the CFA's ability to serve its members (e.g., in handling grievances) is the hiring of approximately ten additional staff members. And, finally, a new topic, which received some lively discussion at the Assembly and is bound to be the subject of more extensive debate in the future, is the restructuring of the CFA, including, e.g., a possible change in procedures for electing statewide officers.

As always, check www.calfac.org for the most recent information.

H. Dieter Renning
liaison to CFA



Are You Interested?

From time to time the CSU-ERFA office is asked whether the organization has attorneys to recommend. The office does not make such recommendations. Because those inquiries may represent some interest in an optional legal services program, the Executive Committee will look at a Prepaid Legal Services program for members who may wish to subscribe, provided that enough members are potentially interested in considering such an offering.

Elements of such service might include, for a modest monthly charge:

- Unlimited toll-free telephone consultation on personal or business matters
- Phone calls and letters on behalf of the member
- Contract and document review
- Mortgage document assistance
- Uncontested separation, annulment, or divorce
- Uncontested adoption
- Uncontested name change
- Health care power of attorney
- Living will; will preparation
- Motor vehicle services
- Trial defense
- IRS audit
- In-office consultations
- Discounted additional services

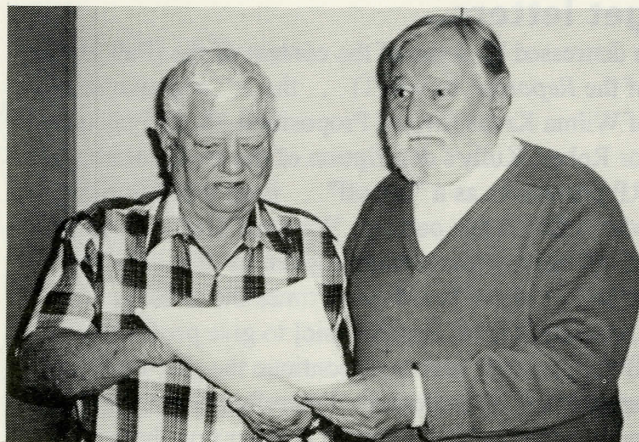
We would seek coverage that would extend to immediate family members (including significant others or domestic partners) for a single monthly fee paid by the CSU-ERFA member.

To obtain the special group rate, members would likely have to agree to payroll deduction from their monthly PERS or STRS check, subject to enrollment cancellation privileges with a month's notice.

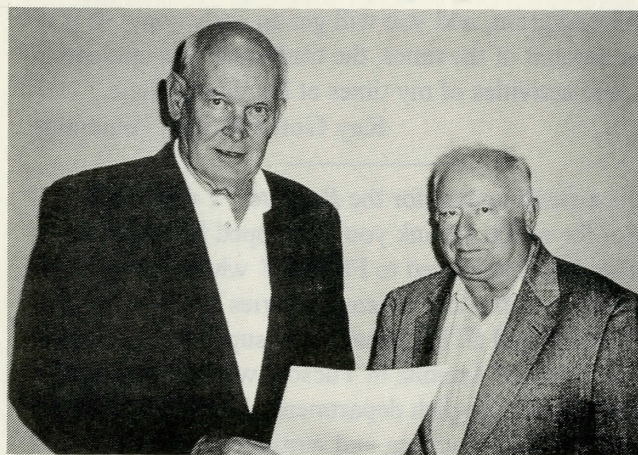
Clearly, these and related matters will require substantial work and negotiations. CSU-ERFA needs to know how many *Reporter* readers would likely be interested in such a program. Also, since policy prohibits distribution of our membership's names and addresses, such a program if and when authorized by the State Council and/or Executive Committee would need to be excepted from such a prohibition for marketing purposes.

If you would be interested in considering an optional legal services program, please let us know by email or by a note to the office. Both addresses are listed in this issue.

