

# Retiree Community Newsletter

## A Message From the Emeriti Center's New Executive Director

Dear Colleagues,

I'd like to thank Betty Redmon for introducing me to the Emeriti Center and for her foresight in preparing the EC for great new endeavors.

Her creative forethought set the stage for new improvements by initiating the USC Retiree Community (USCRC) retreat and by enticing the talented Bob Biller and Bob Scales to serve as leaders in the Emeriti Center and Emeriti Center College. Everyone has worked diligently these past two months on the USCRC retreat. It's obvious that their commitment to serve the USC Retiree Community is spirited and highly effective. With their continuing help and your assistance, we will make great strides during the remainder of this year and on into the next!

If you would like to help with any of our EC initiatives, please contact me directly at <jcbrown@usc.edu>.

For now, we will be working on:

- new funding sources and grant writing;
- ways to provide better assistance for retirees;
- accelerating the Living History Project; and
- means for connecting retirees with fulfilling volunteer and paid positions.

In addition, our USC retirees deserve a well-designed place to meet, learn, teach, conduct research, mentor, and enjoy the arts. An excellent facility would demonstrate respect for the careers of retired faculty and staff who have provided dedicated service to USC and who provide resources for continued assistance to USC and the greater community. We need to secure funding to build or renovate such a space for the USC

Retiree Community. This would allow for interdisciplinary and intergenerational gatherings for research, mentoring, teaching and learning, as well as socializing. Let's think how we, together, can make this a Trojan reality!

Janette C. Brown, Ed.D.  
Executive Director, USC Emeriti Center  
Executive Director, AROHE

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### Preview

On page 10 you'll find an article on the EC's Leadership Retreat that was held in September where ideas for the future direc-



tion and needs of the Emeriti Center and its constituents were discussed and new initiatives were brought forward. Above from left, facilitator Dr. Steven Lamy and Bob Biller, associate director for development, address the participants and lay out the day's agenda.

## A Message from the "Retired" Emeriti Center Director

You showed me how great retirement can be, so I decided to join you. With you leading the way, I learned many things; for example, from:

- Mitzi Tsujimoto – Be a friend; keep your USC identity
- Bill Faith – Remain a learner; share what you learn
- Bob Scales – True compassion requires action; try to be more organized
- Joan Mason – Pursue something you really care about
- Frances Feldman – Find things that make you laugh
- Mike Halloran, Lois Friss - Make exercise an unbreakable habit
- Bob Biller – Goals are reachable; believe they *must* happen and work hard
- Jennifer Ontai, Judy Diaz, Gloria Reyes - Look for the strengths in others; be humbled by them
- Many of you – Retirement is a time to be treasured; the greatest gems are time and health.



Elizabeth "Betty" Redmon

My deep and sincere appreciation for the opportunity to work at the Emeriti Center, for the friendships you offered, for your help and counsel. Let's continue our relationship as fellow members of the USC Retiree Community. Great things await!

- Betty Redmon

## ... and from the "Retired" Emeriti College Director



William R. Faith

When I decided, eight years ago, to retire after 30 years of teaching and counseling Annenberg's public relations students – both on campus and abroad – I figured it just might be the time for me to stay home and tend my garden. You know, to really smell the roses.

But when I returned from a vacation trip down under, Paul Hadley invited me to lunch at the University Club and persuaded me to consider spending some time in the Emeriti Center, so I did. And very soon after meeting and working with some remarkable gifted and giving members of USC's retiree community, I was hopelessly hooked.

I consider myself truly blessed to have been part of the growing process of the Emeriti Center College – tending a different garden – if you will – where some of the Academy's most brilliant and engaging minds consistently volunteer to share their expertise with colleagues, students, alumni, and any number of service and senior groups around the southland.

When you've experienced the best – eager, open-minded students, sages that are a privilege to work with, and a courageous, highly effective staff without whom none of this could work, you have to agree with Marty Levine that this is the best job in the world!

Now – as to bowing out – that's nonsense. Listen – all it takes is a murmur from Janette Brown or Bob Scales suggesting they could use some help and I'll be there. Even if I have to crawl.

– Bill Faith

## Opportunity Awaits You at Gamble House

How would you like to be a Gamble House docent?

This is an opportunity to spend some time in the historic home built by Greene & Greene for the Gamble family (of Procter & Gamble) in the early 1900s.

While learning something about Arts and Crafts architecture you can enjoy the gorgeous wood, carpets, furnishings, and gardens, while sharing this beauty with visitors to the home.

The next session of docent classes begins early in 2006. Please call as soon as possible to learn more about what's involved in the program: 626-793-3334, ext. 13. Or, call Elizabeth Harris, President of the Gamble House Docent Council, at 213-680-9561.

– from the SRA Newsletter

## What You Must Know About Medicare Part D

- Watch out for Rx “holes” and changes in USC Senior Care

In **September** the SRA and RFA hosted a well-attended event to discuss the changes in Medicare prescription drug benefits, also known as Medicare Part D.

Sandy Risdon, Community Education Coordinator for the Center for Health Care Rights, Lisa Macchia, Director for USC Health Plans, and Josie Herrera, Special Project Manager on behalf of USC CARE, all spoke on the expected effects and the important precautions regarding the upcoming changes. For those who were not able to attend, basic information and a Web site address for future inquiries is below.

**Effective January 2006**, prescription drug coverage for Medicare recipients will change. Medicare itself will begin to cover some, but not all prescription drugs. This coverage will have substantial “holes” that individuals will have to cover out of pocket. Some Medigap policies that have prescription drug coverage currently will no longer be sold, or will no longer cover prescription drugs.

**USC Senior Care** is one program that will no longer cover prescription drugs, but will now offer dental and eye care.

Changes to the USC Senior Care coverage were mailed in October to all subscribers to the plan. Please check your current Medicare coverage, and/or supplement plan, to determine if you are covered. If your current plan does not or will not cover your prescriptions, you will need to select another drug provider.

