



# HURAnews

HARVARD UNIVERSITY RETIREES ASSOCIATION

VOLUME XXXVII, No. 1

SEPTEMBER-OCTOBER 2021

## Lisa Hoppie, new director of faculty and staff services

**L**isa Hoppie joined the University in 2000 and was an integral part of the growth and development of the benefits department and its programs. For the last few years, Lisa has been the assistant director of HR at the T.H. Chan School of Public Health. Now rejoining Benefits, she brings with her a full complement of HR experience and knowledge to this role. Lisa's prior time in the Benefits Office was as a benefits and retirement professional onboarding and offboarding faculty and staff across the University.

She replaces Deb Hawkes, who retired in June 2021.



Lisa lives in Boston with her spouse Warren. Together they have three children and two grandchildren. They enjoy spending their summers kayaking and cycling on the Cape.

## A new look for HURA News

**Since September 2008**, *HURA News* has been published in a format that carried a bright crimson band down the left side of page one, including logos and a list of Board members. Now beginning our thirty-first year, we have adopted a new and simpler design. Directory information that was formerly in two places is now combined on page two. We hope you will find the new design as attractive and useful as we do.

*HURA Board of Directors*

## Harvard began reopening on August 2

**Harvard reopened its campus** to all faculty, staff, and researchers on August 2.

University President Lawrence S. Bacow, Provost Alan M. Garber '76, and Executive Vice President Katherine N. Lapp wrote that Harvard hopes to return "as many students as possible" in the fall, and students must be fully vaccinated. They also wrote that each school and unit would "take the lead" in planning the return of their remote employees in line with departmental priorities.

Bacow noted as early as March in *Harvard Magazine* that more flexible

work schedules for faculty and staff and less gridlocked Boston-area commuting of some sort were clearly in the cards.

In light of its experience with employees during the pandemic, Harvard has updated its flexwork policy, which states that the University provides options and procedures for flexwork. It further states that no staff shall be excluded from proposing flexwork regarding the times and places where their essential duties are performed, that all staff shall have access to an equitable process by which flexwork proposals are considered, and that proposals shall not be unreasonably denied. Final approval

is at the discretion of management, however.

Flexwork at Harvard is guided by six principles:

- The process is equitable.
- Decisions are without bias or favoritism.
- Flexwork is job appropriate. (Shuttle bus drivers can't work from home.)
- Flexwork has a net-neutral or net-positive effect.
- Flexwork is responsive.
- Approved flexwork arrangements should be documented.

Read more at <https://hr.harvard.edu/flexwork>.

## HURA BOARD of DIRECTORS

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Henry Terwedow  
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### HURA PRESIDENT

Donna Chiozzi  
20 Eliot Street  
Medford, MA 02155  
617-823-6534  
Donna.Choizzi@gmail.com

### HURA MEMBERSHIP

Secretary Carleen Farrell  
One Atlantic Court  
Mashpee, MA 02649  
617-285-9390  
huramembership@gmail.com

### HURA NEWS & E-LIST

Managing Editor Malcolm Hamilton  
30 Mill Street, #423  
Arlington, MA 02476  
781-641-2942  
MCH12938@comcast.net

Editor: Ann Flentje  
Editor: Ann Walter

Design/Production: Anne Parker

### HURA WEBSITE

HURA.Harvard.edu

### HURA FACEBOOK PAGE

Facebook.com/HUretirees



# President's message

**D**uring the past 18 months of COVID-19, we have lived through gut-wrenching times and heart-warming moments.

We have lost loved ones or, if lucky, helped nurse them back to health. We were resilient, regrouped, and moved forward. Hard pressed to do much with Covid restrictions, we longed for family, friends, and our favorite jaunts. Forced to live vicariously, we had Zoom and Facetime for meetings, holidays and birthdays, and email, Facebook, and Instagram posts shared with our selective clan. And there was Twitter! Love it or leave it, we cannot deny the major role technology played in our endurance. Then, hope in the form of vaccines with much promise. The smiles we had been robbed of by masks and shields began to slowly surface with optimism and caution.

