

# **An Interim Report on Benefits and Privileges for Retired Rice University Faculty**

By the Benefits and Privileges Committee of the Association of Retired Rice University Faculty

May 1, 2018

## Summary

In the summer of 2017, Bob Curl and Jim Young proposed that ARRUF should have a committee to study the benefits and privileges available to retired Rice University faculty, to analyze the findings and advocate for access, and to publish the results in a single information source. They reported their initial discoveries at the October 5, 2017 General Meeting (see Addendum One). These included discrepancies in the benefits available to emeritus and non-emeritus retired faculty in accessing VPN accounts at Fondren Library and services in Information Technology. The subsequent project was divided into four stages: (a) gathering information on current benefits and practices across the university; (b) analyzing Rice University practices and comparing them with what other universities are doing; (c) recommending changes to improve the understanding across campus of retiree benefits and solving problems uncovered in the project's research; and (d) publishing a source of information for retirees.

This document reports on the first phase only. It describes information gathered on three types of benefits and privileges: A) Access to benefits as determined by HR list membership; (B) Benefits related to opportunities for representation, (C) Opportunities for scholarly and intellectual participation, and (D) Opportunities for social and collegial interaction. In the future "opportunities" issues will be shifted to a sub-committee of the Activities Committee. During this phase of the study, four issues emerged that affect benefits and privileges, who may receive them, and the rationale on which they are based.

### Four Issues Related to Benefits and Privileges

- Different people in different positions of responsibility hold a range of ideas about retired faculty. Many have not thought about this matter deeply, if at all. The variation partly justifies our plan to have discussions and colloquia to engage the University in thinking about our roles in the future.
- Our lack of knowledge about other universities' practices limits our ability to make good judgments about who and what we should recommend at Rice.
- The relationship between retired faculty and their departments should receive considerable study plus research into other universities practices and new processes that might facilitate access to opportunities. The results have implications for the next stages of the study.
- There are probably many more opportunities for ARRUF members than ARRUF has people to seize them. As an association, we must find out what opportunities are most valuable.

More committee members are needed to complete the full study. Insufficient researcher time was available to complete the first stage. The Provost's Office donated 30 hours of staff time to assist with the work done thus far. We appreciate this additional assistance.

Addendum One: Summary of Benefits and Privileges Known on October 5, 2017 (sources in parentheses)

Addendum Two: Rice University Human Resources Policy No. 422-98 (*Important Reference:* [http://www.professor.rice.edu/professor/Retiree\\_Definition\\_and\\_Benefits.asp](http://www.professor.rice.edu/professor/Retiree_Definition_and_Benefits.asp) apparently last modified in 1998)

Addendum Three: Information Technology Policy on Account Closure, Eligibility & Information

Addendum Four: Copy of Survey Sent to Deans of Schools and Department Chairs

## **A Discussion of Benefits and Privileges Information Collected in Phase One**

Many non-academic departments and entities on the Rice Campus make choices about benefits and privileges for which retired faculty could be eligible. The first section summarizes what has been learned about access to benefits that is determined by lists available to Fondren Library, Information Technology, Athletics, and so on. The table following that discussion lays out in summary form five types of benefits and privileges: Representation, Services, Discounts, Intellectual or Scholarly Participation, and Social/Collegial Interaction. Additional information will be provided in a more comprehensive report.

### **Access to Benefits Determined by HR List Membership**

Rice University Identification Cards. Rice ID's are obtained at the Rice University Police building. However, an individual's name must be on the list in order for a request to be granted.

Parking Stickers. All retirees are eligible to obtain a parking sticker and proximity card at the Parking Office in the first level of underground parking of the Jones School. A Rice ID must be obtained first. The general rule is that it is retirees may park free at any gated lot to which the card will admit them, including Visitor Lots (use the proximity card to get out). The Parking Office says it is all right to park in the South Lovett spaces near Cohen House. The proximity card works at all garages including the Cambridge Office Building and the BRC. Parking cards cannot be upgraded remotely to include a new garage; retirees must take their cards to the Parking Office for processing.

Access to Library On-Line Resources. Some of the variation in benefits appears to derive from the use of lists furnished electronically to specific departments or groups by HR. For example, Bob Curl and Ron Sass met with Sara Loman, the University Librarian and a representative of the General Counsel's Office to discuss access to on-line resources at Fondren Library. Only emeritus/a retired faculty may use these. Loman explained that when a retiree attempts to access a database or on-line resource by VPN from off-campus, the user's netID is checked instantly against a list of netIDs of emeritus faculty. If the person is not on the list, access is denied. This practice conforms to contracts the library has with various database vendors. We hope that non-emeritus/a retired faculty might be added in the future perhaps by creating new categories, such as Library Members.

