



# HURA news

MAY-JUNE, 2017  
VOL. XXXII, No. 5

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## Retiree Organizations in Higher Education

The emergence of retiree associations in institutions of higher education is a relatively recent occurrence, most beginning after 1980. Many started as post-retirement clubs for members of the faculty. Their benefits were often designed as incentives to convince high-paid and sometimes underperforming older professors that they could remain connected and contributing members of the institution after retirement.

Now, more than a quarter century later, some colleges and universities are looking at what is appropriate to continue and what needs to be added or changed to the current mix of benefits—and what is accomplished by them. Most recent surveys focused on retired faculty, but because almost all retiree organizations also include retired staff members, we can get a picture of how they are doing—and how HURA fares among them.

During the 2015/2016 academic year, the University of Pennsylvania's Association of Senior & Emeritus Faculty (PASEF) surveyed 18 urban universities ("comparable to Penn") to review the facilities provided for their retired faculty and the support they offer for continuing emeriti engagement. The

list included Brown, Chicago, Columbia, Georgetown, Harvard, Hopkins, MIT, NYU, Rice, Tulane, UCLA, U. of Minnesota, U. of Southern California, U. of Texas/Austin, U. of Washington, Vanderbilt, Washington U., and Yale. Although six of the institutions have no formal retiree organizations, information was collected on all 18, as some provide facilities and activities even without an organization.

At about the same time, in 2015 Michigan State University's Center for Higher and Adult Education surveyed 164 higher education retiree organizations throughout the U.S. Brett Say, a doctoral student, and his faculty adviser, Roger Baldwin, found, like Penn, that most such organizations now

*Continued on page 6*

## COMING EVENTS

### May 10, Wednesday

**10:30-1:00 p.m.** Mt. Auburn Cemetery Walking Tour and Lunch. Registrations for this event are closed.

### May 30, Tuesday

**11:30-2:00.** Annual Meeting. Law School, Wasserstein Hall, Milstein Conference Center. The special guest speaker is former Extension School dean Michael Shinagel. Registration information is elsewhere in this issue.

### June 6, Tuesday

**8:00 p.m.** Boston Pops with Leslie Odom, Jr., who portrayed Aaron Burr in the hit Broadway show *Hamilton*. Registration information is elsewhere in this issue.



Leslie Odom, Jr.

June  
is HURA  
Membership  
Renewal  
Month

SEE PAGE 6

## Michael Shinagel To Speak at HURA Annual Meeting

**Michael Shinagel** was a child in Vienna, Austria, when his family escaped Europe after the rise of Adolf Hitler and the start of World War II. As a refugee, he attended school in New York City and briefly attended Cornell University in 1951 and 1952, studying agriculture. He served with the U.S. Army in Korea, and then completed his degree at Oberlin College on the G.I. Bill of Rights. He earned his doctorate in 1964 at Harvard University on a national fellowship. He began an academic career of teaching and administration at Cornell University from 1964

to 1967. He then moved to Union College from 1967 to 1975.

He returned to Harvard as Director of Continuing Education and University Extension from 1975 to 1977 when he was appointed the fifth dean of the Extension School, serving until 2013. He was also master of Quincy House, 1985-2001.

He is the author of *The Gates Unbarred: A History of University Extension at Harvard, 1910-2009*, Harvard University Press, 2010. He also wrote *Holocaust Survivor to Harvard Dean: Memoirs of a Refugee's Progress*, Author Solutions, Inc., 2016.

## HURA Members Learn Korean Poetry

**In the Phillips Brooks House** living room, on March 28, Professor David McCann, Korea Foundation Professor of Korean Literature, emeritus, charmed a group of HURA members and guests with the story of his unlikely path to becoming

professor at Harvard University and a world-renowned expert in Korean poetry, especially the form known as sijo.

One moment speaking in English, the next in the dramatic form of the Korean spoken language adapted to the speaking of poetry, he led the audience to an understanding of the traditions and subtleties of this ancient art form.

Before the session ended, all were trying their hands at writing their own three lines in four parts each—understanding how really difficult it is to do that well.