HURA has moved along, as well, fueled by a devoted Board of Directors who met on Zoom on the first Wednesday of every month and worked collaboratively to keep it going. A blanket thank you for the contributions (often unseen) of this talented Board. Allow me to recognize a few whose efforts were significant during the pandemic. Communications never took a holiday thanks to Malcolm Hamilton who, with his unmatched knowledge of the University and his penchant for research, continued our e-news week after week with fascinating tidbits and labored tirelessly to produce interesting, informative, and visually attractive newsletters. By his side each step of the way were trusted editors, Ann Walter and Ann Flentje. HURA-sponsored virtual programs, presented in collaboration with outside groups, were diverse and thought-provoking at times. Margaret Carayannopoulos did her absolute best to assure our membership something during this buttoned-up year. The nomination process to fill Director vacancies moved forward thanks to Diantha Brown, who handled it with aplomb. Because of her diligence, we are delighted to announce four new Board-appointed Directors, each of whom bring talent, enthusiasm, and a willingness to work hard. Brief biographies appear elsewhere in this issue.

Lastly, a special thanks to our membership, for your continued loyalty to HURA in this, its 31st year. As always, I encourage all to join us. We will do our best to keep you informed, entertained, and whatever it takes to keep us connected. It has been a pleasure to work with this Board, lovely and talented folks, now good friends for close to nine years. We all look forward to being together once again. Until then, enjoy life and each other, albeit cautiously—hopefully vaccinated with mask in tow. It is time.



# HURA at thirty something

In June 2021, the Harvard University Retirees Association (HURA) celebrated its official thirtieth year serving over 1,400 of Harvard's former employees.

Faculty and staff who have worked for the University at least ten years—and often as many as forty or more—develop an affinity and loyalty to the University that is fully as profound as that of any alumnus. When it came time to retire—to leave—to shut the door and walk away, formerly there was no Alumni Association to keep them engaged in the life of the institution—that is, until 1990—or thereabouts.

In the mid-1980's, a group of retirees asked Clare Corbett, who ran the pre-retirement programs in the Office of Human Resources, about the possibility of retirees staying in touch, or having some involvement with the University after retirement. That question was first addressed when Clare sent out invitations in 1985 to Harvard retirees asking for assistance with preparations for Harvard's 350th Anniversary celebration in 1986.

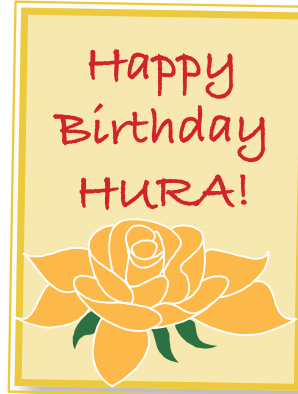
The number of replies was so encouraging that, following the success of the 350th, she asked those interested in forming a retirees group to help her explore the possibility of such an undertaking. They sent a questionnaire to all retirees to solicit their reactions to the idea of an official association. Approximately two hundred enthusiastic responses were received.

In early 1987, Clare, with Amy Gold, head of Outings & Innings, chaired the initial meeting of the retirees.

There is some confusion about when HURA actually began. In the minds of the early supporters of a Harvard retirees association, the formation of the 1985 350th support group marked the beginning of HURA. A memo from the steering committee to all Harvard retirees, dated April 12, 1990, says in its first sentence "The Harvard Retirees Association was

founded in 1986." HURA newsletters were sent to prospective members during this time, but that still doesn't account for the current issue being volume 37, unless HURA dates to 1984.

Soon after that first meeting in 1987, a steering committee was formed, chaired by Lillian Braudis, a Business School retiree. In 1989, she wrote to University President Derek Bok, describing the proposed organization and asking for his endorsement. His reply supported and encouraged the formation of



what we know today as HURA, which began officially in 1990, i.e., FY 1991, 30 years ago.

Carl Getz was the first president, and Lillian served as vice president. Gertrude Keenan was recording secretary, and Vic Tarr, treasurer. Lillian celebrated her 101st birthday this year, the last of the first officers to survive.