Access to Information Technology Services. Information Technology (IT) also relies on a list of emeritus/a retired faculty to determine who can have support services and access to licensed computer software.<sup>1</sup> IT has a policy pertaining to retired faculty, which is attached to the full version of this report. It specifies for how long retired faculty may have email access, VPN accounts, assistance with computers, and so on.

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<sup>1</sup> These policies were made by the Rice administration, not by IT. The full IT closure policies including Students and Staff can be found at <https://kb.rice.edu/page.php?id=75866>

**The important thing to realize is that a retiree's IT account will be closed (faculty) or crippled somewhat (emeritus) in about a year after full retirement unless the retiree obtains a waiver. Waivers can be requested by petitioning HR with support, if possible, from Chair or Dean.**

Athletics Department Tickets and Engagement Opportunities. The Athletic Department is eager to have ARRUF members as attendees, mentors, and participants in events such as "Fan Appreciation Night." However, the department has NO list of emeritus faculty or retired faculty of any sort. It offers ticket discounts to faculty and staff, but not to retired faculty because it lacks a list. The Athletic Department should be able to obtain the list of retired faculty from HR.

Admission to Shepherd School of Music Events. The Shepherd School of Music allows all retired faculty<sup>2</sup> to have the same discounts and ticket prices as regular faculty. They do have separate lists for members of their supporting organizations, principally the Shepherd Society. The school would welcome ARRUF members as members of the Shepherd Society but will not admit ARRUF members to Shepherd Society events unless they are members. All retirees and their spouses are eligible for an annual membership at half the cost of alumni and friends of Rice.

Participation in Glasscock School of Continuing Studies activities and teaching. All faculty retirees get the same discount as active faculty on Continuing Studies courses. The opportunity to teach courses in Continuing Studies Programs must be negotiated with the Coordinators of specific programs. Several ARRUF members are teaching in the Master of Liberal Studies Programs and individual courses at present.

### **Benefits Related to Opportunities for ARRUF Representation**

It appears that ARRUF members would benefit from representation to some other groups on campus that may make decisions that affect members' access to information or other benefits. These groups include Faculty Senate, the Office of International Scholars and Students, the Graduate Council, Graduate Student Association and Student Association.

The Faculty Senate had a working group in 2017 on Faculty Appointments, Promotions, and Tenure (Policy 201)<sup>3</sup>. Carl Caldwell, who headed the working group, has forwarded the Committee's inquiry to Fred Higgs, the Interim Vice-Provost for Academic Affairs. No reply has been received.

Caldwell agreed that these benefits issues need to be ironed out and clarified, not left to individual negotiations. In his opinion, the University needs to provide an either/or answer to the questions of access because otherwise perceived unfairness results when decisions are made ad hoc. He commented that "The whole issue of NTT faculty is yet another unaddressed issue, and here, too, I don't see either clear rules or consistent policy." He affirmed that the Provost is in support of clarifying policies, so ARRUF hopes to receive more information and to participate in the discussions going forward. Since ARRUF expects to have faculty from all ranks as members, it seems a good time to seek clarification of emeritus/a and non-tenure track faculty policies.

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<sup>2</sup> The Shepherd School may request that retired faculty show their Rice IDs.

<sup>3</sup> [http://professor.rice.edu/uploadedFiles/Professor/Independent\\_Pages/Policies/201.pdf](http://professor.rice.edu/uploadedFiles/Professor/Independent_Pages/Policies/201.pdf)

<i>Unit</i>	<i>Report on Action in this Phase</i>
Faculty Senate	Anne Schnoebelen, a member of the ARRUF Steering Committee is the faculty ombudsman for the Senate. She met with the Speaker, J. Fleisher, and the Deputy Speaker, J. Fette. They are interested in having a representative from ARRUF. Anne Schnoebelen has agreed to serve. The role and charge to this person must now be negotiated.
Office of International Scholars and Students	Adria Baker, the director, is enthusiastic about ARRUF participation in mentoring visiting scholars and graduate students. Viqui Arbizu willing to be ARRUF representative to OISS.
Graduate Council	This contact has not yet been completed. L. Driskill is responsible.
Graduate Student Association	The President of the GSA has not yet replied to our inquiries. They might agree to project for posters, presentation coaching assistance here with ISS work (above)
Student Association	Retired faculty are acceptable as sponsors for student organizations. Bob Curl sponsors a student club. Probably sponsorship is more valuable to the students than representation. Perhaps there could be a retired associates program.