Here is Bev Sullivan's A+ attempt: *Anxious for a good HURA event, we watch the door as people arrive. Curious. What is this sijo?*

*Sixteen souls ready to learn. Poetry, song, and the ukulele, This art from Korea. Thank you, Seonsaeng!*



Dolores Mullin, HURA recording secretary; Beverly Sullivan, HURA vice president; Professor David McCann; Margaret Carayan-nopoulos, HURA director and program organizer.

**HARVARD UNIVERSITY RETIREES ASSOCIATION**



**Annual Meeting  
& Luncheon**

**Tuesday, May 30**

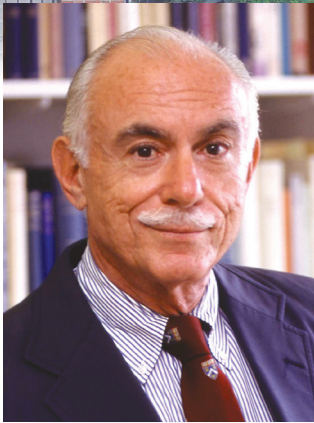
**Registration deadline, Friday, May 19**

*Featuring*

**Former Dean,  
Harvard Extension School**

**Michael Shinagel**

*“The Pursuit of Happiness at Harvard”*



The program will be held at Harvard Law School in Wasserstein Hall  
Milstein Conference Center West, 2nd Floor  
1585 Massachusetts Avenue, Cambridge, at Everett Street.

*Free parking is available in the Wasserstein Hall garage, 10 Everett St.*

..... 11:30 Registration .....

..... 12:00 Program .....

..... 1:00 Luncheon .....

**REGISTRATION INFORMATION**

- The luncheon cost is \$30 for members; \$35 for guests.
- Checks are deposited after the May 19 registration deadline.
- No acknowledgement of this registration will be sent. No refund will be offered after the registration deadline.

Make your check payable to HURA and send with the registration form to  
Diantha Brown, 257 High Street, Newburyport, MA 01950.  
Information at 978-465-2262 or dianthabrown@verizon.net

----- CUT HERE -----

Member name \_\_\_\_\_ Menu choice: Chicken \_\_\_\_ Vegetarian \_\_\_\_

Email \_\_\_\_\_ Telephone \_\_\_\_\_

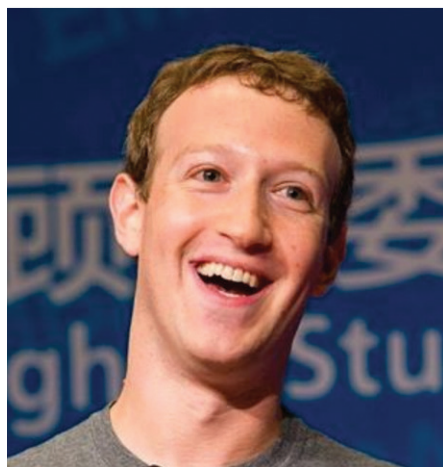
Guest name \_\_\_\_\_ Menu choice: Chicken \_\_\_\_ Vegetarian \_\_\_\_

HURA member at \$30 \_\_\_\_ Guest at \$35 \_\_\_\_ Total enclosed \$ \_\_\_\_

Parking at 10 Everett Street? Yes \_\_\_\_ No \_\_\_\_

**Zuckerberg To Speak at Harvard Commencement Afternoon Program**

The Commencement afternoon program, also known as the Harvard Alumni Association’s (HAA) Annual Meeting, will feature remarks by Drew Gilpin Faust, Harvard University President and Lincoln Professor of History. The program will be led by Martin J. Grasso Jr. AB ’78, HAA president, and includes the overseer and HAA director election results and the presentation of the Harvard Medals to Henry N. Cobb AB ’47, MArch ’49; Warren Masters “Renny” Little AB ’55; and A. Clayton Spencer AM ’82.



Admission for the Afternoon Program is free, but tickets are required. Harvard ID only.

The Commencement speaker is Mark Zuckerberg, founder and CEO of Facebook.

