

Penn Association of Senior and Emeritus Faculty: 2020–2021 Annual Report

AUGUST 10, 2021 | VOL 68 ISSUE 2 ([HTTPS://ALMANAC.UPENN.EDU/VOLUME-68-NUMBER-2](https://almanac.upenn.edu/volume-68-number-2)) | NEWS | PRINT

Overview

Founded in 2004, the Penn Association of Senior and Emeritus Faculty (PASEF) advocates for and supports the interests of members, organizes programs and activities for them, encourages them to be active in the intellectual and social life of the University and to provide service to the University and the community. PASEF members are seniors (age 55 and above) and retired members of the standing faculty or are associate professors or professors in the research faculty, full-time academic clinicians, or full-time practice professors at Penn. Current membership numbers are 1,179 senior faculty and 812 emeritus faculty. PASEF provides information and assistance to aid faculty in transitioning to, and in sustaining, retirement and organizes intellectual and social events such as lectures, excursions to cultural attractions, and attendance at theater, opera, and orchestra presentations. It is a member organization of AROHE, the Association of Retirement Organizations in Higher Education. The Association of Senior and Emeritus Faculty (ASEF–PSOM) is an analogous organization at the Perelman School of Medicine; its senior and emeritus faculty are also PASEF members. The two organizations regularly cooperate in planning joint programs and activities. The PASEF website is provost.upenn.edu/pasef/ (<https://provost.upenn.edu/pasef/>).

Administration

Governance and administration. PASEF operates under a set of bylaws and is governed by a council, which meets monthly during the academic year. The President, President-Elect, and Past President form the Steering Committee. Council members for 2020–2021 are listed in the Appendix. PASEF receives an annual budget from the Provost and reports to the Vice Provost for Faculty, Professor Laura Perna.

Facilities and support. PASEF has an office and an adjacent lounge on the first floor of Duhring Wing, next to the office of the Faculty Senate. Both the office and the adjacent lounge can accommodate meetings of small groups. Staff support is provided with exceptional care and diligence by Sarah Barr, PASEF's full-time coordinator. During the past year, able assistance has also been given by the administrator for the Faculty Senate, Patrick Walsh. We are grateful for the intellectual, collegial, and financial support from Vice Provost Laura Perna. Personally, I thank the PASEF Steering Committee and Council and our ASEF-PSOM colleagues for their support, guidance, and collaboration.

Retirement

PASEF provides resources to aid senior faculty in planning the transition to retirement, as well as support for managing retirement. The closing of most in-person activities on campus due to COVID-19 created new challenges.

Special retirement program. Because many PASEF members had questions about the changes to Penn's

Retirement Savings program that occurred in spring semester, PASEF offered a special session with Susan Sproat and a TIAA representative. The virtual session, offered on February 17, 2021, focused specifically on how the changes affected retired faculty.

Road to Retirement programs. PASEF sponsored three programs this academic year on retirement. First, PASEF hosted “Road to Retirement: The Special Incentive Plan,” a special virtual presentation on November 2, 2020, featuring Vicki Mulhern and Hilary Lopez to explain and answer questions about the Special Incentive Plan, offered only in 2021 for faculty retiring by June 30, 2021. Almost 100 faculty attended this virtual presentation. Second, PASEF sponsored a panel discussion with four emeritus faculty members discussing their decisions to retire and their experiences with retirement in early March. The topic was “Negotiating the Retirement Transitions—What’s Next?” Ninety two faculty attended this presentation and a video is available at the PASEF website. Finally, Hilary Lopez and Vicki Mulhern presented their traditional annual “Planning for Retirement: Nuts & Bolts” session virtually on April 28, 2021 to 111 faculty.

Retirement planning. The 14th edition of PASEF’s publication *Hitchhiker’s Guide to Faculty Retirement*, under the editorship of Martin Pring and Janet Deatrck, was published in January. Sections on financial planning for retirement, transition to emeritus status, and retiree relations with the University are included, and the publication is available on the PASEF and ASEF–PSOM websites (the latter is www.med.upenn.edu/asef/ (<https://www.med.upenn.edu/asef/>)). Both websites also house a guide to continuing care retirement communities (CCRCs) in the Philadelphia area.

Reception for newly emeritus faculty. Recently, between fifty and sixty standing faculty have taken emeritus status each year, and PASEF and ASEF–PSOM have co-sponsored an annual reception to honor the retirees. The in-person reception planned for May 2020 had to be cancelled. It was rescheduled as a virtual reception in September 2020, to honor 76 faculty who are 2019–2020 retirees. There was a second virtual reception on May 20, 2021 to honor 143 2020-2021 retirees.

Semi-annual meeting with Human Resources. PASEF leadership is commencing regularly scheduled meetings with the Vice President for Human Resources to discuss policies that affect emeritus faculty.