### **Intellectual and Scholarly Participation**

Whether opportunities constitute benefits is a semantic and technical question of definition. In the past, individuals were left to find opportunities on their own, and they can still do so. However, ARRUF can be a connection point for providing information and access, much as it is providing information about privileges, discounts, and services. A separate sub-committee will be formed to pursue opportunities, such as co-primary Investigator in programs, international efforts, and so on. Participation might involve collaboration in research, writing grants, mentoring others, analyzing data, and much more than just attending functions. The new committee will be tasked to find out whether there are roles that go beyond attendance, although that is something to be facilitated. We hope that some ARRUF members will want to play active parts in these groups. We have received responses from the Association of Rice University Alumni that indicate participation if not discounts will be welcomed.

**Association of Rice University Alumni.** Because the ARUA consists of members who were former students of ARRUF members, participation in some of their events would be especially pleasing to many ARRUF members. Debbie Diamond, the Acting Director, replied that a new staff member, Kerry Cahill, will be leading the coordination of Homecoming & Reunion Weekend: "The academic school receptions would most likely provide the greatest opportunities for retired faculty to connect with alumni and current students. Typically, Architecture, Engineering, Humanities, Natural Sciences and Social Sciences host receptions. Each school coordinates its own event so we would be happy to connect you to our contacts in each school. These receptions typically happen on the Friday afternoon of Homecoming and Reunion." While not feasible this year, ARRUF might find a way to plan participation in the general Friday Night Homecoming Party by having a booth on the lawn and providing

information about ARRUF faculty who would be “hosts” of the ARRUF booth and available for conversation in fall 2019.

Another Alumni Association program, the Traveling Owls, might be an opportunity for intellectual and social participation. Clarence Miller, on behalf of the Activities Committee, contacted Dan Stypa, who manages the program. The goal of the Traveling Owls program is typically to highlight current faculty, which serves the university’s goal of engaging alumni with campus life. Encouraging retired faculty to participate as travelers would certainly add value to the experience. In addition, the Traveling Owls program often seeks to create unique experiences for Rice travelers and the connections of retired faculty may be valuable in this aspect of planning, according to Ms. Diamond. Each year, the Traveling Owls lineup includes programs that are based in one hotel with day trips so that travelers do not have to continually unpack and repack throughout the trip, which creates a more leisurely pace. Clarence Miller will report on his additional conclusions to the ARRUF Activities Committee.

Ms. Diamond also affirmed that ARRUF members are welcome to participate in its lifelong learning offerings, which include programs such as Classroom Connect, the President’s Lecture Series, Meet the Author that is in partnership with the Friends of Fondren, and the Brains in the Bar Series that features alumni and faculty speakers in a casual environment.

Other groups to be contacted by the new sub-committee could include Phi Beta Kappa, Scientia, the Kinder Institute, the Friends of Fondren, the Rice Historical Society, the Rice Engineering Society, Rice Undergraduate Research Symposium, The Office of Research, President’s International Programs Advisor. Please contact a director if you know of an organization that might provide opportunities for ARRUF.

### **Social/collegial Interaction**

ARRUF has a limited membership for conducting social events. Some purely social functions, like trips to museums and Houston events that will be attended by other organizations, might be an opportunity for ARRUF members to join spouses and other like-minded people in having a pleasant time. However, since some of these organizations are women’s clubs, men may not be welcome. Nonetheless, men are usually allowed at the holiday party that the Rice Women’s Club holds. There may be some competition with ARRUF for the attention of women inasmuch as these organizations attempt to attract women faculty. The gathering of information should be conducted with an emphasis on strengthening existing Rice bonds. The Society of Rice University Women and the Rice Women’s Club are groups to be contacted.

### **Surveys of School Deans and Department Chairs**

The Benefits and Privileges Committee sent survey forms to the Deans and Department Chairs plus questionnaires to be filled out by Administrative Assistants. Some of these have been returned, but more are expected as the end of semester activities allow for time for reply. As expected, some individuals have seldom if ever thought about the possible roles of retired faculty in their academic units. Opinions are expected to be quite diverse. However, the results will allow for future discussions at the colloquia planned for fall 2018. As of May 1<sup>st</sup>, 19 replies have been received. A copy of the survey questions is attached as Addendum Four.