Milton Dobkin, *member at large*

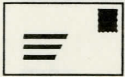


Dominick Perello, right, was elected treasurer of CSU-ERFA at the State Council meeting in October. Here he examines the new budget with President Robert Maurer



Newly elected members of the State Council, John Hennessy (Humboldt) and Joe Stodder (Pomona) review the agenda for their first Council meeting

Photos by Judson Grenier (Dominguez Hills)



We get letters...

I am distressed by some of the content of the [Fall 2000] issue of the *Reporter*, to wit: 1) . . . the . . . negative reactions of Wilma Krebs toward Proposition 38; 2) Executive Director Robert Kully's description of the recent discharge of FERP professors as a "lay off" . . . is an insult to those of us who suffered this outrage. We were fired . . . on the basis of our ages, with no chance given us of ever being rehired; and 3) I have heard many times the message from Vice Chancellor David Spenser [sic] to give professors time off for research, and to discontinue the part-time faculty displacement of professors. I therefore doubt that he is any more genuine in his expressed concerns on these matters than were his predecessors.

Patrick Groff, San Diego

I am relieved to inform you that my book *Celebrating Dance, Three decades at Humboldt State* is finally going to the printer. . . . The final proof reading has taken me a few days but the book looks so good! I expect it from the printers in [the fall].

Thank you for being so patient. I am grateful for the [CSU-ERFA] grant, and you will get an early copy. It is a personal account of the times, the traditions, and students, faculty, and activities of my times at Humboldt State.

Kay Gott Chaffey, Humboldt

Here is a small update for the *Reporter*, a very good newsletter for which I thank you. I stopped FERPing at San Bernardino and moved to Flagstaff where my wife and I can work at the low Arizona salaries since we have the good PERS and STRS pensions as support. I commute to the University of Arizona in Tucson, where I am a half-time adjunct in the English department. I continue to write books and articles on writing and writing assessment. [CSU]ERFA members may be particularly interested in an article in the January 2001 issue of the journal *College English*, based on the conflict between then Chancellor [Glenn]Dumke and the CSU English faculties from 1971-73. I call the article "The Origins of the Modern Era of Writing Assessment" and focus on the attempt of the Chancellor's Office to use . . . multiple-choice tests to give university credit, . . . , most particularly first-year writing courses. That conflict gave rise to a national revision in the assessment of writing, something none of us involved suspected at the time. . . .

Ed White, San Bernardino

Academic Senate Report:

At recent meetings of the CSU Academic Senate, Chancellor Charles Reed, Vice Chancellor David Spence, and Trustee Chair Laurence Gould met with the members of the Senate for frank discussions on issues of mutual concern: the CSU budget, enrollment growth, accountability, compensation and the salary gap, year-round operation, the 120-unit bachelor's degree, the Faculty Merit Increase program, and, significantly, faculty housing.

The Senate has sent a draft document to the campus senates that is intended to be presented to the legislative committee reviewing the Master Plan for Higher Education. Further, the Senate adopted a resolution on collective bargaining (urging resolution of the impasse). Last, the Senate supports the collection of the CSU faculties' scholarly and creative material in a systemwide repository at the John Spoor Broome Library at CSU, Channel Islands.

[Adapted from the reports of Don Moore, liaison to the Academic Senate]

COMMENTARY FROM THE EXECUTIVE DIRECTOR.

In the last (Fall 2000) issue of the *Reporter*, Manfred Wolf referred to Sidney Albert's comment in "The Provenance of CSU-ERFA" that CSU-ERFA has been . . . "opening avenues for continuation of the professorial careers of the members." Professor Wolf complains that "nothing else in that issue has any connection to the continuation of the professorial careers of its members."

Wolf may be right that there was nothing in that issue directly related to the "continuation of professorial careers." That issue contained extensive coverage of the CSU-ERFA Fifteenth Anniversary Celebration. There was a prominent announcement on page 2 of that issue, however, entitled "Applications for CSU-ERFA Grants Open." As the article states, for over three years CSU-ERFA, through its Foundation Grant Awards program, has "lent financial support to those members who wish to continue their research endeavors and creative projects following retirement."

