

ASSOCIATION OF RETIRED RICE UNIVERSITY FACULTY

A Summary Report on Steering Committee Activities September 2016 to September 2017

Submitted to the Membership September 30, 2017

The future of retired faculty at Rice University is yet to be discovered. Traditional Rice narratives seldom have included retired faculty; in them young researchers and scholars triumphed and taught. So the Steering Committee of the Association of Retired Rice University Faculty appointed by Provost Marie Lynn Miranda has approached its work rather like a scouting party—exploring the territories charted by others, building bridges across crevasses to new regions, and setting up a base camp. The May 2017 reception recruited members, and now at the first general meeting, the team is assembled, ready to form committees and devise the future. This scouting work of the Steering Committee has occurred in two phases, described in this report first briefly, then at length, for members to peruse and discuss.

- In the first phase the committee explored the types of retired faculty organizations at other universities, surveyed retired Rice University faculty to discover the purposes they wanted their organization to serve, and composed a mission statement and a charter as a founding document. The organization joined the national Association of Retired Organizations in Higher Education. At the end of that phase, the Provost hosted the organization's first event, a reception for newly retired faculty on May 3, 2017, at the Baker Institute.
- On the basis of conversations among the enthusiastic group attending the reception and the survey results, the Committee began the second phase: seeking space, debating the by-laws that would govern the organization the reception, adopting a Communication plan and a schedule of events for the interim fall semester before committees could be formed, and launching a set of communication media: a Website, a newsletter, and an email notice system. Michelle Leigh Smith was hired as a consulting editor to produce the first two newsletters and four email notices. Although the by-laws call for an Annual General Meeting in May of each year, the Committee decided to hold a special general meeting in October so that committees could form and plan activities and events for the spring semester. The co-chairs requested that the Provost appoint additional members to the Steering Committee, and the Steering Committee met with the Project Manager in charge of renovating space in Fondren Library that will be the new ARRUF center or headquarters. An additional Committee was appointed to explore members' experiences as retirees and the policies and practices that pertain to retired faculty.

The sections on the following pages offer more detail about the actions summarized above.

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Phase One

Purposes of Other Universities' Retired Faculty Organizations

Introduction Note: This document contains descriptions of the faculty organizations at six universities: University of Florida, University of Texas at Austin, Yale University, MIT, SMU, and Columbia University. Some are open to spouses and faculty without regard to length of service; some are open to both staff and faculty; some meet weekly; others twice a year. Some are corporations; others are part of the university. Their purpose may be primarily social, service, or continued intellectual accomplishment. Some publish newsletters; others post hundreds of photos of trips. The University of Texas statement embeds conflicting purposes that reflect its long, contentious relationship with the Texas Legislature.

Retired Faculty Organization University of Florida*

For more than 25 years, retired University of Florida faculty members have met on a weekly basis to stay current with university affairs, host guest speakers, and visit local areas of interest. The Retired Faculty of the University of Florida - or RFUF, as the group is known - was formed by Rae Weimer and W. K. "Mac" McPherson to provide opportunities for faculty to stay engaged in their community and contribute their time and knowledge when possible.

The RFUF has nearly 400 members throughout Florida and the United States and as many as 120 of these members meet each week in the Chandler Auditorium of the Harn Museum of Art.

Purposes

The purposes for which the Corporation is formed, and the business and objectives to be carried on and promoted by it, are as follows:

- (a) to establish a channel through which the retired faculty and university administrators can communicate on matters of mutual interest;
- (b) to assist the University in determining the status of the retired faculty and how it can continue to make an effective contribution to the University's programs and activities;
- (c) to cooperate with the University in efforts to keep the retired faculty informed about the educational, cultural and social activities the retired faculty may contribute to or participate in;
- (d) to establish a means of communication among members of the retired faculty;
- (e) to organize and sponsor any activities desired by the retired faculty;
- (f) to work toward the realization of those benefits for retired faculty which may not now exist in order to enable them to pursue a more meaningful retirement;
- (g) the Corporation is irrevocably dedicated to, and operated exclusively for non-profit purposes; and no part of any income or assets of the Corporation shall be distributed to, nor inure to the benefit of any individual.