**Conclusion: Benefits and Privileges Committee Action Plan for 2018-2019**

The Committee's work is well begun but far from finished. The Committee's first task will be to complete the investigation begun this year and analyze results from the survey of deans and department chairs. After discussions with the Executive Committee and evaluation of other universities' practices and policies, the Benefits and Privileges Committee intends to propose a plan of advocacy to change two key policies, one of which has a good chance of being changed, and a second likely to require sustained efforts. The leadership of these efforts will be coordinated to ensure full participation by all who can assist.

1. Analysis of surveys of Division Deans and Department Chairs.
2. Research on what other universities are offering as benefits and privileges in anticipation of formulating advocacy for Rice University Retired Faculty.
3. Preparation of a plan to change policies about closing or crippling of faculty IT accounts. All indications are that the policies will be ameliorated.
4. Preparation of a plan to change policies about non-emeritus faculty retirees off-campus access to Fondren databases. All indications are that this will be difficult.

The Benefits and Privileges Committee and the Executive Committee welcome input on future studies, advocacy actions, and problems members may have experienced. Please send your comments to Robert F. Curl, Co-Chair, at [rfcurl@rice.edu](mailto:rfcurl@rice.edu) or to one of the ARRUF directors.

*The Addenda follow, beginning on the next page*

*May 1, 2018*

*Contributing to this report were*

*Robert F. Curl*

*Mary Tobin*

*James Young*

*Linda Driskill*

*Additional information collected by Mary Tobin will be added as Addendum Five.*

## Addendum One:

### Summary of Benefits and Privileges Known on October 5, 2017 (source shown in parentheses) Benefits and Privileges Committee

- Retired faculty Rice ID cards (Policy 422)<sup>f</sup>
- Faculty Directory listing (Policy 422)
- Auditing courses (Policy 422)
- Tuition remission for dependents (Policy 422; see relevant policy)
- Faculty Club membership (Policy 422)
- Entrance to Fondren & check out privileges with ID (Policy 422)
- Special rates on *season* tickets to Rice athletics (Policy 422)
- Regular faculty discounts on non-credit Continuing Studies courses (Policy 422)
- Access to internet and e-mail with Rice account, dependent on IT (Policy 422); see IT documents. *(Note May 2018: Although the line above remains on the Website displaying Policy 422, IT Policy shown in Addendum Three of this report now supersedes it.)*
- Continued enrollment in Rice medical plans, at cost, for retiree and dependents covered at time of retirement (Policy 422)
- Free parking on campus (Benefits web site)
- Access to Esther, limited functionality (Benefits web site)
- Retiree mailing list [retiree-l@mailman.rice.edu](mailto:retiree-l@mailman.rice.edu) (Benefits web site)
- Subscribe to [alldpts@mailman.rice.edu](mailto:alldpts@mailman.rice.edu) mail list (Benefits web site)

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<sup>f</sup> Policy 422 refers to the HR benefits statement at [http://www.professor.rice.edu/professor/Retiree\\_Definition\\_and\\_Benefits.asp](http://www.professor.rice.edu/professor/Retiree_Definition_and_Benefits.asp) apparently last modified in 1998.

## Addendum Two:

### Rice University Human Resources Policy No. 422-98

#### **RETIREE DEFINITION AND BENEFITS**

##### **APPLIES TO ALL RICE UNIVERSITY FACULTY AND STAFF WHO ARE ELIGIBLE FOR BENEFITS**

**Retirees** are individuals who leave the University's employ at the conclusion of a minimum of ten consecutive years of benefits-eligible service and for whom the sum of age and length of service is at least 65.

Being a retiree of Rice University entitles an individual to certain benefits and privileges that may change from time to time. Examples of such privileges are the following:

- Participation at their cost in the University Medical Plans for the retiree and dependents covered at the time of retirement according to conditions set by the insurance carriers and the University,
- The opportunity to audit courses at Rice and remission of tuition for dependents as provided by the relevant policies,
- Membership in the Faculty Club, with approval of the Faculty Club Board,
- Use of Gymnasium facilities, with the approval of the Department of Human Performance and Health Science,
- Rice University "Faculty/Staff, Retired" identification cards for the retiree and spouse,
- Book check out privileges at Fondren Library with Rice University "Faculty/Staff, Retired" identification card,
- Special rates on season tickets to Rice athletic events as issued by the Athletic Department,
- University Faculty/Staff Directory listing under the appropriate heading,
- Regular faculty/staff discounts on non-credit School of Continuing Studies courses, and
- Access to the Internet and e-mail with a Rice account according to established procedures in Information Technology. *(Note May 1, 2018: This has been superseded by IT policy displayed in this document in Addendum Three.)*

Retirees who have served 20 years or more or deceased faculty and staff who meet the same criterion are further recognized by a tree planted on campus and dedicated in their honor. Covered dependents of deceased employees who would have qualified for retiree benefits may continue purchasing Rice group health insurance coverage as dependents of deceased retirees.