All members of CSU-ERFA have the opportunity to receive copies of the guidelines for the submission and evaluation of proposals and to submit an application for a grant as an avenue to continue their professorial careers.

Robert D. Kully,
executive director

Ed. Note: The last day to apply for submitting a proposal for a CSU-ERFA grant is January 1, 2001

Life in Retirement

Jerome Leavitt's (Fresno) *Tools for Building* is now available at www.buybooksontheweb.com.

Butterworth and Heinemann published **Walter Rollin's** (San Francisco) new book "Counseling Individuals with Communication Disorders" in August 2000. He continues with his marriage and family counseling practice and speech and language therapy, as well as with his voiceover and various other theatrical endeavors.

From ARF Notes (Northridge): A recent issue of this newsletter carried extensive reports of the university's emeriti. Among them: **Harry Fine-stone** has just had the eighth edition of *The Conscious Reader* published, which he co-edited. **Sheldon Harris** has sold out the second printing in Japanese of his *Factories of Death*. A Chinese edition will be published this year; the English edition is in its fifth printing. **Robert Hiebert** continues to serve as Commissioner of the California Collegiate Athletic Association. **George Holland** was visiting professor at Tsukuba University in Japan, assigned to a research project involving men and women 65 years of age and above. **Joyce Kennedy** tells of the "sheer horror and terror of trench warfare" in her book *Distant Thunder, Canada's Citizen Soldiers on the Western Front*. Composer **Aurelio De la Vega** has been awarded the Facts About Cuban Exiles award. **Charles Kaplan** contributed another excellent column on "Suggested Reading." Kaplan featured in this issue Philip Roth's *The Human Stain*, which completes Roth's trilogy on "the indigenous American berserk."

From Update (Sonoma): **Hermína (Ming) Meñez-Coben** published a collection of essays, *Explorations in Philippine Folklore*. **Carl Jensen** served as a panelist in a PBS "Odyssey" television documentary "Media Under

Siege: Headlines or Hype?" Jensen has also discovered an unpublished 1907 play by Upton Sinclair, "The Millennium: A Comedy of the Year 2000" (later rewritten as a 1924 novel), as part of his research for his forthcoming *Stories that Changed America: Muckrakers of the 20th Century*. **Gerald Haslam's** *Coming of Age in California* was selected by *San Francisco Chronicle* readers as one of the 20th century's most important non-fiction books from or about the West.

JoAnn Ruth Yates (Long Beach), a CSU-ERFA grant recipient, had an exhibit, "Drawings in Stone," watercolor prints of petroglyphs and pictographs, at the Maturango Museum in Ridgecrest, California. Also, Yates's first-year retrospective art exhibition was held this fall at the Eleven/Seven Art Gallery in Long Beach.

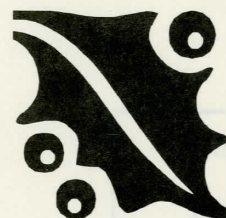
Walter Askin (Los Angeles) received the Past Presidents Award in the annual exhibition of the National Watercolor Society for his painting "The Four Seasons" (fire, earthquake, riot, and flood). Askin has also served on the Commission of the Future of the Advanced Placement Program for the College Board for the past two years.

Harold Goldwhite (Los Angeles) has been reappointed as the faculty representative to the CSU Board of Trustees. He is the second member of the Los Angeles faculty to serve on the board. **Robert Kully**, CSU-ERFA executive director, was the first faculty trustee, appointed in 1983. Goldwhite was first appointed in 1998.

Keith Snyder (Los Angeles), CSU-LA's first chair of the music department, recently celebrated his 90th birthday anniversary. His career of service to music, education, the university, and his church was profiled in *The Emeritimes*, the newsletter of the CSU-ERFA affiliate at Los Angeles.

