

## Penn Association of Senior and Emeritus Faculty 2025 Annual Report

**AUGUST 12, 2025** | **VOL 72 ISSUE 2** ([HTTPS://ALMANAC.UPENN.EDU/VOLUME-72-NUMBER-2](https://almanac.upenn.edu/volume-72-number-2)) | **NEWS** | **PRINT**

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 president usually meets monthly 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.

### PASEF Size and Scope

PASEF's membership is large and largely Philadelphia-based. As of July 16, 2025, PASEF has 2,245 members, including 1,354 senior faculty and 891 retired faculty. Of the retirees, 705 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 on 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 the Perelman School of Medicine-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 to discuss issues of relevance to our membership.

**Membership programs.** (<https://pasef.provost.upenn.edu/events/>) (<https://pasef.provost.upenn.edu/events/>) PASEF offers retirement-related, academic, and cultural programs for its members. This past year's retirement-related programs included *Negotiating the Retirement Transition: What's Next?* (September 5), *Medicare and Social Security: Concerns of Retiring and Retired Faculty* (December 4), and *The Nuts & Bolts of Retirement* (May 1). These programs are intended to help faculty decide when they should retire, and to provide guidance on the various stages of the retirement process. All were offered this year as late-afternoon Zoom panels, with videos archived and available on our website. These panels on retirement draw the largest audiences of any of our programs, with around 80 people on average participating by Zoom and another 60 people on average watching the videos later.

Our primary cultural event this past year was our spring outing to the Frances M. Maguire Museum and the Barnes

Arboretum at what was the original site of the Barnes Museum on April 30.

Our academic program this year combined a series of four Zoom Lunch lectures and three in-person lecture/receptions with video available afterwards when the speaker was willing to be recorded. Our Zoom Lunches were *The Promise and Pitfalls of AI in Healthcare: A Nurse Scientist's Perspective*, presented by Amanda P. Bettencourt (November 13); *Coral Reefs Are Sentinels of the Biodiversity Crisis*, Katie L. Barott (January 8); *Troy and Gordion: An Excavator's Perspective on Two Legendary Sites in Anatolia*, C. Brian Rose (February 6); and *The Joseph Story: Genesis, the Qur'an, and Chartres Cathedral*, Roger Allen (April 9). We hosted three in-person only lectures and receptions this year, with videos made available later. Our winter lecture/reception was a conversation with Penn President Emerita Judith Rodin and PASEF immediate past president Janice Bellace as the interlocutor on *Philadelphia Then and Now: Penn's Role in the Transformation*. Our fall lecture/reception was by Francis X. Diebold on *Climate Forecasting: Arctic Sea Ice Melting – How Soon*, and our spring lecture/reception was by Kevin B. Johnson on *The Observer Project: Transforming Healthcare from the Outside*.

And finally, this year's *Newly Retired & Emeritus Faculty Celebration* honoring 56 professors, sponsored jointly by ASEF-PSOM and PASEF, was held on May 6 in the Jordan Medical Education Center Atrium, with remarks by vice provost for faculty Laura Perna, ASEF-PSOM president elect Fran Barg, and PASEF president Mitch Marcus, with piano music by past president Roger Allen.

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

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

PASEF's flagship publication is *The Hitchhiker's Guide to Faculty Retirement*, now in its 18th edition. Though not an official publication of the University, the *Hitchhiker's Guide* has become the *de facto* retirement manual for Penn faculty. A membership survey last year 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 at the beginning of the winter semester. Janet Deatrick, Martin Pring and Janice Bellace ably managed this latest annual revision, which includes a newly designed cover and "Road Map to Retirement Planning" page, along with more detail on retirement benefits for parking, recreation and cultural activities at Penn. In several cases, the *Hitchhiker's Guide* editors' reaching out to confirm the details of retirement benefits caused benefits that had been dropped to be reinstated and, in one case, extended to all retired staff. The *Hitchhiker's Guide* received 801 views by 591 users on PASEF's website this past year.

Our *Guide to Continuing Care Retirement Communities* (CCRCs), was updated this past year by editor Paul Shaman to include four additional CCRCs and now describes 15 CCRCs in the Philadelphia area in addition to an introduction to what they offer and their differing financial structures. CCRCs provide a continuum of living settings for folks of retirement age, ranging from those of us who are fully active to those needing assisted living or skilled nursing care. The guide, now in its third edition since first completed in 2014, received 789 views by 542 users this past year.

Eight PASEF e-newsletters were sent to members in the 2024-2025 academic year. We also sent several "PASEF Alerts," typically on benefit changes. The newsletter highlights upcoming PASEF activities; the president's column alerts members to upcoming deadlines and changes in benefits, benefits administration, and other issues affecting retirees.

Marshall Meyer (chair) and Peter Kuriloff of PASEF's Membership Engagement Committee initiated a new face-to-face activity for our membership this year—neighborhood book groups with meetings in volunteers' homes. Two

book groups were launched—one for Center City/West Philadelphia and another for the Main Line. Each had several meetings, with quite a large group in each area signed up for its mailing list.