*Article II of the Articles of Incorporation and Bylaws of Retired Faculty of the University of Florida, Inc. (A Corporation Not for Profit)

University of Texas at Austin Retired Faculty-Staff Organization

The University of Texas at Austin's Retired Faculty-Staff Association (RFSA) provides a wide range of activities designed to enrich the retirement experiences of its members. In addition, it serves as a mechanism for advising UT Austin officials about the suitability of current retirement benefits.

Members of the UT Retired Faculty-Staff Association “. . . keep in touch with the UT community, stay mentally and physically active, root for the Horns, and have a voice in UT policy affecting retirees.” Any faculty or staff member who has retired from UT and his or her spouse may become members of the RFSA. Membership is also available to retirees from other universities. The membership is divided into several interest groups, including a health group, discussion group (current topic politics and communication), finance/investment group, travel group, exercise group, foodies group, and a fine arts group. The group holds an annual meeting and a memorial service.

Yale University Koerner Fellows (Emeritus Faculty) *(worth reading – LPD)*

The following was taken from the Yale Web site and edited slightly:

In 2003 Yale University President Richard C. Levin has announced that a new center to serve emeritus faculty as a place to meet and work will open in January 2003. . . . The Center occupies the second and third floors of Pierpont House, at 149 Elm Street, with the Yale Visitor's Center on the first floor.

"The principal aims of the Center are to provide a focal point for the activities of the emeritus faculty and to integrate them into the life of the University," said Levin. He emphasized that the Center would encourage and facilitate their involvement with students and active faculty and would help develop and support a variety of formats for their teaching. Further aims of the new facility are to support emeritus faculty in the continuation of research and scholarly writing and

to provide small grants to promote such activity; and to provide help with benefits and with computer problems.

The facilities of the Center will include a 600-square-foot comfortably furnished common room, an adjoining 300-square-foot seminar room for teaching, conferences and discussion, 12 faculty offices equipped with computers and telephones, and two carrels. Faculty offices will be assigned by the Director to those involved in undergraduate teaching and to those participating in the programs of the Center. For those without offices, lockers will be available for storage of books and materials.

"All members of the emeritus faculty will be welcome at the Center, regardless of their degree of participation, and will find the Center a comfortable place to stop by, read the newspaper and meet friends for coffee, tea, sherry and conversation," said Levin.

The Center's programs are administered by a faculty director (Gary Haller, Henry Prentiss Becton Professor Emeritus of Engineering and Applied Science); an advisory board (appointed by Yale's President and composed of emeriti from disciplines across the University); and an executive director (Jenna-Claire Kemper).

All members of the Yale Emeritus Faculty are welcome at the Center, regardless of their degree of participation. Emeriti who elect to become associated with the Center are known as Koerner Center Fellows. No "statement of purpose" is shown on their Web site, but they publish "Fellows' Talks" about the intellectual trajectories of their lives.

The Association of MIT Retirees (not limited to faculty)

The Association of MIT Retirees, organized in 1994, is open to all retirees from the Institute regardless of length of service and surviving spouses. The Association arranges or sponsors social and educational activities of interest to retirees, including one-day and longer trips, seminars, regional lunches, an annual lunch, and other social gatherings. The organization offers opportunities for retirees to get together and to stay in touch with each other and with the Institute, as well as to have fun together.

The Association is managed by a volunteer retiree Advisory Committee which coordinates events, publications and operations. The Association is supported by MIT's Community Services Office.

Activities

- Day tours and overnight travel
- Seminars and workshops
- Annual spring and fall luncheons
- MIT and community volunteerism

Publications and resources

- Biennial membership directory
- Quarterly newsletter
- Travel, seminar, and volunteering
- MIT or retiree-related information
- In memoriam listing

Southern Methodist University Retired Faculty Association (taken from the SMU web site)

The SMU Retired Faculty Association (RFA) is a non-profit, unincorporated group whose

objective is to serve the needs of retired faculty members, to clarify and enhance the continuing relationship of retired faculty to SMU, and to advance the welfare and interests of the university. Every retired member of the SMU faculty and his/her spouse is considered to be a member of the association unless any such person requests to be excluded from membership. We have a combined meeting and social event in both the Fall and Spring. The activity may be an invited speaker, a wine tasting, or other activity of interest to the membership. The RFA board meets regularly to plan and schedule our activities. We encourage newly retired SMU faculty to become involved.

