

Penn Association of Senior and Emeritus Faculty 2024 Annual Report

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PASEF, the Penn Association of Senior and Emeritus Faculty, is the organization of and for senior (age 55+) and emeritus and retired faculty from all schools and colleges of the University. PASEF encompasses both standing faculty and associated faculty with the rank of associate and full professor on the academic clinician, research, and practice tracks. Per its mission statement, PASEF “informs and advocates on matters of concern to senior and retired faculty through dialogue with the University administration and communication with its members and the larger community.”

PASEF shares important information relevant to senior and emeritus faculty with its members and engages with the administration when matters of concern to the membership arise. PASEF also does much more—see below. The core mission, however, is service to faculty retirees and faculty approaching retirement and advocacy on their behalf. The PASEF officers meet periodically with the Vice Provost for Faculty to discuss issues of concern. We thank Vice Provost Laura Perna for her assistance and willingness to respond to the concerns of retired faculty.

In the fall, the PASEF officers devoted substantial time to understanding the new FIAP program, which was suddenly announced in early September. Various means were used to communicate this to PASEF members, including a special panel discussion (via Zoom) on October 24. We regularly respond to member questions and provide information when we perceive that members may not be fully aware of how to access benefits—for example, the hearing aid benefit.

PASEF Size and Scope

PASEF's membership is large and largely Philadelphia-based. As of July 26, 2024, PASEF had 2,214 members, including 1,345 senior faculty and 869 retired faculty. Of the retirees, 693 remain in the Philadelphia area.

The PASEF Council meets monthly throughout the academic year and attendance at council meetings is high, averaging 85–90%. Our meetings are hybrid, thus allowing those members who live far from Philadelphia or those travelling to participate. PASEF members sit ex-officio on the Faculty Senate Executive Committee and four of the standing committees of the Faculty Senate: Faculty Development, Diversity, and Equity; Faculty and the Academic Mission; Faculty and the Administration; and Students and Educational Policy. PASEF designates a member of Penn's Committee on Personnel Benefits. And PASEF's president sits on the Executive Council of our school-based organization, the Association of Senior and Emeritus Faculty of the Perelman School of Medicine (ASEF-PSOM).

PASEF Activities

PASEF's principal activities consist of membership programs, membership engagement and communication, community service, and engagement with the Penn administration.

Membership programs. (<https://button.provost.upenn.edu/pasef/events>) PASEF offers retirement-related, academic, and cultural programs for its members. This past year's retirement-related programs included *New FIAP—What are the Issues?* (October 24), *Exploring Living Options in Retirement* (December 6), *Medicare and Social Security: Concerns of Retiring and Retired Faculty* (January 16), *Estate Planning—Special Needs* (March 26), *The Nuts & Bolts of Retirement* (April 25), and our annual *Newly Retired & Emeritus Faculty Celebration* (May 6).

PASEF's retirement-related programs draw the largest audiences, around 100 a piece on Zoom. This past year the most popular was *New FIAP—What are the Issues?*

Our fall speaker event featured Claire Finkelstein on September 2 speaking about *Defendant-in-Chief: Understanding the Trump Indictments and the Stakes for U.S. Democracy*.

Our academic programs were Christian Terwiesch's *Would ChatGPT get a Wharton Degree?* on October 26, Chris Callison-Burch's *Ask an Expert About ChatGPT and Its Potential Uses in Education* (November 8), *Can You Hear Me Now? An Introduction to Hearing Loss and Hearing Aids* with Diane Holstein, AuD, Danielle Leibowitz, AuD, and Stacy Douberly, AuD (February 29); Guthrie P. Ramsey, Jr.'s *What I Did with Musicology and What It Gave Me Back* (March 14); and Olivia Mitchell's *Longevity Awareness* (April 9).

Many people contribute to the success of PASEF's programs, too many to list, but special thanks go to PASEF Program Committee chair Andy Binns and members Ed George, Eduardo Glandt, and Ann O'Sullivan, who worked tirelessly to make our programs happen.

Membership engagement and communication. Membership in PASEF is automatic, but ongoing engagement of our membership depends on effective communication. Currently, PASEF has three key channels of communication: *The Hitchhiker's Guide to Faculty Retirement* (<https://button.provost.upenn.edu/pasef/hitchhikers-guide-faculty-retirement>), PASEF e-newsletters, and the PASEF website.