Be sure to select a drug provider who covers the prescriptions you are currently taking. Enrollment for prescription drug benefits for Medicare Part D (the prescription drug benefit) began on Nov. 15, 2005, and will be in effect Jan. 1, 2006.

## *In Memorium*

We honor and mourn our university colleagues who passed in 2004 - 2005. Those that have been recorded by the Emeriti Center are:

**In 2004:** *Seymour Ginsburg; Lilia Li; Mauricio Mazon; Eugene A. Peterson; Vivian Prince; Harry J. Sacks; Herbert Shore; Leonard Stein; Daniel Wegland; Paul Wehrle*

**In 2005:-** *Keiiti Aki; Allan Casson; Victor Garwood; Irving Gordon; Homer H. Grand; I. Joseph Kunin; Wilma Motley; Jack Munushian; John Musico; Cornelius Pings; Gibson Reaves; Ruth Ragland; Mario Rodriguez; Donald Schrader; Don C. Smith; Dorothy Soule; Herman Stuman; McCormick Templeton; Laurence G. Thompson; Walter Tietz; Laurence J. Underwood; Karl Von Hagen; Lowdon Wingo*

If you know of colleagues we have missed, please contact the Emeriti Center at 213-740-8921.

FOR MORE INFORMATION on selecting a new drug provider, or for changes in Medicare, contact the Center for Health Care Rights [www.healthcarerights.org](http://www.healthcarerights.org) and [www.medicare.org](http://www.medicare.org). (Note: CHCR Web site not available until Jan. 2006)

**Center for Health Care Rights, Suite 214**  
520 S. Lafayette Park Place,  
Los Angeles, CA 90057

TTY: (213) 251-7920  
Phone: (800) 824-0780

## **Eighth Annual Noboru Inamoto Lecture Was Held on Dec. 8**

The Emeriti Center's Eighth Annual Noboru Inamoto Lecture took place Thursday, Dec. 8, at USC's University Club Banquet Room. A reception followed the lecture.

This year's lecturer, Michael Blaker, Ph.D., addressed the topic "Can Japan Become a Major Diplomatic Power?"

He discussed the obstacles facing Japan in playing a more prominent diplomatic role regionally and globally, and the difficulties facing the Japanese because of the U.S.-Japan alliance relationship and the opportunities for Japan to transcend the limits of a subordinate alliance role.

Dr. Blaker is a teacher, writer, and consultant on Japanese business and governmental affairs. His research and writing has focused on Japanese-U.S. relations, Japanese domestic politics, and the conduct of Japanese foreign relations. In addition to USC, Dr. Blaker has taught at Columbia University, Nihon University, and Harvard University, and he was Director of Japanese Studies at the Center for Strategic and International Studies in Washington, D.C.

The Inamoto lecture was established by family and friends of Noboru Inamoto, a faculty member in USC College's department of political sciences/East Asian languages and culture from 1953 to 1986.

The goal of the annual lecture is to build closer ties between individuals and institutions in the U.S. and Japan and other East Asian countries.

If you would like to receive a booklet with Dr. Blaker's lecture, please send an email to [emeriti@usc.edu](mailto:emeriti@usc.edu) or call 213-740-8921.

## **A Short Course On Janette C. Brown**

By now, many of you have already met the EC's new executive director at one function or another – she's been pretty busy making the rounds. But you may not know much about her background.

Janette C. Brown was appointed executive director of the USC Emeriti Center by Provost C. L. Max Nikias in August.

Brown formerly served as the associate director at the USC Career Planning & Placement Center and is the Emeriti Center's first full-time executive director.

She came to USC 10 years ago to join the Career Planning and Placement Center, first as a recruiting manager, then assistant director, and most recently as its associate director.

In that capacity, Brown established and managed the USC Experiential Learning Office and developed the USC Freeman Fellows Internship Program. She also managed the Mexico Summer Internship Program.

Brown brings with her an understanding of the strategic plans of the university, as well as an interdisciplinary network of local and international USC colleagues and offices. Since 2000, she has served as co-chair of professional development for USC's Women in Management organization, a group that provides a forum for communication, professional development and career opportunities at the university.

Brown earned a B.A. in education from Whittier College, an M.A. from California State University at Los Angeles, and a M.Ed. in Post Secondary Administration and an Ed.D. in Higher Education Administration and Leadership, both from USC.

She has lectured for undergraduates at the USC Rossier School of Education, conducted and presented research for national and international professional organizations, and she and her husband have owned and operated a real estate company near LAX for more than 25 years.

– Christine E. Shade



Dr. Janette C. Brown has been with USC for 10 years. She was appointed EC Executive Director by the Provost in August.

### **A Benefit Alert:**

Many retired faculty and staff who have been members of the USC University Club (i.e., the old Faculty Center) for at least five consecutive years prior to their retirement are entitled to dues-free membership in the club. We include this notice because there has been considerable confusion about this benefit. Continuation of membership is free for members who paid dues for five consecutive years prior to retirement; otherwise membership is available at a reduced rate of \$60 per year.