Columbia University (From the Columbia University Web site)

Once you have retired, there are many benefits and resources available to make this phase of your professional life satisfying. 'Retiring' may be an unfortunate word because it implies drawing back. Rather post-retirement is a time for doing what you want.

Resources Available to Retirees

Many of the benefits that retirees can expect as a matter of course are recounted in [the faculty handbook](#) under 'retiree benefits.' You will be able to secure a Columbia University Retiree ID card, retain your Columbia email address, continue to have use of the Columbia libraries, receive assistance with your computer and have access to events on campus. Many of you will be awarded the title of emeritus, which you can learn more about in the [Faculty Handbook](#), by scrolling down to the "Emeriti Faculty" section.

PLEASE NOTE: There is an organization of retired, emeritus professors at Columbia. [EPIC \(Emeritus Professors in Columbia\)](#) includes all emeritus professors and others who have made a contribution to the University and meets bi-weekly to hear colleagues speak of their work and to socialize, as well as conduct meetings about health and other benefits. EPIC advocates retirees' interest in various venues and also links you to on-going activities that welcome retirees.

Paths You Might Take Individually Involving the University

Columbia has many research and policy groups you might want to get involved with, if you have not already. Many are listed on the Columbia University [website](#). Others are listed under specific schools, departments and institutes. Three centers that offer links to multiple projects and interests include: The [University Seminars](#) each of which every month brings together faculty from Columbia and elsewhere interested in specific topics. Those interested in attending a seminar should email their credentials to the appropriate chair. For a complete list of current seminars and chairs, and information about starting a new seminar, please visit the website at universityseminars.columbia.edu.

The [Earth Institute](#) links many research projects on many topics, both on and off campus. To subscribe to receive weekly events listing for the Earth Institute, [click here](#) and enter your email address. The [Global Centers](#) office links eight Columbia Institutions around the world, each of which has its own research agenda and opportunities. To find out more, please visit the website and explore the links to a global center, region or project of interest.

Teaching If you are interested in continuing to teach in your own in your Department, you have

to arrange that with your Department Chair or Dean of your School.

The [Society of Senior Scholars](#) is a group of retirees who teach in the Core Curriculum of the College, including 'global core' classes. There are many other opportunities, of which EPIC is working to make retirees aware.

Exploring New Fields

You might want to take courses. Explore the possibilities in [The School of Professional Studies](#).

Writing

Many retirees devote themselves to various forms of writing, ranging from reflections on the meaning of the work they have done in their professional life to histories of how they have seen their departments or discipline change. Some turn to something new, including to writing fiction. You may want to discuss with your dean or department chair whether it is possible to have access to the machines and programs that will facilitate that work.

Volunteer Organizations

Many organizations in New York City would welcome your efforts. Many are linked to Columbia, for example [Community Impact](#).

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Summary Analysis of ARRUF Survey Results

March 23, 2017

The inaugural steering committee of the Association of Retired Rice University Faculty (ARRUF) prepared a survey that was distributed through Qualtrix software administered by the Office of Institutional Effectiveness with the assistance of Diana Heard of the Office of the Provost. It was sent out to the 50+ colleagues who had replied to the initial invitation in a first distribution phase and then to the remaining persons who did not respond to the first invitation. Responses by the two groups were kept separate so that data could be compared.

The survey (next page) asked people to check those general purposes that seemed appropriate to characterize ARRUF in the future. It then asked people to indicate strong, moderate, some, little, or no support for 23 possible activities that the organization could undertake. Finally, it asked people to select the four activities that might be best for launching the organization and motivating participation. In both sections, individuals were asked to suggest additional purposes or activities not already included.

By March 23rd, 22 replies from the first distribution and eight replies from the second distribution had been received. The inaugural steering committee met to analyze the responses. This document summarizes the most obvious points about this information.

Who replied: Four of the responses were made by steering committee members. Four steering committee members had not taken the survey. Eleven women and nineteen men replied. Six of the respondents do not live in Houston most of the time; one lives in Europe; fourteen are in the Houston area. Not all live near campus.