Survey of retirees’ experiences with Penn vendors. PASEF and SCOA (Senate Committee on Faculty and the Administration) conducted a survey of PASEF emeritus members to document their experiences with WageWorks and Health Advocate. Eight hundred and twenty five faculty members were surveyed and 245 (or 30%) responded. PASEF and SCOA have identified several issues for follow-up, as a result of the survey.

Activities and Events

Lectures. PASEF sponsors lectures throughout the academic year. These are open to all members of the University community and span a wide range of topics which are of general interest. Normally, there are monthly luncheon lectures at the University Club and featured fall and spring lectures. Due to COVID-19 requirements, all lectures for this year were live streamed and most are also available for viewing on the PASEF website.

Fall and spring outing. Each year PASEF and ASEF–PSOM jointly plan fall and spring outings to locations of cultural or historical interest in the Philadelphia area. These events were not held this year due to COVID-19 requirements.

Theater and orchestra attendance. The Membership Committee, chaired by Anita Summers, has during the past two years arranged attendance at open rehearsals of the Philadelphia Orchestra. The committee has also arranged theater outings. These events were not held this year due to COVID-19 requirements. The Membership Committee sponsored six virtual lectures with operatic performances from Opera Philadelphia in summer and fall 2020 that attracted large audiences. The presentations are available for viewing on the PASEF website.

Speakers Bureau. With encouragement and funding from Vice Provost Anita Allen, PASEF launched its Speakers Bureau in the spring of 2016. This work was spearheaded by Jack Nagel as chair of the Speakers Bureau Committee. The bureau enables community groups, including retirement communities, civic, social, and religious organizations, and high schools, to identify and invite PASEF members to speak to audiences in the Philadelphia area. The current roster of speakers numbers 31 and includes both senior and retired Penn faculty from schools across the University. Information about the bureau and the speakers and their topics is on the PASEF website. Opportunities were limited this year due to COVID-19 requirements. Nonetheless, seven speaking engagements from the bureau were held virtually this year.

Communications with members. PASEF also issued newsletters notifying members of University COVID-19 policies that affect senior and emeritus faculty. PASEF appreciated both the responsiveness and the efforts of Vice Provost Laura Perna to our concerns that these policies include senior and emeritus faculty.

Volunteers to help Penn. For the third year, PASEF volunteers assisted the Penn Global Engagement Fund by evaluating proposals submitted as part of a competitive grant program.

Task Force Planning

PASEF convened a retreat at the end of academic year 2019 for the PASEF Council to review operations. The implementation of suggestions coming from the retreat was discussed in our academic year 2020 report. One suggestion from the retreat, however, required actions that were undertaken in this academic year 2021: the expansion of PASEF membership to include research faculty, full-time academic clinicians, and full-time practice professors. The bylaws were amended in academic year 2021 to make this change in membership and we welcomed these new members this year.

Faculty Senate and University Council

PASEF sends non-voting representatives to the Senate Executive Committee, four Senate committees, and the University Council Committee on Personnel Benefits. The Senate committees are the Senate Committee on Faculty and the Administration, the Senate Committee on Faculty and the Academic Mission, the Senate Committee on Students and Educational Policy, and the Senate Committee on Faculty Development, Diversity and Equity.

PASEF Annual Election

Brian Salzberg chaired this past year's Nominating Committee, and the committee's proposed slate was approved by email voting. Marshall Meyer is the President-Elect, John Keene the Secretary, and David Manning the SEC Representative. Newly-elected at-large Council members who will serve three-year terms are Sherrill Adams, Mitch Marcus, and Ana Lia Obaid. David Manning was selected last fall to serve a three-year at-large term to fill a vacancy.

—Janice Madden, President (2020-2021)

Appendix: PASEF Council Members, 2020–2021

- Roger M.A. Allen, Near Eastern Languages and Civilizations (SAS), Representative to the Faculty Senate Committee on Faculty and the Academic Mission
- David Balamuth, Physics and Astronomy (SAS), at-large member of Council
- Janice Bellace, Legal Studies (Wharton), Representative to the University Council Committee on Personnel Benefits
- Peter Conn, English (SAS), at-large member of Council; chair, Program Committee
- Janet Deatrick, Family and Community Health (Nursing), President-elect; co-editor, *Hitchhiker's Guide to Faculty Retirement*