## COMING EVENTS

### Harvard Crimson vs. Cornell Big Red

Saturday, October 9, 2021, 1:00 p.m.  
at Harvard Stadium.

Spend a day with the grandkids, guests, spouse—or just come yourself. HURA welcomes you back with special pricing: HURA members and guests: \$5 each; aged 12 and under, free!

Registration forms will be sent to HURA members by email in mid-September.

#### Information from Henry Terwedow,

P.O. Box 829, Becket, MA 01223

Email: hterwedo@gmail.com

Telephone: 774-249-8836



## HURA Membership Renewal Reminder, 2021-2022

Your HURA renewal is due by October 31, 2021. At that time if you haven't sent your membership dues (\$20 check payable to HURA), you will no longer receive *HURA News*, E-List notices, or invitations to events being planned during 2021-22. When restrictions lift, we look forward to resuming in-person events and activities. Even nonmembers can continue to follow us on our website ([hura.harvard.edu](http://hura.harvard.edu)) and Facebook page ([facebook.com/HURetirees](https://facebook.com/HURetirees)).

Please look at your checkbook register

before asking us to remind you whether you have already paid your dues. The vast majority of you have already renewed!

If you joined HURA in December 2020 or after, your complimentary first-time membership has already been extended through June 30, 2022, so no renewal is necessary now.

Carleen Farrell

HURA Membership Secretary

1 Atlantic Court, Mashpee, MA 02649

617-285-9390

[huramembership@gmail.com](mailto:huramembership@gmail.com)



# HURA's new and returning Board members

**A**t the end of last spring, because of the COVID shutdown, the HURA Board of Directors faced an unusual situation. There were several of upcoming vacant Director positions, and the usual procedure for filling them—with membership approval—wasn't possible. At a Zoom meeting of the Board, it was agreed to apply a little-used provision in the HURA Bylaws to address the problem:

“By a majority vote, the Board may fill vacancies among its

number occurring before the completion of terms of office. Such replacements will hold titles as acting...until formally elected at a Business Meeting of the Association. During the acting period, such individuals will have the full authority of their positions, including voting.”

The Board has done just that, and we are extremely pleased to be able to present the following Acting Directors, who began their terms on the HURA Board on September 1, 2021. Elections will occur at some point in the future.

## Dan McCarron

Dan returns to the HURA Board after a ten-year absence. He was vice president of HURA from 2005-2011 and served as managing editor for those years.



He retired from Harvard in 2003 after 25 years in various positions including art director of *Harvard Magazine* (“the world’s best job!”), associate university publisher, and finally university

printer. He worked with every possible segment of Harvard with a primary role of designing and printing publications for administrators, students, faculty, and staff.

Since then, he has continued to be active by working as a consultant for Flagship Press in Andover, Mass. His projects are almost all Harvard-related, by choice. And he has helped over the years with various HURA publications, especially the *Resources for Harvard Retirees* book. He says, “Crimson ink still runs through my veins”.

His special interests are in book design and alumni-related projects, as well as Harvard special event recognition projects (commencement and alumni based). Working with Harvard administrators for the past 60 years, while also having a great respect for Harvard’s visual history as it relates to graphic embellishments and graphic standards, has made for a rewarding career. He says he has never really retired from Harvard!

He plays “old-guy” tennis at least three days a week and is a great fan of the new museum at the Massachusetts College of Art and Design. Following a personal loss, he is concerned with the ever-challenging effort to solve the Alzheimer problem in this country.

## Karen Davis

Karen served at Harvard for 17 years, starting as associate dean for faculty and staff services at Harvard Medical School before moving to the University’s central office of human resources as director of total rewards and HR services, which included benefits, compensation, and the Office of Work/Life.

She moved to Brown University as vice president for human resources from 2008 to 2017, where she provided executive leadership for all HR functions, including employment, compensation, benefits, labor and employee relations, organizational development, training and professional development, and HRIS (Information Systems). Her other experience in higher education includes serving as HR management



consultant to NYU School of Medicine and as assistant vice president at SUNY/Downstate Medical Center in Brooklyn, NY. In the early part of her career, she worked on health care and social services issues in several government and not-for-profit settings.