**Advocacy.** PASEF's leadership responds to changes to Penn's benefits and privileges for retired and emeritus faculty and seeks to ameliorate changes that negatively impact our members. For example, we discovered last summer that the long-established Emeritus Parking Program was suddenly discontinued, replaced by a much more limited program. Working with Joe Russo in Business Services, we negotiated extensions to this new program that much better meet the needs of our members. We were also happy this year to support ASEP-PSOM's request to the board of the University Club to introduce a discounted membership for retired faculty, leading to a new much reduced annual membership rate (\$35 rather than the standard \$75). We regularly respond to members' questions and provide information when we perceive that members may not be fully aware of how to access benefits, such as the hearing aid benefit, or how recent benefit changes will affect them, such as the recent changes to Independence Blue Cross Medicare supplement plan for retirees.

While retired standing faculty have access to a wide range of retirement privileges beyond the benefits that Penn offers to all retired staff with sufficient Penn service, privileges to retired members of the associated faculty (research faculty, professors of practice, and academic clinicians) are limited. These faculty often gain access to the tools needed for their academic research and pursuits by being appointed as adjunct faculty, a process usually facilitated by supportive department chairs. Responding to this, PASEF this year initiated an *ad hoc* committee to investigate what privileges would be useful to retired associated faculty, to determine the current privileges offered locally by each of Penn's schools, if any, and ultimately to advocate for a formal University-wide commitment to a consistent set of such privileges. The associated faculty who make up most of this committee's membership were in strong agreement that the privileges most important to them were those that allowed them to remain connected to their colleagues and to continue their academic involvement. The committee noted that the privileges they most care about (email, access to academic and research buildings, etc.) would entail minimal costs to Penn. The committee will continue its work this coming year.

**Community Outreach.** PASEF's community outreach efforts include our newly revitalized Speakers Bureau and programs organized by our Community Involvement Committee.

PASEF's Speakers Bureau provides lectures to Philadelphia-area organizations, including CCRCs, clubs and libraries. It had become nearly dormant, with only two talks given last year, but was revitalized this year by PASEF associate director Sarah Barr and Jennifer Shotto, part-time assistant to the Penn Forum for Women Faculty and Gender Equity, who began also working for PASEF on a part-time basis through funding provided by Vice Provost for Faculty Laura Perna. Their efforts have led to significant growth in speaker invitations (from six per year on average since Covid to 25 this year), an expanded mailing list (from 79 to 194), an increased newsletter frequency (from 2 to 5), and the addition of five new faculty members to the roster.

This year, the highlight of our Community Involvement Committee's efforts was a CPR training on March 1 at the Walnut Street West Library at 40<sup>th</sup> and Walnut for the West Philadelphia community with the aid of The Mobile CPR Project Philadelphia. Twenty CPR "dummies" were present for participants to practice the current emergency CPR method by bystanders. Thanks to our Community Involvement Committee of Ana Lía Obaid, Iris Reyes and Brian Salzberg for their efforts.

**PASEF Council and Committees.** A list of 2024-2025 PASEF Council and committee members is appended. Thanks to all and especially to past president Janet Bellace and president-elect Peter Kuriloff 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 Paul Shaman, who edited and extended our *Guide to Continuing Care Retirement Communities* over the past several years and who served as PASEF president for two terms, from 2016-2017 and 2019-2020.

—Mitchell Marcus, 2024-2025 PASEF President

## Appendix: 2024-2025 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); former president

*Regina Austin*—Penn Carey Law—at-large member of Council

*Janice Bellace*—Wharton (Legal Studies & Business Ethics)—past president; representative to University Council Committee on Personnel Benefits (PBC); co-editor of *The Hitchhiker's Guide to Faculty Retirement*

*Andrew N. Binns*—Arts & Sciences (Biology)—at-large member of Council; chair, Program Committee

*Peter Conn*—Arts & Sciences (English)—library liaison

*Janet Deatrack*—Nursing (Family & Community Health)—co-editor of *The Hitchhiker's Guide to Faculty Retirement*; representative to Senate Executive Committee (SEC); former president

*Edward I. George*—Wharton (Statistics and Data Science)—at-large member of Council

*Robert Hornik*—Annenberg School for Communication—at-large member of Council; website and communications liaison

*Peter Kuriloff*—Graduate School of Education—president-elect; chair, Nominating Committee

*Mitchell Marcus*—Engineering & Applied Science (Computer and Information Science)—president; chair, Steering Committee

*Marshall W. Meyer*—Wharton (Management)—chair, Membership Engagement Committee; former president

*Charles Mooney, Jr.*—Penn Carey Law—at-large member of Council; representative to Faculty and the Administration (SCOA)

*Gail Morrison*—Penn Medicine (Medicine)—at-large member of Council; representative to Students & Educational Policy (SCSEP)

*Ana Lía Obaid*—Penn Medicine (Neuroscience)—co-chair, Community Involvement Committee

*Ann L. O'Sullivan*—Nursing (Family & Community Health)—at-large member of Council

*David Pope*—Engineering & Applied Science (Materials Science and Engineering)—secretary

*Martin Pring*—Penn Medicine (Physiology)—co-editor of *The Hitchhiker's Guide to Faculty Retirement*

*Iris M. Reyes*—Penn Medicine (Emergency Medicine)—at-large member of Council

*Brian M. Salzberg*—Penn Medicine (Neuroscience)—co-chair, Community Involvement Committee

*Irene Wong*—Social Policy & Practice—at-large member of Council

*Former Presidents:* Gerald J. Porter, Neville E. Strumpf, Ross A. Webber, Jack H. Nagel, Paul Shaman, Lois K. Evans, and Janice F. Madden

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