UNIVERSITY OF SOUTHERN CALIFORNIA  
EMERITI CENTER – EMERITI COLLEGE  
ANNUAL REPORT - JULY 2004 THROUGH JUNE 2005

Prepared for The President – The Senior Vice-Presidents – Emeriti Center Council –  
Emeriti Center Advancement Board – Emeriti College Advisory Committee – Retired Faculty and Staff

MAJOR EFFORTS

- **USC Retiree Community Strategic Plan.** Beginning early in the fall, 13 representatives of the RFA, SRA, Emeriti Center, and Emeriti College began to work together on behalf of the USC Retiree Community. From great consensus in discussions, a document emerged expressive of the opportunities for strengthening the relationship between USC and its retirees. Initial drafts were prepared by Bob Scales, Bob Biller, and Betty Redmon, with Frances Feldman rewriting the plan into a more cohesive form. On Feb. 28, 2005, the plan was delivered to the President and Senior Vice Presidents. Subsequent meetings to discuss the plan found each of the Senior Vice Presidents strongly in support of ideas expressed, as well as identifying others. With this groundwork laid at the university level, an implementation strategy needed to be developed based on the interests, concerns, and involvement of USC retirees. To better understand these criteria, plans were laid for a USC Retiree Community retreat in the fall.
- **Retiree Survey 2005.** To better understand the community we serve, Bob Scales created, implemented, and compiled a survey that was sent to all USC faculty and staff retirees. Four hundred twenty-five responses were received and entered into a database for ongoing analysis in evaluation of existing programs and new initiatives. Summary reports were widely distributed to USC administrators, faculty, staff, and retirees.
- **Emeriti College Database.** Bob Scales undertook the formidable task of automating the office functions for administration of the Community Lecture Program. He designed an elaborate database, interfacing stored data with scheduling forms, notices, letters, and reports, thus streamlining the system and creating administrative time for growth.

- **Reorganization.** In preparation for greater collaboration with and between the SRA and RFA and greater involvement by more retirees in implementation of the strategic plan, the Emeriti Center reorganized its staff and redefined its culture. For seven years following his retirement from the professorate, Bill Faith faithfully served as Director of the Emeriti College, leading its growth into national recognition. Upon Dr. Faith's "3rd or 4th retirement" in the spring, Bob Scales accepted the position, having served since 2003 as Associate Director and Faculty Liaison of the Emeriti Center. Mitzi Tsujimoto, an invaluable volunteer, continued in her 10th year as Associate Director and Staff Liaison. Bob Biller graciously consented to become Associate Director for Advancement.

As collaboration with the SRA and RFA increased and several joint activities were planned, the Emeriti Center Executive Committee was redefined to consist of the Emeriti Center Director (Betty Redmon), Emeriti College Director (Bill Faith/Bob Scales), Associate Directors (without subtitles-Mitzi Tsujimoto and Bob Biller), and Presidents of the RFA and SRA (Phil Manning/Bob Coffey and Harriet Servis/Carole Gustin). All positions are voluntary except for the two directorships.

Office staff also underwent change. Upon vacancy of the position of Associate Director for Administration held by Della Marshall, duties were reassigned to the remaining staff. Jennifer Ontai was hired into a paid staff position as she completes her work on her doctorate and was subsequently upgraded. Judy Diaz was promoted to Associate Director of the Emeriti College upon the resignation of Jill Trimble. Gloria Reyes was hired into a new position, in anticipation of capitalizing on her Master's Degree in Gerontology. Joan Mason completed her last full year as volunteer bookkeeper, as she plans to move to Phoenix in Spring 2006. Christine Shade, former editor of the USC Chronicle, joins the staff part-time. Many other volunteers, including members of the Executive Committee, and returning work-study students round out the office staff.

A Provost's Search Committee, comprised almost entirely of USC retirees, was established to find a new Emeriti Center Director upon the announcement by Betty Redmon of her anticipated retirement. The Committee whole-heartedly supported the hiring (fulltime) of Dr. Janette C. Brown from the USC Career Center, who will begin on July 22, 2005.

A new era of collaboration and cooperation has begun, and the Emeriti Center and Emeriti College are positioned to provide the USC base, core services, and support for strengthened connections between USC and its retirees.

- **AROHE Conference.** The Association of Retirement Organizations in Higher Education (AROHE), founded under the inspiration and leadership of Paul Hadley and Harriet Servis, held its second bi-national (United States and Canada) conference October 8-10, 2004, in Nashville, Tennessee. Betty Redmon, Bob Scales, and Bob Coffey attended. Featured speakers were John R. Siegenthaler, founding editorial director of USA Today; John P. Keating, Chancellor of the University of Wisconsin at Parkside; Eugene Rice, Director of the Forum on Faculty Roles and Rewards, American Association of Higher Education. A panel featured the co-editors of *To Retire or Not: Retirement Policy and Practice in Higher Education*: P. Brett Hammond, TIAA-CREF; Robert L. Clark, North Carolina State University; and Ellen Switkes, University of California. USC retiree organizations were featured in the first session on academic retirement organization models and in the showing of the DVD on the USC Emeriti Center Connecting for Life. AROHE Board members from USC are Dr. Hadley, Immediate Past President and permanent honorary director; Harriet Servis, Secretary, and Ms. Redmon, Executive Director. As the secretariat for AROHE, the USC Emeriti Center maintains the AROHE membership database, a ListServe email messaging system and produces a newsletter. Ms. Redmon wrote a grant application for use in AROHE funding-raising. She and Ms. Servis organized and attended Board of Director meetings through conference calls and at the University of California at Berkeley.

- **Increased funding.** In support of the USC Retiree Community Strategic Plan, Provost Nikias increased the USC Emeriti Center operating budget for the coming fiscal year (2005-2006) by \$100,000. The services for one day a week of Christine Shade have been loaned to the Emeriti Center by Senior Vice President Martha Harris. Several meetings were held with potential donors, resulting in gifts of over \$2,000,000 to USC. Efforts to secure endowments for the Emeriti Center, Emeriti College, directorships, or programs continue under the leadership of Bob Biller.

RETIREES SERVED

- As of June 2005, the Emeriti Center supported a total of 1,568 retired faculty and staff, in addition to 111 spouses of deceased retirees; 280 clinical medical faculty retirees comprise the remainder of the active list.