- Marc A. Dichter, Neurology (PSOM), at-large member of Council
- Barbara Kahn, Marketing (Wharton), at-large member of Council
- John C. Keene, City and Regional Planning (Design), Secretary
- Janice Madden, Sociology (SAS), President
- David Manning, Pharmacology (PSOM), at-large member of Council
- Carolyn Marvin, Annenberg, at-large member of Council
- Ann Mayer, Legal Studies and Business Ethics (Wharton), at-large member of Council
- Marshall W. Meyer, Management (Wharton), Representative to the Faculty Senate Committee on Faculty and the Administration
- Jack Nagel, Political Science (SAS), chair, Speakers Bureau
- Martin Pring, Physiology (PSOM), Representative to the Faculty Senate
- Executive Committee; co-editor, *Hitchhiker's Guide to Faculty Retirement*
- Brian M. Salzberg, Neuroscience (PSOM), at-large member of Council; chair, Nominating Committee
- Jorge J. Santiago-Aviles, Electrical and Systems Engineering (SEAS), at-large member of Council; Representative to the Faculty Senate Committee on Development, Diversity & Equity
- Paul Shaman, Statistics (Wharton), Past President
- Anita A. Summers, Business Economics and Public Policy (Wharton), chair, Membership Committee; Representative to Faculty Senate Committee on Students and Educational Policy
- Jeffrey Field, Pharmacology (PSOM), ASEF-PSOM co-President
- Yvonne Paterson, Microbiology (PSOM), ASEF-PSOM co-President
- Former Presidents: Benjamin S. P. Shen, Gerald J. Porter, Neville E. Strumpf, Vivian C. Seltzer, Roger M. A. Allen, Ross A. Webber, Rob Roy MacGregor, Jack H. Nagel, Anita A. Summers, Paul Shaman, Lois K. Evans.

PASEF Programs, 2020–2021

- JUNE 1: PASEF Spring Lecture with Dean Erika James.
- MAY 20: Newly Retired & Emeritus Faculty Program and Reception.
- MAY 18: PASEF Lunchtime Lecture. Dan Richter. *The Lords Proprietors: America's Forgotten Feudal Past*.
- APRIL 28: *Planning for Retirement: Nuts & Bolts*. Vicki Mulhern and Hilary Lopez.
- APRIL 22: PASEF Lunchtime Lecture. Sean Kelley. *Eastern State Prison: Architecture and Social Justice*.
- MARCH 23: PASEF Lunchtime Lecture. Larry Silver. *Rembrandt's Angels*.
- MARCH 4: *Planning for Retirement: Negotiating the Retirement Transition: What's Next?* Panel discussion with Sherri Adams, Paul Lanken, Thomas Safley, and Anne Teitelman.
- FEBRUARY 23: PASEF Lunchtime Lecture. Rudra Sil. *Russian Foreign Policy*.
- FEBRUARY 17: *Planning for Retirement: Changes to Penn's Retirement Savings Plans*. Sue Sproat and TIAA representative.
- JANUARY 25: PASEF Lecture. Inga Saffron. *What Now?*
- DECEMBER 17: PASEF Lunchtime Lecture. Ebony Elizabeth Thomas. *The Dark Fantastic: Race and the Imagination in Youth Literature, Media, and Culture*.
- NOVEMBER 23: Opera Philadelphia. Why is a "Mad Scene" Mad? - Lecture Series, Wozzeck-Alban Berg.
- NOVEMBER 17: PASEF Lunchtime Lecture. John S. Summers. *The Innocence Project*.
- NOVEMBER 16: Opera Philadelphia. Why is a "Mad Scene" Mad?-Lecture Series, Macbeth-Giuseppe Verdi.
- NOVEMBER 9: Opera Philadelphia. Why is a "Mad Scene" Mad?-Lecture Series, Lucia di Lammermoor-Gaetano Donizetti.
- NOVEMBER 2: *Planning for Retirement: Special Incentive Plan*. Hilary Lopez and Vicki Mulhern.
- OCTOBER 29: PASEF Lunchtime Lecture. Daniel Hopkins. *The Activation of Prejudice and Presidential Voting*.

- OCTOBER 1: PASEF Fall Lecture. Patrick T. Harker. *The Fed, the Economy, and the Pandemic*.
 - SEPTEMBER 11: PASEF Lunchtime Lecture. *Kristian Lum. Fairness, Accountability and Transparency: (Counter) Examples from Predictive Models in Criminal Justice*.
 - SEPTEMBER 9: Newly Retired & Emeritus Faculty Program and Reception.
 - JULY 29: Opera Philadelphia. Puccini Heroine Lecture Series, Floria Tosca (Tosca).
 - JULY 22: Opera Philadelphia. Puccini Heroine Lecture Series, Cio-Cio San (Madame Butterfly).
 - JULY 15: Opera Philadelphia. Puccini Heroine Lecture Series, Mimi and Musetta (La Boheme).
-



Almanac is the official weekly journal of record, opinion and news for the University of Pennsylvania community.

© 1954-2021 The University of Pennsylvania Almanac.
3910 Chestnut St., 2nd Floor, Philadelphia, PA 19104-3111

E-MAIL: ALMANAC@UPENN.EDU (MAILTO:ALMANAC@UPENN.EDU)