Preferences: The phrases about ARRUF's general features that received the most support were

- Facilitates academic / scholarly / research interests that made us become faculty
- Represents retirees and advocates for them in matters of policy and strategic planning
- Facilitates social interaction among retired faculty (lunches, parties, travel, forum receptions)
- Engages in service to the University and the community

The survey asked which four activities or actions would be most attractive as "start-up" activities. Those most recommended fell in two groups: Benefits and Service.

Benefits desired included (first) reduced fees or free use of the Recreation Center, Monthly forums or talks [tied with] Retired Faculty, "pass" for attendance at all campus events [tied with] University "help" or support for personal computers; (Third) A place to work at Rice (office, etc.) [tied with] Receptions / wine & cheese.

Service preferences included remote participation in meetings and seminars, graduate student mentoring and retiree mentoring; lunch sessions with colleagues at Cohen House; working as a University representative at community events or Rice events; presenting research to associates and related groups; and collaborating with the University Historian on projects.

This distribution of preferences most certainly reflects the distance some members live from the campus, their lack of office or meeting space on campus, and their wishes for spending time with colleagues. However, there were small groups of who either are now teaching or would like to teach; about a quarter were still involved in research or publication; and about a quarter would be interested in a biography writing club or other clubs, such as film discussion, book discussions, and similar events. A free events pass would enable a majority to attend more sports events and cultural events.

It appears that interests in intellectual, social, and financial benefits are about equal. There were several votes for remote participation as a start-up, possibly because of the number of out-of-town replies.

Because the total number of survey responses is so small, just half of the total members, it will be necessary for the Executive Committee to be sensitive and responsive to members' suggestions and to look for innovative and collaborative solutions to meet members' needs. (Sept. 5, 2017 note: Information about deaths was not included as a choice in the survey.)

Association of Retired Rice University Faculty (ARRUF) Survey February, 2017

The steering committee has identified general features that could characterize ARRUF's mission as an organization. Please tell us which of the following features you want the organization to be known for. Mark as many as you consider important. Add suggestions. Please!

- _____ Represents retirees and advocates for them in matters of policy and strategic planning (for example, in the Faculty Senate or University Committees)
- _____ Facilitates academic / scholarly / research interests that made us become faculty in the first place
- _____ Facilitates social interaction among retired faculty (lunches, parties, travel, forum receptions)
- _____ Engages in service to the University and the community
- _____ Others you suggest:

The committee also imagined many specific activities and functions. First, look at the list of "projects and activities." Indicate how strongly you might be interested in participating in each by choosing one of the options shown to the right of each item. Write in suggestions for other projects or activities that ARRUF should take up.

Next, choose four of the items/activities that you believe we should choose to launch our association during 2017. These are simply our "start-up" choices. Members will propose and choose future activities once we launch our association.

My four "launch" choices	Project or activity	Extremely Interested	Very Interested	Some Interest	Not Very Interested	Not at All interested
	Monthly Forums / Talks					
	Serve on University committees					
	Receptions / wine and cheese					
	Reserved table at Faculty Club					
	Teach course(s)					
	Grad student mentoring					
	Research co-PI or other function					
	Assist development officers					
	Participate in department events					
	Regular communication with dept.					
	Place to work at Rice: office, etc.					
	Reduced fees or free use of Recreation Center					
	Retired Faculty "pass" for attendance at all campus events					
	Counseling service for retirees					
	University "help" support for personal computers					
	Remote participation via Skype, Microsoft Meetings, etc.					
	Represent Rice at Community Organizations / Events					
	Present recent research in field to community associates/ liaison with organizations, newspapers					
	Work with University Historian to identify photos, materials					
	Autobiography writing club					
	Games (in person or on-line), trips, and social activities					
	College System participation					
	Weekly academic podcasts/updates					

Additional Suggestions for Projects, Activities and Services:

ARRUF CHARTER May 10, 2017

The Association of Retired Rice University Faculty serves the interests of Rice University and the association's members, affirming key Rice values: Responsibility, Integrity, Community, and Engagement. The mission of the Association of Retired Rice University Faculty is to transform traditional forms of faculty retirement through innovation and collaboration. It promotes intellectual and scholarly activities, service, and collegiality among members. The Association organizes its affairs independently; it also may work collaboratively with the University's Schools, Departments, Institutes, and organizations.