## BENEFITS AND PRIVILEGES

- Retired Faculty/Staff Benefits Committee is engaged in a continuing effort to achieve an increase in Health Care benefits for USC retirees. Bob Biller and Betty Redmon collected comparative data on health care coverage provided by the other California AAU Research Universities and prepared the first draft of a proposal to the university. Guest speakers helped the committee investigate dental coverage and an HMO, but no action was deemed to the benefit of the general retiree population. Much attention was given to the evolving federal plans for Medicare Part D (Drug Coverage) and its implication to USC Senior Care. Active committee members Josie Herrera from USC Senior Care and Lisa Macchia from USC Health Plans provided valuable updates and insight. Coordinated by committee member Lara Mirzians, the USC Credit Union hosted seminars for USC retirees on tax law and on estate planning. The committee continued monitoring university benefits, as well as investigating several issues raised by individual retirees. As committee chair, Gilbert Siegel represented USC retirees on the University Benefits Committee.

## COMMUNICATION

- New Retirees were issued a "Retiree Gold Card" and receive a packet containing directory listing form, e-mail request form, retirement association brochure, Emeriti Center brochure, Emeriti College questionnaire, Retiree Privileges booklet, USC Chronicle mailing request form and volunteer information form. At an annual luncheon, co-sponsored with the RFA in November and the SRA in March, the Emeriti Center presented each new retiree in attendance with a copy of USC Trojan Gallery. Bob Scales assisted RFA officers in creating a special luncheon with the new faculty retirees to find out about them and to let them know more about the RFA and the Emeriti Center.
- The Emeriti Center Newsletter was published in Fall 2004, Spring 2005 and a special summer 2005 edition. It included articles by Emeriti Center Staff, Retirement Association Presidents, Emeriti College Lecture schedules and other important news. It reached approximately 2,400 USC retirees, campus administrators and leaders, as well as other campus retirement centers nationwide.
- The Emeriti Center Website, [www.usc.edu/org/Emeriti\\_Center](http://www.usc.edu/org/Emeriti_Center), is monitored by Michael Halloran, Associate Director for Communications Technology.
- ListServe, [EC\\_Forum-L@usc.edu](mailto:EC_Forum-L@usc.edu). Michael Halloran maintained a communication link among retirees who join the EC Forum, hosting announcements, information, concerns and requests. Members are able to send and receive messages.
- The University Directory was published in January 2005. Retiree contact information was included. Nearly 800 directories were distributed to retirees who took advantage of this benefit.
- E-mail accounts were established and administered by the Center as a complimentary service to retirees, allowing them access to the USC server for web browsing, a website space and connection to the USC Trojan Family.
- Retiree Records and biographical data are maintained for retired staff and faculty. USC is continuing to investigate improved systems for obtaining retiree data. Labeling services were provided to other University departments enabling retiree invitations for Commencement, Convocation and other important University events.

## HUMANITARIAN SERVICES

- Ombudsman Services were offered by the Emeriti Center, referring USC retirees to appropriate campus services and departments.
- Retiree Birthdays. Staff Retirement Association volunteer Virginia Ainsworth sent greeting cards to staff retirees.
- Illness and Death. Many personal notes and condolences were sent when death or illness information was received, and memorial services were attended when possible. Information for obituaries and memorials was provided to university units and publications.
- Frail or Needy Retirees remain a major concern and were the subject of several discussions among retirees and with university administrators.

## PRE- AND POST-RETIREMENT EDUCATION

- Transitions. In collaboration with the Office of Benefits Administration, retirement information was presented to pre-retirees at both UPC and HSC for two days on each campus, consisting of seminars, workshops, and individual retirement consultation on April 26, 27, 28 and 29, 2005. Awilda Bregand, Director of Benefits Administration, covered: Life Insurance, Accidental Death and Dismemberment, Long Term Care Insurance, Basic Retirement Plan, Medical Insurance, Medicare, Social Security, and Dental Insurance. For the Emeriti Center, Helen Dennis, Specialist in Aging, Employment, & Retirement, spoke on "Becoming the Provost of Your Retirement;" Ed Schneider, Emeritus Professor/Dean, Gerontology spoke on "Ageless Living;" Dagmar Halamka, Emeritus Professor, Marshall School of Business, spoke on "Joy of Law;" Donna Benton, Clinical Psychologist, Director Los Angeles Caregiver Resource Center spoke on "The 3 R's: Relax, Rejoice, Reconnect;" Bob Scales and Betty Redmon spoke on the "Job of Retirement;" Betty Redmon and Mitzi Tsujimoto spoke on "You and USC - Connecting for Life." Bob Scales moderated a panel of USC Retirees in a session entitled "Retirement - The Adventure."
- Seminars co-sponsored with the USC Credit Union. Growing from discussions and topics of the Retired Faculty/Staff Benefits Committee, Lara Mirzians of the USC Credit Union organized and hosted lunches for two seminars designed specifically for retirees but open to all employees. Topics were tax law and estate planning.

## H. DALE HILTON LIVING HISTORY PROGRAM

- Interviews videotaped. Peter Berton of International Relations was interviewed by Gordon Berger; Gordon Cohn of the Keck School of Medicine was interviewed by Leonard Wines; Paul E. Hadley of the Emeriti Center-Emeriti College was interviewed by Harriet Servis; Paul E. Hadley of the Association of Retirement Organizations in Higher Education (AROE) was interviewed by Harriet Servis; Dorothy Nelson of the School of Law was interviewed by John G. "Tom" Tomlinson, Jr.; Alvin Rudisill, Alvin of the School of Religion was interviewed by Robert Biller; Irving Rehman of the School of Medicine was interviewed by Phil Manning. Videotapes may be checked out from the Andrus Gerontology Library and are archived in the University library system.