See also:

[Tuition Remission for Dependents](#)

[Tuition Reimbursement](#)

[Tuition Waiver](#)

Supersedes: Policies No. 422-96 dated March 19, 1996 November, 1996

## Addendum Three: IT POLICY: IT Account Closure, Eligibility & Information

*This policy explains account closures, transitions, and eligibility for account services.*

Every day, OIT collects records and data from across the campus to determine whose eligibility for service has ended, as well as who has newly arrived at the university and become eligible. OIT acts on the decisions made across the institution; those decisions determine who has services and who does not. The closure process is designed to close the accounts of individuals who are no longer listed as eligible in the university records.

**Alert:** OIT does not determine your eligibility. You must contact **Human Resources**, for Faculty/Staff/Emeritus/Retirees, or the **Registrar**, for Students/Alumni, or your **account sponsor**, for Visitors/Guests, to correct your records if you believe you should retain your account.

Below, you will find a graphical account closure timeline, a detailed written account closure timeline, and information about what to do if you have problems. Note that certain categories of individuals, like students, may retain select services after their accounts are closed. Information about these categories is also included below.

### Faculty

Full Account Access	Full access to all student accessible resources at the university
Reduced Account Access	Loss of access to all resources and services that require an Active status, which includes VPN access to the network, wired and wireless. AD, Linux, and Google Still permitted.
Limited Account Access	Loss of access to all deleted accounts and associated services, including network wired and wireless, AD, Linux, Box, and Google. Access to some SSO enabled web sites still permitted.

The process of account closure for faculty begins at their employee termination date. Each evening termination notices are processed and any faculty terminating on that day will immediately change to an inactive faculty member. During this time as an inactive faculty member some Rice resources will no longer function, for example access to the VPN. The faculty member will stay in the inactive faculty state until part way through the annual deletion cycle, which occurs once a year from December through February. The Annual Deletion Cycle begins with a six-week notification period. During the notification period 3 emails will be sent to the faculty member notifying them of the pending account closure with instructions on how to request a waiver of closure and the exact date of "Deletion Day". Waivers are handled on a case by case basis when they come in and may be processed during or after the notification period. When "Deletion Day" arrives the faculty member's NetID password will be scrambled to prevent access to all Rice services. Four weeks after "Deletion Day", the process of actually deleting accounts and data begins. At this point, no new waivers will be accepted. The Annual Deletion Cycle completes when all accounts scheduled for deletion have been purged.

Full Account Access	Full Access to all Faculty accessible resources at the university.
Reduced Account Access	Loss of access to all resources and services that require an Active status, this includes VPN. Access to the network wired and wireless, email, AD, Linux, Box and Google still permitted.
No Account Access	Loss of access to all deleted accounts and associated services, including network wired and wireless, AD, Linux, Box and Google. Loss of access to SSO as the individual's NetID password has been scrambled.

### Emeritus

The process of account closure for emeritus begins at their employee termination date. Each evening termination notices are processed and any emeritus terminating on that day will immediately change to an inactive emeritus. During this time as an inactive emeritus some university resources will no longer function, though a specific exception has been made for VPN access and it will continue to function. The emeritus will stay in this reduced account access state until part way through the annual deletion cycle, which occurs once a year from December through February. The Annual Deletion Cycle begins with a six week notification period. During the notification period 3 emails will be sent to the emeritus notifying them of the pending account closure with instructions on how to request a waiver of closure and the exact date of "Deletion Day". Waivers are handled on a case by case basis when they come in and may be processed during or after the notification period. When "Deletion Day" arrives the emeritus' Google account password will be scrambled to prevent access to Google services. Four weeks after "Deletion Day", the process of actually deleting accounts and data begins. At this point, no new waivers will be accepted. The Annual Deletion Cycle completes when all accounts scheduled for deletion have been deleted.