Charter and By-Laws Ratification and Revision: The Association's members will revise and ratify the proposed Charter and By-Laws, preferably at the first meeting of the members as a whole. Revisions to either document may be proposed and adopted by the membership as needed.

Steering Committee: The Steering Committee, structured to ensure continuity, timely action, and shared responsibility, will direct the organization. A three-person Executive Committee will lead the Steering Committee. The inaugural committee appointed by Provost Marie Lynn Miranda will act as the Steering Committee for the first two years of the Association. It is desirable for all the Schools of the University to be represented on the Steering Committee. The Steering Committee will be required to call a general business meeting of the Association at least once a semester. Elections and voting may occur on-line to accommodate members who cannot conveniently come to campus. Details of its operation are covered in the By-Laws.

Working Committees: Working committees may include but will not be limited to the following: Nominating Committee, Communications Committee, Budget Committee, Activities Committee, and University Liaison Committee. An Executive Committee of two or three co-chairs will lead each committee. Working committees may be formed by proposal and vote of the members as well as by a call issued by the Steering Committee.

Membership: Membership will include automatically all classes of faculty, both tenure-track and non-tenure-track, who have retired from the University faculty as *retirees*. Policy 422-98 defines *retirees* as ". . . 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." Members' spouses and partners may participate in the organization's activities as non-voting associate members, even when the member is deceased. These qualifications for membership may be revised by the vote of the members and approval of the Provost.

Support: Provost Marie Lynn Miranda has agreed to provide funds annually for the Association based on its proposed budget for the coming year's activities. The budget may include funds to support research, publication, and conference participation for retired faculty who continue to be active scholars and researchers. University offices will provide relevant services to assist members in managing the organization's affairs.

The Inaugural Reception – May 10, 2017

The Inaugural Reception held on May 10, 2017 in the Doré Commons of the James A. Baker III Hall honored the Rice University Faculty who retired at the end of the academic year. A welcome from President David Leebron and Remarks by Provost Marie Lynn Miranda expressed the University's optimism about the future of ARRUF and its support for its activities. Attendees introduced themselves

and their campus affiliations and enjoyed a celebratory buffet and libations. All arrangements were made by the Provost's staff, which has been especially helpful to the Steering Committee. A drawing of the future home for ARRUF in the Fondren Library was on display. Photographs from the event appear in the Summer Newsletter. About a dozen people volunteered to work on committees as these are launched. The reception provided a warmly appreciated beginning for ARRUF's work.

Phase Two

Space for ARRUF

Herb Ward handled the negotiations for space, which resulted in a commitment to renovate Room 412 of Fondren Library as a Center for ARRUF. The renovation was added in June to the summer construction schedule, and _____ Nguyen was appointed Project Manager. He met with the Steering Committee on September 11 to show the preliminary plans and go over the anticipated cost for the project. Ward will continue to be the principal ARRUF contact for this project.

By-Laws

Jim Young took responsibility for drafting a set of interim by-laws and permanent by-laws for the organization. These drafts were reviewed and discussed at the June 16th and the June 30th meetings of the Steering Committee. The Committee agreed to take an experimental approach to the by-laws, amending them as needed in the future, and on June 30 voted to approve them. A .pdf copy of the by-laws is available on the ARRUF Website.

Communication Plan for June to November, 2017 (Proposal offered by Linda Driskill 6/16/2017)

To start regular communication with members and motivate participation in fall events, ARRUF needs to engage in a substantial communication development project in summer and fall 2017. The project involves taking or acquiring digital photographs, interviewing individuals, and writing stories for ARRUF's Website, newsletters, and e-mail notices. We want to publicize our activities and appear as organized and appealing as possible.

The project proposed depends on some factors unknowable at this point: the availability of information, the availability of some software, completion of the 412 Fondren renovation, rapidity of activities planning (we're behind for the fall already), access to individuals for interviews, possible changes in ARRUF's communication plan, and so on. Therefore the items described here are proposed as desired but subject to change.