## EMERITI COLLEGE

- Lecture Series. Community outreach and service continued to dominate programs of the Emeriti Center College during 2004-2005. Our popular public participation lecture series continued to be the centerpiece of college activities with dedicated emeriti faculty conducting a total of 62 lecture/discussions on a wide variety of topics at nearly two dozen senior and community centers throughout the Los Angeles area. The Emeriti Center College also acquired three new speakers. The Emeriti Center College had continuing planning sessions for an on-going lecture series at the Los Angeles Central Library and with USC Alumni groups for lectures presented from the ranks of both active and retired faculty.
- Emeriti Research. The Emeriti Center College continued to encourage retired faculty to apply for the available

research grants to further the development of their scholarly projects. Clancy Sigal and Norman Levan received research grants, and Michael Fry utilized funds for undergraduate student research assistance for works in progress. The Emeriti Center is grateful for the generosity of the Kenneth T. and Eileen L. Norris Foundation as well as the Morris S. Smith Foundation for enabling retirees to continue their research and publish results.

- **Honorary Lectures.** Two Emeriti Center-Emeriti College lectureships were presented in 2004-2005. On Oct. 26, 2004, Robert T. Singer, Curator and Head of the Japanese Art Department at the Los Angeles County Museum of Art spoke on "What Makes Japanese Art Unique," in the 6th annual Inamoto Lectureship, honoring the memory and scholarly contributions of Noburo Inamoto. On March 10, 2005, Frances Lomas Feldman gave the 9th Annual Borchard Lectureship, which recognizes a professor Emerita or Emeritus who has achieved distinction through continuing scholarly production of high order. Her lecture was entitled "A Natural Optimist Grows Up with Los Angeles."
- **Mentor Program.** Six retirees met with students from the Emerging Leaders program and continued to be mentors throughout the academic year.

#### RETIREE FACULTY ASSOCIATION (RFA) and STAFF RETIREMENT ASSOCIATION (SRA)

- This was a landmark year for reevaluation of the Emeriti Center's relationship to the two retirement associations (see USC Retiree Community Strategic Plan, above), with evolving plans for new cooperation and support. Mutual exchange of association Board and Emeriti Center Council memberships and co-sponsored events continued. The Emeriti Center incorporated the RFA membership data into its database and received and processed RFA membership dues, as well as providing other administrative and programming assistance. It helped arrange the SRA-RFA co-sponsored Homecoming Booth. The RFA and SRA, respectively, co-sponsor with the Emeriti Center, university-funded luncheons honoring new retirees. The faculty luncheon in November, under the leadership of Bob Filep, featured newly hired scholars, recently retired scholars, and scholars who had been retired for several years. New retirees were introduced and presented with a copy of the book *Trojan Gallery* and a letter from Provost Armstrong. Ms. Redmon presented the Leibovitz Faculty Award for Service to Seniors to J. Tillman Hall. The staff luncheon was held in March and featured the individual recognition by Senior Vice President Dennis Dougherty of new retirees. Ms. Redmon presented each new retiree with a copy of *Trojan Gallery* and a letter from Mr. Dougherty. Carol Gustin was recognized as the first recipient of the Emeriti Center's Volunteer Community Service Award. A gift was presented to Joan Ewing for her years of faithful service as coordinator for the H. Dale Living History Project, the responsibility now passing to recently retired librarian and archivist John Ahouse. The Leibovitz Staff Award for Service to Seniors was awarded to Alice Donohue and H. Frank Chew. Mr. Chew spoke on volunteer service and his work with the Red Cross Mental Health Disaster Response Team.

#### INTEREST GROUPS AND OTHER EVENTS

- **The Book Club.** The USC Retiree Book Club chaired by Glenn and Eileen Hamor, held monthly meetings, with announcements mailed from the Emeriti Center to interested retired faculty and staff as well as a number of current USC employees. Lora Walker led the discussion of Barack Obama's best-selling book, *Dreams From My Father*. The Book Club then discussed Dorothy L. Sayers' mystery novel, "Gaudy Night. One month, attendees were offered the opportunity to discuss briefly a book which they have recently read. The Book Club also discussed Tony Hillerman's memoir, *Seldom Disappointed*, and Walter Mosley's novel *Little Scarlet*. Norman Sigband led the discussion of Ron Chernow's acclaimed biography, *Alexander Hamilton*.
- **USC Day with Einstein.** In association with the "Einstein in California" exhibition at the Skirball Center TIAA-CREF and the USC Emeriti Center sponsored a panel discussion, reception and private tour of this exhibition, the most comprehensive presentation ever mounted on the life and theories of Albert Einstein. Included on the panel were Ze'ev Rosenkranz from Cal Tech, editor of the Einstein Papers Project and author of *Einstein Scrapbook*, whose topic was "With Fame I Become More and More Stupid: Albert Einstein on Celebrity, Relationships and Nationhood;" Marsha Kinder, executive producer/director of *The Labyrinth Project*, an art collective and research initiative on interactive cinema and database narrative at USC's Annenberg Center for Communication, Kinder, University Professor in the USC School of Cinema-Television, spoke on "Three Winters in the Sun: Einstein in the Labyrinth" (on Einstein's three winters in Los Angeles) which is included as part of the exhibit; and Nicholas Warner, professor of physics and mathematics in USC College, who will present (for the layman) "Einstein: From Relativity to Unified Field Theories." The moderator was USC emeritus professor Robert P. Biller, former Chief Operating Officer of the Skirball Center.
- **90th Birthday Party** - On July 28, 2004, the Emeriti Center celebrated Director Emeritus Paul Hadley's 90th birthday. Food for the potluck luncheon was provided by the Emeriti Center and invited guests. About 75 people attended, including six other nonagenarians. Several guests recounted fond memories of Dr. Hadley during his tenure at USC.