Karen holds an M.S. in health policy and management from Harvard School of Public Health and a B.A. from Allegheny College in Meadville, Penn.



## Henry Terwedow

Henry served on the HURA Board as Director from 2011 to 2017 and since then as Director Emeritus. Now he has been invited by the Board to return as full director to continue his work managing HURA's sports offerings and Boston Pops outings.

Following his doctorate at the University of Notre Dame and a second post-doctoral program in tropical disease transmission at UC Berkeley and in Brazil, Henry spent 17 years in the agricultural chemical industry developing pesticides. His second career for 12 years was at Harvard School of Public Health's Department of Environmental Health, where he served as research scientist and core center administrator. He moved on to his third career in the late 1990's when he and his wife Cathy adopted two special needs boys. In recent years, Henry and Cathy moved from MetroWest to the Berkshires and have become involved on the board of directors of their local home owners association and in vestry positions for their church.

Cathy has also assisted HURA, at times, by serving as an associate editor for HURA projects. Two for the price of one!

## Sarah Wood

As the daughter of an army officer, Sarah lived for 2 years in Japan and for 3½ in Germany before moving to Washington, DC, where she attended high school. After college at the University of South Carolina, she returned to DC to become assistant to Senator Hugh Scott, minority leader of the U.S. Senate from 1970 to 1972.

After marrying her husband, who was in the Air Force, she lived in Germany and then Durango, Col. She first moved to Cambridge when her husband attended MIT School of Architecture. It was then that she found her first Harvard job at Harvard School of Public Health.

From 1980 to 2001, she was administrative assistant to Harvey Fineberg, professor, dean of the School of Public Health, and later university provost. From 2001-2011, she was assistant director of development in the HSPH, where she organized and led donor teams trips around the world to countries where faculty were helping others, including Botswana, Cape Town, Tanzania, Cyprus, Greece, Tibet, China, and Mexico.

Since 2011, she has served as executive administrator in the Cambridge office of the China Medical Board, from which she retired last July. The Board is involved with health policy and systems sciences.



## HEALTH MATTERS

### HUHS Flu Clinics, Fall 2021

For the up-coming flu season, walk-in clinics at University Health Services will be every Monday and Tuesday from October 4 to December 7 (no clinic Oct. 11), from noon to 3:00 p.m. Location of clinics will be announced on [www.HUHS.Harvard.edu](http://www.HUHS.Harvard.edu). COVID-19 vaccinations or boosters will not be available at the seasonal flu clinics.

At walk-in clinics, everyone in the Harvard community—with a Harvard ID or HUGHP card—is accepted, regardless of their insurance plans. Spouses and qualified domestic partners who do not have their own cards are not eligible for these clinics. Remember to bring your card with you.

These clinics will offer the high-dose flu vaccine to those who are over age 65, as well as the standard vaccine. The CDC does not recommend or advocate for any particular vaccine, so if there are questions, HUHS staff suggest that those over age 65 discuss with their primary care provider whether they should have the high-dose vaccine or not.

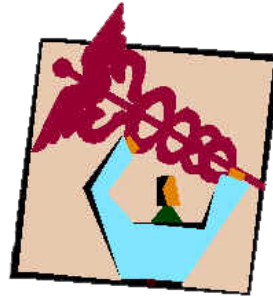
Clinics will be offered at other Harvard locations, including the Law, Business, Education, and Medical schools, and the Kresge Cafeteria. Exact dates and times are not yet available. All of the information about clinics will be posted at [www.huhs.harvard.edu](http://www.huhs.harvard.edu).

### 2022 Benefits Open Enrollment

dates are October 26—November 4. The announcement postcards are scheduled to be mailed around September 9th.

**Point32Health** is the name of the company formed by the merger of

Harvard Pilgrim Health Care and Tufts Health Plan. But for the time being the Harvard Pilgrim and the Tufts brands aren't going away. Individual health plans will not be re-branded in the foreseeable future. So, if you are using a Tufts Medicare Preferred HMO or HRHC Medicare Enhance, those plans and their different offerings are not expected to change soon.