Full Account Access	Full Access to all Emeritus (Faculty) accessible resources at the university.
Reduced Account Access	Loss of access to all resources and services that require an Active status, this does not include VPN. Access to the network wired and wireless, VPN, AD, Linux, and Google still permitted
Limited Account Access	Loss of access to all deleted accounts and associated services, including network wired and wireless, AD, Linux, Google Access to some SSO enabled web sites permitted Access to email permitted Access to VPN permitted

Addendum Four: SURVEY SENT TO DEANS OF SCHOOLS AND DEPARTMENT CHAIRS 3/28/2018  
ARRUF PROJECT ON RETIRED FACULTY BENEFITS AND PRIVILEGES (Questionnaire for Department Chairs)

Hello,

This year the Association of Retired Rice University Faculty was formed, and we quickly realized that few of us know the full range of what retired faculty do and how or when they do it. We discovered that some of us are still teaching classes, some are involved in research, some teach in the Master of Liberal Studies Program in the Glasscock School, some volunteer with the Office of International Scholars and Students, and so on—an amazing variety of roles and contributions. We want to assemble a more comprehensive picture of how retired faculty may continue to contribute to Rice, and **we need your ideas and information by April 25<sup>th</sup>**.

On the advice of the Provost's Office, we have asked the Office of Institutional Research to help us, and we would appreciate your ideas as well as some details of what happens in your department. If you like, we will keep your department name confidential (although we want to identify activities by School). Just check the box at the end that requests confidentiality. We don't want to intrude on any staffing decisions or practices. We want to know what happens to retired faculty when they try to maintain a connection and an identity at Rice. Please help us.

We know department chairs are especially busy now. To make this easier for you, please answer the first five questions, which are more strategic and philosophical; then, if there is a department administrator or program coordinator who can answer the rest, please ask that person to complete them. Please return the survey to the Office of Institutional Assessment or to [ARRUF@rice.edu](mailto:ARRUF@rice.edu). If you have any questions about this survey, please send an e-mail to Linda Driskill at [driskila@rice.edu](mailto:driskila@rice.edu), to Bob Curl at [rfcurl@rice.edu](mailto:rfcurl@rice.edu)

**Five Strategic Questions for the Chair of the Department:**

1. Please comment on the potential for retired faculty to contribute to your department's teaching, including the limitations or benefits of doing so:
2. Are there special benefits for some retired faculty in your department, such as maintaining an office, laboratory, or studio that helps them contribute to your department's efforts to achieve its goals? If so, what are they? Do they seem to motivate retired faculty?
3. What are the criteria for "emeritus/emerita" status?
4. What else—privileges and benefits—are available to your retired faculty that make them an effective part of your department's performance?
5. Given the "longevity economy" ahead, what ideas should we consider to make retired faculty a more effective contributing force in Rice University's Second Century?

**May be answered by the Departmental Administrator:**

In which School is your Department located?

- The Shepherd School of Music  
 The George R. Brown School of Engineering  
 The School of Humanities  
 The School of Social Sciences  
 The School of Natural Sciences  
 The School of Architecture  
 The Jesse H. Jones Graduate School of Management

Do any of your retired faculty participate in teaching your department's courses?

- Graduate level specialty courses  
 Basic foundational courses  
 First-year seminars  
 Other sophomore-- and junior-level courses

Do you have mailbox privileges for retired faculty? Do you hold or forward their mail?

Yes  No

Do retired faculty participate in your colloquia, seminars, or faculty discussion groups?  Yes  No

Do they receive notices of these meetings?

Yes  No

Are your retired faculty listed on your department's website?  Yes  No

Do your retired faculty participate in mentoring graduate students?  Yes  No

Do your retired faculty participate in mentoring new faculty?  Yes  No

In mythology about retired faculty, the tension between recent theories or

research and older practices runs high. Is there anything interesting in your department that helps retired faculty keep "up to date" with the newest, latest, greatest developments?

Do retired faculty in your department receive invitations to dissertation defenses?

Yes  No

Do retired faculty in your department serve on thesis or dissertation committees?

Yes  No

Are retired faculty included in social events such as luncheons, holiday parties, or other social occasions?  Yes  No

Do you have international graduate students in your department that would benefit from a retired faculty mentor?

Yes  No

**FINALLY**

Please do not disclose the identity of my department in reports or presentations.

You may disclose my department's innovations and practices in your reports and presentations.

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Name of Department Chair

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Name of Department Administrator who completed this survey