#### PUBLIC RELATIONS

- **Campus Collaboration.** Martha Harris and Susan Heitman loaned the services of Christine Shade to cover retiree events in USC Chronicle and to review the H. Dale Hilton Living History tapes as a resource for USC's 125th anniversary. Her services will be available for one additional year. Meetings with directors or representatives from Payroll, Personnel, ISD, Parking, Auxiliary Services, Protocol & Events, Annual Giving, Planned Giving, Staff-Faculty Counseling Center, and Alumni Association established better operational mechanisms and continued to build an internal contact network. Associate Provost for Faculty Affairs Martin Levine provided wise counsel and encouragement at monthly meetings with Ms. Redmon accompanied on occasion by Bob Scales. Ms. Redmon, Dr. Scales, Bob Biller, Mitzi Tsujimoto, Bob Coffey, and/or Carole Gustin met with all Senior Vice Presidents and various members of the Provost's staff (see USC Retiree Community Strategic Plan, above).
- **National Publicity.** The national media is increasingly reporting on retirement activities and services at colleges and universities. USC is a major source, and Betty Redmon and Bill Faith were quoted in several articles. USC Emeriti Center was featured in a case-study article "Continuing the Connection: Emeriti/Retiree Centers on Campus" written by Shelley Glazer (UC-Berkeley). Ms. Redmon, and Karen Robinson published in the peer-reviewed journal *Educational Gerontology* (31:363-383, 2005).
- **Networking with Other Universities.** The USC Emeriti Center continues to respond to requests from other universities who wish to establish or expand services to retirees. Ms. Redmon continues to collaborate with the director of the retirement resource center at UCLA, and attended, along with art lecturer Karen Lansky, UCL's 27th Emeriti Faculty Art Show. Ms. Redmon visited and retains an active sharing of information and resources with the retirement center at UC-Berkeley, as well as with the other institutions affiliated with AROHE.

#### VOLUNTEER SERVICE

- **Coordination of Volunteers.** Associate Director of Administration Mitzi Tsujimoto continued to support retired staff activities and to coordinate volunteers who supported many Emeriti Center programs.
- **Volunteer Hours.** Total Volunteer hours recorded this fiscal year: 3,100 hours.

- Volunteer Committees Included: Emeriti Council; Joint Committee; Staff/Faculty Benefits Committee; Staff Retirement Association Board; Retired Faculty Association Board and Executive Committee; Emeriti Center College Advisory Committee; Advancement Board, Inamoto Lecture Committee; Borchard Lecture Committee; Leibovitz Service Award Committee; Emeriti Research Grants Committee; Volunteer Community Service Grants Committee, and 25th Anniversary Committee. Volunteers also assisted with the annual telephone campaign and mailings.
- Individual Volunteers/Staff and Faculty. Volunteers included Hermine Fermanian, Mary Ann Harada, Eva Young, Carol Gustin, Beverly Rhue, Anna Ward, Eileen Utecht, Irene Lee, Madaleen Smith, Florence Hayano, Sadye Lawson, Joan Mason, Harriet Servis, Joan Hill, Joan Ewing, Mike Halloran, Sherman Gillespie, Sally Emerson, Len Wines, Ginny Ainsworth, Helen Jones, Ron Violette, Howard Saperston, Tony Lazzaro, Gil Siegel, David Mars, Joan Banes, Howard Hansen, Bob Coffey, Phil Manning, and Robert Biller.
- Leibovitz Awards for Volunteer Service to Seniors were awarded to J. Tillman Hall, Emeritus Professor of Physical Education and Emeritus Director of the Emeriti Center, and to Alice Donahue, retired from Payroll Services, and Frank Chew, retired from the School of Business. Awards were presented by Betty Redmon at the Provost's Luncheon for New Faculty Retirees and the Staff Recognition Luncheon for New Retirees, respectively. Each recipient received a certificate and \$500 check, made possible through a grant from the Leibovitz Foundation.
- Volunteer Community Service Grants. Also with funds from the Leibovitz Foundation, the Emeriti Center launched new grants for expenses that would otherwise come from retirement income to assist USC retirees in their performance of volunteer community service. Carole Gustin received the first award of \$500 to buy materials for making decorated caps for critically ill children at Culver City Hospital. Dr. Evelyan Thomas was awarded \$1,000 to help pay for air travel to Africa where she runs cancer-screening clinics in underserved areas.

#### FINANCIAL EFFORTS AND REPORT

- Major Donors. In an ongoing process, much effort was made to attract major donors to the Emeriti Center through luncheons, meetings, correspondence, and outside social occasions. Through the influence of Bill Faith, an endowed position was gifted to the University, albeit to another unit more closely matching the interests of the donors. Associate Director for Development. In late spring, Bob Biller graciously accepted the position of Associate Director and agreed to help lead fundraising efforts.
- Payroll Deduction into Endowment. The mechanism was established and first utilized for funds from active faculty and staff to be received into the Emeriti Center Endowment Account via payroll deduction.
- Emeriti Center Advancement Board. The board met each month in this its third year of existence. Serving were Timothy Brown (Chair), Brent Brockermeyer, Carla Cotti, Bruce Juell, Karla Kraft, Sheila Wilcox (replacing Holly Kendrick), Sandra Lash, Karen Malkoff-Hatton, Kimberly Pease; along with retirees and staff Rod Dedeaux, Bill Faith, Frances Feldman, Paul Hadley, Michael Halloran, Tony Lazzaro, Jane Page, Betty Redmon, Alan Rowe, Bob Scales and Mitzi Tsujimoto. Ms. Lash sponsored the first session of "Talking Together" (see Emeriti College, above). Establishment of a support group was extensively studied, with a final decision that efforts and resources could be more profitably directed elsewhere. Bob Biller joined the group in the spring and helped lead a self-evaluation of the Board's mission and accomplishments, resulting in the recommendation that the Board be dissolved and reconstituted as a Community Advisory Group.
- Financial Summary. General funds available for Fiscal Year ending June 30, 2005, were \$303,945: Balance Forward (11%), USC Office of the Provost (72%), Individual Gifts (12%), Lecture Site Fees (3%), Foundation Grants (2%), Endowment Interest (1%). Foundation Grants were received from the Albert and Elaine Borchard Foundation (\$1,600 for the Borchard Lecture) with pledge for continued funding through 2009, and the Kenneth T. and Eileen L. Norris Foundation (\$5,000 for Emeriti and undergraduate research grants), with a renewal grant pending. The USC Credit Union produced two co-sponsored lunch seminars. TIAA-CREF produced USC Day with Einstein. Special acknowledgment goes to individual donors, primarily retirees contacted by mail or phone, who contributed a total of \$36,172.