### Long-term-care premium increases

A HURA member wrote, “I'd like to know whether other retirees are as upset as I am about the sharp increase in Genworth's rates for long-term-care insurance. What can Harvard do about this?”

HURA responds:

This insurance is not controlled by Harvard. Rate increases are approved by state regulatory boards. The Massachusetts Division of Insurance is the source of approvals for rate increases in this state.

1000 Washington Street, Suite 810,  
Boston, MA 02118  
617-521-7794 <https://www.mass.gov/orgs/division-of-insurance>

Genworth, the largest long-term-care insurer by number of policyholders, received approval to increase premiums an average of 62%. This move affects policyholders who cumulatively pay \$241 million in premiums.

MetLife, which took over the policies formerly managed by TIAA-CREF (is issuing no new policies), reported that it had requested an 80% increase, but received authority for only 40%, to go into effect in April 2022.

One former Harvard HR director said, “My own personal view of this is LTC has become more expensive.

Companies are having to pay larger expenses and for longer periods than their business plans had forecast. They also hope that, pressed to pay higher premiums, some subscribers will cancel, leaving companies with the money they've already received, with no obligation to make payments in the future for subscribers' care.”

It has been reported that up to 45 states have approved significant premium increases, sometimes for more than 200%. Some especially expensive policies—such as those with unlimited years of coverage and 5% compound annual inflation protection—requested as much as 300% increases.

### Immunization information available from MIIS

The Massachusetts Immunization Information System (MIIS) is a web-based system that keeps track of all immunizations that healthcare providers administer to children and adults in Massachusetts. The Department of Public Health (MDPH) encourages you to request a copy of your immunization record directly from your current healthcare provider, who may not yet have submitted current vaccination records to the MIIS.

However, you may request a copy of your record contained in the MIIS in the form of an Immunization Certificate from the MDPH. The Certificate includes your name, date of birth, age, gender, and immunization history (vaccine, vaccine type, and date administered) contained in the MIIS to date.

The completed and notarized form may take up to ten business days for processing.

Go to <https://search.mass.gov/?q=Immunization%2BCertificate>.



## IN BRIEF

### Harvard Neighbors invites retirees

Harvard Neighbors is a volunteer and membership organization that for 125 years has worked to create a sense of community across the University.

#### HARVARD NEIGHBORS

Founded to welcome faculty families new to Harvard, today Harvard Neighbors also includes active and retired Harvard faculty and staff and their spouses or partners. Harvard Neighbors depends heavily upon volunteers' time and talents, as well as on space and staff support provided by the University. The mission remains to enrich the lives of members of the Harvard community through cultural and educational programs and special events, with special focus on helping newcomers and more established members come to know one another in informal settings and take fuller advantage of Harvard's array of cultural resources.

Find more information at <https://www.neighbors.harvard.edu>.  
Zarrin Foster  
President, Harvard Neighbors  
17 Quincy Street  
Cambridge, MA 02138  
617-216-0233

### Social Security COLA predicted to be high in 2022

The *Kiplinger Letter* is forecasting that the annual cost-of-living adjustment for Social Security benefits for 2022 will be 6.3%, the biggest jump since 1982, when benefits rose 7.4%. The final adjustment could be a little different, as the inflation rate for July through September has yet to be determined.

The projected increase reflects the rebound of consumer prices that were

depressed during the pandemic. Gasoline prices rose strongly this past year, as have airline fares and hotel rates. There have been notable pickups in prices of women's clothing, car insurance, and eating out. Prices of new cars are up because a shortage of semiconductors has limited production, which has also caused used vehicles prices to surge 45%.

### New VP for HR arrived in August

Manuel Cuevas-Trisán has been appointed Harvard University's vice president for human resources. An experienced human resources and employment leader with a record of success in both the corporate and higher education sectors, Cuevas-Trisán joins Harvard from Northwestern University, where he has served as vice president and chief human resource officer since 2019 and where he led efforts to ensure greater workforce inclusivity.

