

**Penn Association of Senior & Emeritus Faculty (PASEF)
Committee on Facilities for Retired Professors
Summary Report, Spring 2016**

Charge

In the fall of 2015, the PASEF President formed a four-member committee to review the facilities that urban universities (comparable to Penn) provide their retired faculty and the support they offer for continuing emeriti engagement. The investigation included a review of the membership, activities and finances of retirement organizations (RO).

Activities

The committee selected 18 Universities. The list was compiled from committee members' personal knowledge and rankings of outstanding urban universities, both public and private. Those selected were: Brown, Chicago, Columbia, Georgetown, Harvard, Hopkins, MIT, NYU, Rice, Tulane, UCLA, U. of Minnesota, U of Southern California, U of Texas/Austin, U. of Washington, Vanderbilt, Washington U., and Yale. Although six of the institutions were found to have no formal RO, we collected information on all 18 as some provide facilities and activities even without a formal organization.

We developed a lengthy telephone interview questionnaire and individually spoke (once to several times) with the most knowledgeable person at each university, usually an emeritus faculty member who served as director of the RO. There was great variety in the nature of the organizations in membership, kind and intensity of activities, facilities, and support. What follows is a summary of our findings.

Findings

Membership: Only two of the surveyed universities limit membership to retired faculty. Others variously admit adjunct, research, and clinical faculty and non-faculty including librarians, administrators (or a subset of them), friends of the university, staff, etc. At one, less than 1% of the RO members are faculty, while at another 25%; more generally it is over 50%. The number of members ranges from 8500 to as few as 100.

Dues: All the surveyed ROs charge dues ranging from \$15.00 to \$50 with one requesting, although not demanding, \$20 - \$100.00. Most dues are in the \$20 to \$30 range.

Facilities: With one exception, none of the Universities have substantial space dedicated to their RO. Six ROs have small office-size dedicated spaces largely used for administrative purposes, although in some cases provision of a computer for members' use or space for very small groups to hold meetings/socialize was reported. The single RO with substantial space has two floors of a building for its exclusive use, the result of a large endowment. Most ROs schedule their activities in rooms at faculty clubs, alumni/faculty clubs, university or public libraries, and elsewhere around the university.

A word on clubs: It is often difficult to distinguish between a faculty club (these are really more inclusive than a 'club' per se) and a grander alumni-plus-faculty club. On one end of what is more or less a continuum of facilities and fees are four universities that have full scale clubs, open to anyone associated with their university, proximate to campus, complete with fitness facilities and overnight accommodations. These clubs charge high fees. At the other end are

universities that provide a dining room for the RO in a hotel or in another multi-purpose building. Between these extremes are free-standing clubs with fine dining and conference rooms that welcome as members anyone associated with the University, past or present. The alumni clubs may also be available for use by multiple universities, e.g., within the same city or region. Fees vary across and within clubs depending on a variety of factors and range from \$144.00 to \$1680.00 a year.

Financial support: In most cases, the universities cover the cost of staff salary/EBs and function rooms. With one exception, none has a significant endowment. The other costs of ROs are largely covered by dues plus individual contributions. Several ROs are 501c organizations and are, therefore, financially independent of the University.

Staff: Six ROs have part-time staff. Four (large ones with over 1000 members) have two or more full-time staff.

Activities: All ROs sponsor receptions, lunches and talks. In addition, the following activities are reported by one or more: retirement counseling, workshops/seminars, Osher life-long learning institutes, newsletters, clubs (book review, book exchange, bridge, computers, rambling, fine arts, wellness, travel), cultural events and volunteering and mentoring within and outside the university. Student scholarship funds have been established by several of the ROs, and a few raise funds for charities, retiree research (modest), and awards to outstanding emeriti.

Outreach: We did not specifically inquire about this, but found instances of ROs working jointly with other groups, for example, inclusion of the RO in alumni events; partnering with Encore (an organization that facilitates volunteering) and with retirement homes or communities, and opening their clubs to staff and alumni from other universities (as above). Two ROs are members of a metropolitan-area retiree association that holds annual meetings to share programming and operations ideas.

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