I also propose hiring Michelle Smith to produce the drafts and finished items, integrating our edits or changes, for us. Jana Callan has approved this support under a Professional Services Agreement, using budgeted funds from the first year's budget.

How We Will Communicate

1. Two newsletters (one about the spring reception and launching the organization, and one in August about the upcoming fall activities and events), each provided in Word, in .pdf, and in a WordPress formats. Each newsletter will promote the actions of the organization, feature its activities, and motivate participation, as detailed in the ARRUF Communication Plan.
2. Four notices, two per month, beginning in September, to be sent via e-mail to members and to be accessible on the Website either in WordPress or .pdf format for downloading. One in each series will be about events ARRUF members may want to attend; the other will contain news

about ARRUF members, their publications, teaching, and interests. The format will be similar to the Alumni Association e-mails, “Top Six” (copy attached).

3. Webpages to organize and present information collected in the first two deliverables, pages titled as follows:
 - a. Home, with featured content, such as mentoring opportunities and events
 - b. About ARRUF, a description of the organization and its charter
 - c. Honors and Publications (a listing of members’ honors, grants, presentations, and publications in the last five years organized by time);
 - d. Members (a page with display of members (photos if possible) with links to their biographies if available);
 - e. News (about ARRUF members’ current activities);
 - f. “ARRUF Center” (or whatever the new room is going to be called); and
 - g. Contact Us.

Note: Because of interruptions associated with Hurricane Harvey, the Fall Newsletter was delayed. Copies of both newsletters are available on the Website.

Website and IT

Jim Young was asked at the June 16th meeting to assume responsibility for collaborating with Bob Truscott, already an acquaintance of Jim’s, to negotiate with Information Technologies (IT) for support of an ARRUF Website. By May 5, 2017 Jim had already created a temporary Website for ARRUF using a template he found useful for his courses and personal homepage. By midsummer IT provided a draft of a template that could be built out with content and various modules from Drupal, an open source site. Rice is developing its own version of Drupal, which currently has thousands of modules, and Jim has requested instruction and assistance in developing the necessary expertise for maintaining the site. In the meantime he has transferred the earlier Webpages from his personal site in Electrical and Computer Engineering to a University site at ARRUF.rice.edu.

Newsletter Reception

The newsletters prepared by Consulting Editor Michelle Leigh Smith have been received with enthusiasm and appreciation. Because the schedule of ARRUF events is just now launching, the contents have focused on individuals rather than “news.” The first issue celebrated the awards given by the Association of Rice University Alumni to ARRUF members Sandy Havens and Dennis Huston. It also contained many photos from the May 10th Reception. The Fall 2017 issue began to address the question of what retired faculty members are doing as scholars, instructors, and family members. It also featured two longer “intellectual trajectories” that could become the model for those created for the University Historian’s collection. Current research projects, grandparenting, and upcoming events rounded out the issue. Both issues are available on the ARRUF Website.

Need for contact information

The lists of member e-mail addresses mostly contain addresses for faculty members and not their spouses or domestic partners unless these persons were also faculty members and are also retired. As a result, the organization strongly requests that members contribute the names of their spouses or partners so that ARRUF can provide them with timely information.

2017 FALL ACTIVITIES PLAN

Note: The Activities Committee will form at the fall 2017 General Meeting and make plans for the 2018 spring schedule.

Proposed Fall Theme:

Teaching, Learning, and Life at Rice

On June 16 and 30, the Steering Committee discussed the possibility of a series of workshops on issues relevant to retired and soon-to-be-retired faculty: insurance, healthcare, elder law, and choosing a retirement residence.

ARRUF Affinity Flocks *Don't cheer alone!* Join others by going to ARRUF.rice.edu and "flock" with like-minded ARRUF members to . . .

September 11 Memorial Concert, by the Rice Chorale at 7:30 p.m., at Stude Hall, Shepherd School -!- *rescheduled*

Sept. 22, First Rice football game. First six persons to reserve a seat in the ARRUF section get free tickets. -!-*Rescheduled*

October 5, The Shepherd Symphony's first concert. 15 reserved seats at convenient seating. Pre-concert lecture at 7:15 p.m.