His arrival at Harvard marks the culmination of a national search for a successor to Marilyn Hausammann, who had served as vice president for HR since 2004 and retired from the University at the end of May.

### Black or black?

During the recent Black Lives Matter protests, news organizations grappled with whether to capitalize the first letter of "black" when referring to Black people (African Americans). Writing it as "Black" was already common practice in activist circles. We don't have such a practice for white people, but eventually the Associated Press, the *New York Times*, *USA Today*, and many other outlets declared that they, too, would capitalize Black. HURA will follow that custom when the occasion arises.

A recent headline from the *Harvard*

*Gazette* says it all: "When young whites know Blacks, there's understanding."

### Misplaced modifiers

Phrases or words that seem to modify the wrong subject—sometimes resulting in amusing statements.

Ever-vigilant HURA editors have to be on the lookout for such as these:

- Groucho Marx said, "One morning I shot an elephant in my pajamas. How he got in my pajamas I'll never know."

Here are two real headlines from the *Times Record* of Brunswick-Bath, Maine:

- Phippsburg to decide whether to allow recreational pot stores at town meeting.
- Lisbon High School graduates told to accept life's challenges at Sunday ceremony.

And these from other sources:

- The robber was in his late thirties and about 6'2" with curly hair weighing about 160 pounds.
- In the park, I noticed my neighbor walking her dog in high heels. She wore a sunhat on her head that was clearly much too big.
- Wanted: Antique cane by old man with carved ivory head.

### Harvard Health Letter is no longer free to retirees

The long-standing offer of free subscriptions to the Harvard Health Letter for Harvard retirees has been withdrawn. Now subscriptions cost \$20 a year (still a bargain), and the price printed in the newsletter remains at \$40 a year.

Send requests with your check for \$20 to

Harvard Health Publishing  
Subscription Services  
P.O. Box 9341  
Big Sandy, TX 75755-9319

**HARVARD UNIVERSITY  
RETIRES ASSOCIATION**

c/o Membership Secretary  
Carleen Farrell  
One Atlantic Court  
Mashpee, MA 02649



First Class Mail  
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## Bloomberg Center for Cities

With a \$150 million gift from Bloomberg Philanthropies, Harvard University has established the Bloomberg Center for Cities. It builds upon the success of the Bloomberg Harvard City Leadership Initiative that was established in 2017 as a collaboration among Bloomberg Philanthropies, Harvard Kennedy School, and Harvard Business School. The Center will strengthen the capabilities of mayors and their teams, advance effective organizational practices in city halls around the world, support a new generation of public servants as they encounter unprecedented challenges in

the years to come, and produce new research and instructional materials that will help city leaders. The investment will deepen and broaden the commitment of Bloomberg Philanthropies and Harvard University to current and future city leaders through the following elements:

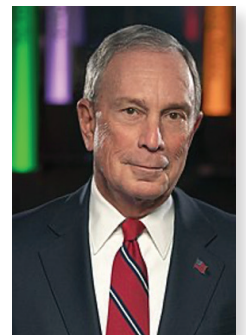
- Expanding the breadth and depth of Bloomberg Harvard City Leadership Initiative's flagship program, including through the addition of a program and resources for newly elected mayors to help them build their teams, custom programming for additional city hall leaders, research on city governance,

and new post-graduate City Hall Fellowships.

- Creating the endowed Bloomberg Center for Cities

at Harvard University as a permanent place at Harvard dedicated to strengthening city leadership and governance.

- Endowing ten faculty positions named for Emma Bloomberg, a graduate of both Harvard Kennedy School and Harvard Business School, for scholars or experts focused on city problem solving.



HURA is a tax-exempt 501 (c) 7 all-volunteer organization. Membership is open to benefits-eligible retirees of Harvard University and is complimentary until the renewal period the following June 30. Thereafter dues are \$20 annually. Visit HURA on Facebook at [www.facebook.com/HUretirees](http://www.facebook.com/HUretirees) or at [www.HURA.harvard.edu](http://www.HURA.harvard.edu).