#### NEW FACILITY

New administrative building plans and inclusion/exclusion of the Emeriti Center as a tenant are still pending.

## Did You Know the USC Emeriti Center Has a Lending Library?

Many publications by USC retirees are on the shelves at the Emeriti Center. We encourage donations of books by retired faculty and staff to our lending library so that others may borrow them.

Recent publications by retired faculty include: **All Things Nuclear** by James C. Warf, USC College Professor Emeritus of chemistry. Written for nonprofessionals, Warf provides up-to-date information on everything concerning atomic nuclei both peaceful and military; **Autonomous Robots: From Biological Inspiration to Implementation and Control (Intelligent Robotics and Autonomous Agents)** by George A. Bekey, University Professor Emeritus in computer science, electrical engineering, and biomedical engineering at the USC Viterbi School of Engineering. Bekey offers an introduction to the science and practice of autonomous robots – intelligent machines capable of performing tasks in the world by themselves, without explicit human control; and **Alaska to Algorithms** by Irving S. Reed, Emeritus Professor of electrical engineering systems in the USC Viterbi School of Engineering's Signal & Image Processing Institute. Reed recounts his journey from a childhood in a log cabin on the Alaska frontier to his work as "a thread in this fabric of innovation." Reed helped invent the digital tools and techniques that have shaped the world of the 21st century.

IN UNCERTAIN FINANCIAL TIMES, you can be sure of at least one thing: Investing in USC will reap you many benefits. A Charitable Gift Annuity (made to the Emeriti Center, or any USC unit, or USC as a whole) can be very attractive, because it can give you:

- Income at a fixed rate of return for your lifetime (and a spouse's)
- Partially tax-exempt income
- A charitable income tax-deduction
- Exclusive donor benefits from belonging to USC'S legacy society, the Trojan Founders Circle
- Satisfaction in knowing your values will outlive you

Here are some sample rates of return:

Your Age	Guaranteed Annual Return*
60	5.7%
65	6.0%
70	6.5%
75	7.1%
80	8.0%
85	9.5%
90	11.3%
Couple, ages 70 & 75	6.1%
Couple, ages 75 & 80	6.6%
Couple, ages 80 & 85	7.3%
Couple, ages 85 & 90	8.4%

\*Sample based on current rate schedule set by the American Council on Gift Annuities.

For more information, call Jane Page at: (213)740-2682 or send an e-mail to: [page@usc.edu](mailto:page@usc.edu)

#### WEB SITES OF INTEREST:

- Social Security/with a link to Medicare: [www.ssa.gov/](http://www.ssa.gov/)
- On retirement: [www.retirementliving.com](http://www.retirementliving.com)
- Info on a broad range of legal topics: [www.nolo.com](http://www.nolo.com)
- Emergency preparedness sites: [www.ready.gov/](http://www.ready.gov/) and USC's earthquake Web site: [www.scec.org/](http://www.scec.org/)

## Selected Events

### Emeriti Center College

(Call 213-740-8841 for addresses)

- **Wednesday, Dec. 14: 10:30 a.m.:** Thomas A. Hollihan at Oasis Westside, on "The Role of the Religious Right in American Politics"
- **Thursday, Dec. 15, 10:30 a.m.:** Karen Lansky at Oasis Valley, on "The Art of Goya, Modigliani and Chagall Part III"
- **Wednesday, Jan. 17, 1:30 p.m.:** James C. Warf at Oasis Harbor, on "The Greenhouse Effect and the Ozone Layer"
- **Wednesday, Jan. 25, 2006, 2 p.m.:** Michael B. Preston at St. John of God, on "Sleeping Through a Great Revolution"
- **Wednesday, Jan. 25, 2006, 6:45 p.m.:** Gunnar Nielsson at OC Dist. Spkrs., on "The Debate About Approaches to International Human Rights"

• **Through Saturday, Jan. 21, Noon to 5 p.m. (closed Dec. 24 - Jan. 2):** Harris Hall/Fisher Gallery, "Contemporary Soliloquies on the Natural World." In a world of environmental and ecological trauma, five L.A. landscapists explore new aesthetics for a 21st-century landscape tradition. Artist Talks take place on Jan. 10 and Jan. 17. Co-curated by Emeritus Professor Max F. Schulz. Call (213) 740-4561 for more information.

• **Through May 19, 2006:** "Conrad and the Presidents" - Annenberg School for Communication (2nd Floor, West Lobby) presents a retrospective of works by Pulitzer Prize-winning editorial cartoonist Paul Conrad, covering all the Presidents of the past 40 years. Call 213-740-6408 for more information.

## Joining and Connecting: Opportunity for the USC Retiree Community

- Key initiatives were identified at the retreat, plans are in motion to implement them.

On Sept. 8, 2005, nearly 80 retired and current faculty and staff participated in the Emeriti Center's leadership retreat at the Quiet Cannon in Montebello.

The retreat focused on improving the contributions and circumstances of the USC Retiree Community, and strengthening its relationship with the University and the wider community of which it is a part. Facilitated by Dr. Steven Lamy, director, School of International Relations, the retreat provided an opportunity for participants to identify the most promising initiatives for implementation and how that implementation would be accomplished.