In Memoriam

Chico: **Frank S. Cliff**, **Armel Dyer**, **Margaret Trussell**
 Fresno: **Carlton H. Larrabee**, **Bernard E. McGoldrick**, **Charles Robert Smith**
 Fullerton: **Edwin R. Carr**, **George Mastroianni**
 Hayward: **Meyer Galler**, **Thomas A. Soldahl**
 Humboldt: **Winn E. Chase**, **John L. Harper**, **Kasper I. Ingebritson**
 Long Beach: **Daniel D. Arnheim**, **Paul L. Brent**, **Hidden T. Cox**, **Harold V. Graham**, **Merna Kruse**, **Frederick H. Scantling**, **Luster Williams**
 Los Angeles: **Edward M. Goldberg**
 Northridge: **Richard C. Blakeslee**, **James B. Burnell**
 Pomona: **Roy A. Armstrong**, **James A. McAllister**
 Sacramento: **Donald Bailey**, **Viola Boekelheide**
 San Diego: **George H. Biggs**, **Margaret C. Nowlin**
 San Francisco: **Leo H. Chen**, **Irving Halperin**, **Bernard Palmer**
 San Jose: **Elaine S. Anderson**, **Robert L. Fredenburg**, **Martin L. Primack**, **Milton B. Rendahl**, **Armistire Staley**
 San Luis Obispo: **Marjorie M. Smith**
 Sonoma: **Betty Jane M. Emblen**, **Mary W. Searight**



Executive Committee 2000-2001

Robert Maurer (Chico) *president; co-chair, membership*

Ronald A. Kroman (Long Beach) *vice president; co-chair, membership*

Judson Grenier (Dominguez Hills) *secretary*

Dominick Perello (San Luis Obispo) *treasurer*

Emmett Long (Fullerton) *past president*

Wilma Krebs (Sacramento) *member at large*

Milton Dobkin (Humboldt) *member at large*

Eleanor Price (Dominguez Hills) *member at large*

David Elliott (San José) *member at large*

Ralph Bigelow (Fullerton) *Reporter editor*

Robert D. Kully (Los Angeles) *executive director*

Committee Chairs

_____, *dispersed membership*

Ralph Bigelow (Fullerton) *publications*

Wilma Krebs (Sacramento) *legislative*

Kurt Bohnsack (San Diego) *retirement concerns*

Max Norton (Stanislaus) *Foundation grant awards*

H. Dieter Renning (Stanislaus) *liaison to CFA*

Don Moore (Los Angeles) *liaison to CSU Senate*

Sidney Albert (Los Angeles) *liaison to California Conference of AAUP*

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New Members

Bakersfield: Robert Bruce Bowin, Jack Goldsmith, Philip Silverman

Chico: Ailene Dean, Lawrence R. Dion, William Rector

Fresno: Marlene Dehn, Landa J. Iverson, Ronald D. Johnson, Philip J. Lane

Fullerton: Jack A. Crabbs

Hayward: Herbert Eder, John G.

Kilgour, Richard Rivenes

Humboldt: Thomas J. Clark

Long Beach: Kwangyun (K.Y) Shen

Los Angeles: Anthony Fratiello, William J. Hart

Northridge: Melvin Epstein, Francine Hallcom, Gerald L. Prescott

Pomona: Theodore Humphrey, Judith H. Rose, Jessie Parker, Yvonne L. Turner

Sacramento: Carole W. Barnes, David Long, James Suzuki

San Bernardino: Barry Knight, Steve Levy

San Diego: James A. Ajemian, David V. DuFault, Allan C. Oglesby, Richard A. Hatch, Robert Schlesinger

San Francisco: Rufus P. Browning

San Jose: Judith Barnes, William J. Trimble

San Luis Obispo: Arthur C. Duarte, Harry Sharp

Sonoma: John D. Hopkirk

Address service requested

Have you moved? If so, please report your new address to the CSU-ERFA office (address above).

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Emeritus and Retired Faculty Association
The Retiree Center
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Northridge, California 91330-8339

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