Homecoming *to be determined*

Other special events which members propose

October 5 General Meeting

Reception afterward, Kyle Morrow Room

October 26 Forum Session, Choosing Among Insurance Plans. Workshop to be conducted by ___ - Future sessions to be broadcast on ZOOM. ARRUF Center not yet renovated.

November Activities Committee Meeting. Plan project for spring with University Historian Melissa Kean.

November 10-11 Homecoming. Plan 2018 in December! No special event could be planned.

December 5. Holiday Lunch at the Rice Faculty Club 11:30 a.m. to 1 p.m. in the Esther Cohen Room (take elevator to the second floor).

POSSIBILITIES FOR JANUARY AND FEBRUARY 2018

OWL PELLETS Drop on the Silver Screen-- Movies!

The first reviews appear on OWL PELLETS, soon to be your most trusted movie source and the place to lob your own cinema grenades. A "members only" blog on the ARRUF site. Jim Young has been working on this option

Additional Workshops and Panel Discussions (of interest to regular faculty, too) on "Lessons from Writing and Editing in Retirement": Herb Ward, Bob Patten (remote), Jane Chance, Ewa Thompson, and

Forum on Healthcare – Vivian Ho, Baker Institute expert

Forum on Elder Law – Myrna Agris, Rep. of the Houston Bar Association's Committee on Elder Law and a certified Financial Planner

Workshop on Choosing a Residence in Retirement

Events with Other Rice Organizations

We anticipate working with other Rice organizations, such as the Alumni Association, the Colleges, and departments to attend great Mariachi music, *a cappella* concerts, symphonies, dramas, travel abroad, symposia, and celebrations. Holiday Dinner sponsored by the Rice University Women's Club. Take your ideas to the Activities Committee formed at the Oct. meeting.

Need for Additional Steering Committee Members

At the June meetings, the Steering Committee members discussed the need for members from additional Schools and groups. It was noted that all of the current members are Anglo, all but one are male, and the School of Engineering is represented by three members, while some schools have no representatives at all. A request was presented to the Provost with names of individuals who had agreed to serve if appointed. As a result, letters of appointment will be ready at the October 5th meeting.

Response to Members' Needs for Policies and Practices Clarification

At the May 10th reception and in other communication, some retired faculty explained difficulties they had had in obtaining access to the Fondren Library's on-line resources. Others mentioned the challenges of obtaining maintenance medications that were dropped mid-year from the Aetna insurance formulary. At least one person lost his VPN account without explanation. These situations alerted the Steering Committee to a lack of information, accessible in one place, about policies and practices that pertain to different classifications of retired faculty. Bob Curl investigated some of these concerns, and he and Jim Young agreed to lead a committee to seek information to answer several questions:

- What experiences have faculty had in pursuing scholarship, benefits, and access to resources?
- What policies exist (and where) that govern these University-retiree relationships?
- What changes might be needed?
- Where should the pertinent information be published and can ARRUF publish it?

Expectations among retired faculty differ about what the University affords them, and wide differences seem to exist. Information about practices is hard to find. Some groups, like the Athletic Department, offer discounts to regular faculty and staff, but not to retirees. Others allow discounts or provide services without charge. Some individuals retain offices, but others do not. These differences seem to reflect differences in understanding about what contributions retired faculty make to campus life. This committee may well produce the organization's most useful first activities.

Appreciation for Provost's Support and Staff Contributions

ARRUF has benefitted enormously from the dedicated assistance of the Provost's Staff: Jana Callan, Diana Heard, and Gloria Carrera. Each has been a pleasure to work with and a model of professionalism, farsightedness, and collegiality. We thank them heartily!

Recognition of Colleagues: In Memoriam Policy

ARRUF will publish tributes to deceased members as information appears and provide links to official obituaries. ARRUF tributes will focus on personal remembrances of collegial experiences. When newsletter publication dates are not close, the remembrances will be posted first on the Website.

Steering Committee Membership as of September 30, 2017

C. Herb Ward, Co-Chair
 Steve Baker
 C. Sidney Burrus
 Robert F. Curl
 Chandler Davidson
 Linda Driskill, Co-Chair
 James Young

Past Co-Chair, Ron Sass (on leave)