“Mark Zuckerberg’s leadership has profoundly altered the nature of social engagement worldwide. Few inventions in modern times can rival Facebook in its far-reaching impact on how people around the globe interact with one another,” said Harvard President Drew Faust. “And few individuals can rival Mark Zuckerberg in his drive to change our world

through the innovative use of technology, as well as his commitment to advance science, enhance education, and expand opportunity through the pursuit of philanthropy.”

Tickets (free) for Harvard ID holders and their guests and for bagged lunches (\$15 each) for the afternoon program are available in person at the Harvard Box Office now located in Farkas Hall at 10 Holyoke Street (home of Hasty Pudding Theatricals) Tuesday through Sunday from noon to 6:00 p.m. (617-496-2222).

**Harvard Art Museums Memberships Discounted for HURA Members.**

HURA members may enjoy the full benefits of an annual Harvard Art Museum membership, including invitations to members-only events, a 10% discount at <http://shop.harvardartmuseums.org>, a complimentary subscription to the e-newsletter, and their new magazine called *Index*. Mention that you are a HURA member to receive a discounted membership for just \$5. (The usual annual price for seniors is \$45.) The form can be found on the HURA website at <http://HURA.Harvard.edu> under Retiree Perks.../Libraries and Museums. Or at [http://hura.harvard.edu/files/hura/files/harvard art museums\\_hura\\_membership\\_form.pdf](http://hura.harvard.edu/files/hura/files/harvard_art_museums_hura_membership_form.pdf).

And always remember that your valid Harvard ID gets you and a guest into any Harvard museum at no cost.

**Another Reason Not to Retire Early**

This information may come too late for most current retirees, but we pass it on for your information.

The full retirement age for Social Security, once 65, is now 66 for peo-

ple born in 1943 to 1954, and it will gradually rise to 67 for people born in 1960 or later. But for every year you delay taking the benefit past full retirement age, you get a bump of 8% in your benefit, until age 70.

If you’re healthy and anticipate having at least an average life expectancy (82.9 for men who reach 65, 85.5 for women), it makes sense to wait until 70 to collect the bigger benefit, particularly if you have a spouse who will prosper from a boosted survivor benefit. But for many that means coming up with another way to cover expenses during the interim. A paycheck keeps the money flowing. (Kiplinger.com 2/15/2017)

**Date-Labeling Phrases Used on Food Products**

According to the U.S. Dept. of Agriculture, there are no uniform or universally accepted descriptions used on food labels in the United States for open dating. As a result, there is a wide variety of phrases used on labels to describe quality dates.



Examples of commonly used phrases:

- A “Best if Used By/Before” date indicates when a product will be of best flavor or quality. It is not a purchase or safety date.
- A “Sell-By” date tells the store how long to display the product for sale for inventory management. It is not a safety date.
- A “Use-By” date is the last date recommended for the use of the

product while at peak quality. It is not a safety date except when used on infant formula, after which it is not legal to sell.

**Safety After Date Passes** If the date passes during home storage, a product should still be safe and wholesome if handled properly until the time spoilage is evident. Spoiled foods will develop an off odor, flavor, or texture due to naturally occurring spoilage bacteria. If a food has developed such spoilage characteristics, it should not be eaten. For more information, go to <https://www.foodsafety.gov/keep/basics/chill/index.html>.

Microorganisms such as molds, yeasts, and bacteria can multiply and cause food to spoil. Viruses are not capable of growing in food and do not cause spoilage.

When spoilage bacteria have nutrients (i.e., food), moisture, time, and favorable temperatures, the bacteria grow rapidly and affect the quality of the food. Spoilage can occur much faster if food is not stored or handled properly. A change in the color of meat or poultry, however, may not be an indicator of spoilage.

For answers to questions about meat, poultry, or egg products, call the U.S. Dept. of Agriculture Meat and Poultry Hotline toll free at 1-888-MPHotline (1-888-674-6854). The hotline is open year-round, or email to MPHHotline.fsis@usda.gov.