PASEF's flagship publication is *The Hitchhiker's Guide to Faculty Retirement*, now in its 16th edition. Though not an official publication of the University, the *Hitchhiker's Guide* has become the de facto retirement manual for Penn faculty. This year's membership survey indicated that the *Hitchhiker's Guide* is considered an invaluable source of information for those nearing retirement. Annual updates and release notes are published each year, usually in January, although this year it was somewhat delayed due to the extensive changes made to FIAP. Martin Pring and Janet Deatrick have ably managed annual revisions of the *Hitchhiker's Guide*.

Nine PASEF e-newsletters were sent to members in the 2023-2024 academic year. We also sent one news flash. The newsletter highlights upcoming PASEF activities and, in the president's column, alerts members to upcoming deadlines and changes in benefits, benefits administration, and other issues affecting retirees. This year's membership survey revealed that our newsletter has the greatest reach, with 85% of respondents reporting that they read it at least occasionally.

Privileges of retired members of the associated faculty. Last year we were alerted that some retired associated faculty had problems concerning library privileges. Some other issues cropped up this year, and we have been endeavoring to get a full picture of the situation. Unlike for retired standing faculty, whose privileges are listed in the Faculty Handbook, privileges for retired associated faculty are left to the individual schools, which has seemingly led to some variation. In addition, certain issues require follow-up, including consistent coding of associated faculty in Workday upon retirement and the interface between Workday and the Penn community system.

PASEF Council and Committees. A list of 2023-2024 PASEF Council and committee members is appended. Thanks to all and especially to past president Marshall Meyer and president-elect Mitch Marcus for their counsel and support throughout.

In Memoriam. At every PASEF Council meeting, we note the passing of Penn faculty members and reminisce about their time at Penn. This year we sadly noted the passing of Anita Summers, who served as PASEF president from 2015-2016.

—Janice R. Bellace
2023-2024 PASEF President

Appendix: 2023-24 PASEF Council Members

- *Sherrill L. Adams*—Dental Medicine (Biochemistry)-at-large member of Council; Faculty Development, Diversity & Equity (SCFDDE) representative
- *Gustavo Aguirre*—Penn Vet (Clinical Sciences & Advanced Medicine)-at-large member of Council
- *Roger M. A. Allen*—Arts & Sciences (Near Eastern Languages and Civilizations)-representative to Faculty and the Academic Mission (SCOF)
- *Janice Bellace*—Wharton (Legal Studies & Business Ethics)—president; chair of Steering Committee
- *Andrew N. Binns*—Arts & Sciences (Biology)-at-large member of Council; chair, Program Committee
- *Peter Conn*—Arts & Sciences (English)-library liaison
- *Janet Deatrick*—Nursing (Family & Community Health)-co-editor of *The Hitchhiker's Guide to Faculty Retirement*; representative to Senate Executive Committee (SEC)
- *Edward I. George*—Wharton (Statistics and Data Science)-at-large member of Council
- *Peter Kuriloff*—Graduate School of Education—secretary; representative to University Council Committee on Personnel Benefits (PBC)

- *Mitch Marcus*–Engineering & Applied Science (Computer and Information Science)-president-elect; chair, Nominating Committee; co-chair, Community Involvement Committee
 - *Marshall W. Meyer*–Wharton (Management)–past president; chair, Membership Engagement Committee
 - *Charles Mooney, Jr.*–Penn Carey Law-at-large member of Council; representative to Faculty and the Administration (SCOA)
 - *Ana Lía Obaid*–Penn Medicine (Neuroscience)-at-large member of Council; co-chair, Community Involvement Committee
 - *Ann L. O’Sullivan*–Nursing (Family & Community Health)-at-large member of Council
 - *Martin Pring*–Penn Medicine (Physiology)-co-editor of The Hitchhiker’s Guide to Faculty Retirement
 - *Brian M. Salzberg*–Penn Medicine (Neuroscience)-at-large member of Council
 - *Irene Wong*–Social Policy & Practice-at-large member of Council; representative to Students & Educational Policy (SCSEP)
 - Former Presidents: Gerald J. Porter, Neville E. Strumpf, Roger M. A. Allen, Ross A. Webber, Jack H. Nagel, Anita A. Summers, Paul Shaman, Lois K. Evans, Janice F. Madden, and Janet Deatrick
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