Through a series of small group and main group discussions, participants identified and prioritized key initiatives for the Retiree Community to begin implementing in the 2005-06 year. They took into consideration the draft strategic plan submitted in February to USC's president and senior vice presidents by members of the USC Retiree Community, including the Emeriti Center, the Emeriti Center College, the Staff Retirement Association, and the Faculty Retirement Association.



Emeriti Center Executive Director Dr. Janette C. Brown (right) and Judith Diaz, Assistant Director, Emeriti Center College, confer during the retreat.



Retreat participants broke into small groups to discuss their areas of interest

After the plan was submitted, all USC senior vice presidents underscored particular areas of special importance, and most provided additional new ideas.

The key initiatives identified at the retreat included such topics as information and communication, community outreach, defining/meeting needs of retirees and retirees-to-be, mentor programs for faculty and students, retiree community programs, and linkage among the USC community, students, alumni, faculty, and staff.

Participants commented on the need for improved communication to retirees as well as among the Emeriti Center, the Emeriti Center College, the Staff Retirement Association, and the Faculty Retirement Association. Additionally, retirees and retirees-to-be must be better informed about Emeriti Center resources. Participants noted that the retirement process needed to be improved so that retirees-to-be would have a smoother transition to full retirement. Participants also wanted to see more service opportunities available for retiree involvement both at the university and in the community at-large.

Lastly, participants felt it important for closer ties among USC groups including alumni and retirees in other cities.

A summary report was recently completed and reviews the ground covered at the retreat and outlines this year's implementation. The report presents specific initiatives to pursue and are divided into three groups: 1) immediate action, 2) action in the near future, and 3) defer to a later date.

The summary report identifies specific ways in which retirees can be involved. We look forward to identifying members of our community who are willing to work on implementation of these initiatives.

With your support and encouragement, we're off to a good start in promoting the potential of our community.

The report was recently emailed and mailed to retreat participants. To receive a copy of the summary, email: [emeriti@usc.edu](mailto:emeriti@usc.edu) or call Gloria M. Reyes at 213-740-8921. We look forward to informing you about how this important work proceeds.

— Gloria M. Reyes,  
Assistant Director, EC Retiree Relations

## Frances Feldman Is Honored With Faculty Leibovitz Award

Distinguished Professor Emerita of Social Work, Frances Lomas Feldman is the 2005 Faculty recipient of the Leibovitz Award.

The Leibovitz Award is presented by the Emeriti Center to one faculty member and one staff member each year in appreciation for service to seniors. It includes a monetary prize of \$500 and is funded by a grant from the Leibovitz Foundation.

Continuing her service to seniors, Frances Feldman has played a major role in a host of university and community committees, and her insightful knowledge has added to the growth of the Emeriti Center and Emeriti Center College. We are grateful to Frances for her expert consolidation and summarization of the Emeriti Center's strategic plan and strategic retreat initiatives which together have produced a solid road map for the future of the Emeriti Center and Emeriti Center College.

For more than 70 years, USC has been a part of Frances

Feldman's life; she is a scholar, educator and community service expert who spent 36 years as a USC professor, teaching social welfare history, policy and administration. She established the university wide USC Staff/Faculty Counseling and Consultation Service as well as the curriculum on Industrial Social Work in the USC School of Social Work. In addition, Frances played a role in the founding of the California Social Welfare Archives at USC.

Prof. Feldman's accomplishments are too numerous to mention; her awards include but are not limited to: Soroptimist Internationals Woman of the Year, California Koshland Award, Phi Kappa Phi Lifetime Achievement, USC Associates Award (Dart), Los Amigos Award for Community Service, California Social Work Hall of Distinction, USC Emeriti Center Albert and Elaine Borchard Lecturer award, and the 2004 Wheat Award from the Southern California Historical Society.



Frances Lomas Feldman holds her 2005 Leibovitz Award for service to seniors.

She has authored 10 books and numerous book chapters and articles. Her most recent publication is "Human Services in the City of Angels: 1850-2000," an institutional study of the role of the City of Los Angeles in human services.

– Janette Brown

## They Showed Up, They Dialed, They Reconnected With Colleagues



Over a two-day period, 30 volunteers made calls at the EC's annual Calling Campaign. The results aren't in yet, but the faculty and staff volunteers enjoyed making contact with their retired colleagues.

THANKS TO ALL of the volunteers who made contact calls in the Emeriti Center's Calling Campaign earlier this month.

It was a great way to make contact with retirees, find out how they are doing, inform them of what is planned, encourage them to volunteer for the many opportunities available, and encourage them to make a financial contribution if they were able.

The university administration provides a very welcome portion of the financial support needed by the Emeriti Center. But the remainder must be obtained from financial gifts from members and supporters.

Please accept our heartfelt thanks for your much appreciated efforts!

– Janette Brown, EC Executive Director, Bob Coffey, President, Retired Faculty Association, and Carole Gustin, President, Staff Retirement Association

USC Emeriti Center – Emeriti Center College  
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[www.usc.edu/org/emeriti\\_center](http://www.usc.edu/org/emeriti_center)

This is the first issue of the Retiree Community Newsletter, the new publication (hopefully a quarterly) for members of Emeriti Center, Retired Faculty Association, and Staff Retirement Association. This issue devotes almost four pages to the 2004-2005 EC Annual Report, but future issues will contain more RFA and SRA news, a calendar of activities with lectures and events, a book column, and articles of importance to USC's retiree community.

**BE PREPARED: Thursday, Jan. 19, 2006, 10:30 a.m. to Noon**

Join us for "Earthquake Preparation: A Focus on Seniors"  
The presentation, by Harriett Porch (retired staff, ISSM)  
takes place in the Gerontology Auditorium.

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