### **Correction:**

In the March/April Issue of *HURA News*, the URL for the caregiver's list from the National Institute on Aging was incorrect. Try this one.

Caregivers can get helpful resources delivered straight to their inboxes! Join the *NIA for Caregivers* list at <https://www.nia.nih.gov/health/featured/caregiving> and receive biweekly emails with information and tips.

## **GEORGE M. BISHOP**

**February 23, 1933-February 20, 2017**

## **JOAN BISHOP**

**March 19, 1935-March 26, 2017**

We report with great sadness the deaths of George and Joan Bishop — together in life and in death.

George and Joan were longtime HURA members, friends, and colleagues. George served on the HURA Board as Director, 1997-1999, and Treasurer, 1999-2012, only the second person to hold this post (following Vic Tarr, 1993-1999). He worked for 45 years in University Hall for the Dean of FAS, finally as director of finance. Everyone remembers him as an upbeat, happy person—always with a smile on his face.

Joan retired from Harvard's department of molecular and cellular biology.

Jane Hill\* says that "George was very proud of his long tenure at Harvard, and was the go-to person for anything financial in FAS. He also had contacts in every department in the central administration, and could work magic through this network of relationships, built up over many years. He taught me everything I knew about the financial operations, and was very supportive of his colleagues and staff. He was unflappable and professional in his dealings, and he knew how to unruffle the feathers of faculty and administrators when something went awry. He was admired and respected and an institution in his own right."

Carole Lee\*\* remembers George not only for being so welcoming to her when she joined the HURA



Board, but also that both he and Joan helped out at every event—just showing up and doing what was needed— even assisting Carole when she was in charge of the HURA trips.

For many years, George was master of ceremonies at the annual HURA Holiday Luncheon, leading retirees in holiday songs. He also sang regularly with the Singing Grandpops, a group of seniors who entertained in communities in and around Cambridge and Somerville. Both he and Joan were familiar presences at Association events.

They are survived by their children, Sandra, Alan, Karen, and Peter; and by six grandchildren, one great grandchild, and many nieces and nephews.

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\*Jane Hill is currently Director, Identity and Access Management Product Management in HUIT.

\*\*Carole Lee retired from the President's Office in 2002 and served for many years as HURA Secretary.

# Retiree Organizations in Higher Education

*Continued from page 1*

include both faculty and staff.

The Michigan study reported that, on average, membership includes only 40% or less of the institution's total retired population. HURA's membership of 1,325 retirees is about 28% of all 4,666 U.S.-based benefits-eligible retirees. HURA membership consists of about a quarter former faculty or other academics. The rest are both professional/administrative and support staff at all levels.

Sustainability was a frequent topic of concern to respondents in both surveys. Visibility and membership were the other two most frequently cited challenges. But also of concern are meeting members' needs and maintaining adequate revenue.

Six of the retiree associations surveyed by Penn have paid, part-time staff. Four large ones (over 1,000 members) have two or more full-time staff. Half of those surveyed by Michigan have no full-time paid

staff; 21% have one paid, part-time support staff.

HURA has no paid staff. All activities and functions are performed by volunteers on the Board of Directors. This may be a function of its origins as primarily a staff retirement organization. But the University provides support that involves University paid staff.

Both the Pennsylvania and Michigan State surveys were heavily focused on how well the organizations

meet the needs of retired faculty, rather than upon the institutional benefits provided to faculty and staff retirees. Neither reported information about retirees' access to health and dental programs.

A 2013 membership survey by the Association of Retiree Associations in Higher Education (AROE), with 168 institutional members, showed that 78% of the 49 institutions responding offer health benefits to retirees. Locally, among the four major colleges and universities in the Greater Boston area that have stand-alone retiree organizations (MIT, BU, BC\*, and Harvard), all except Boston University offer health benefits to retirees. Harvard has instituted a plan gradually to increase the requirements for benefits eligibility for retirees. (See the Appendix in the 2016-2018 edition of *Harvard Resources for Retirees*.)

\*At Boston College the association is limited to retired faculty.



## JUNE IS HURA MEMBERSHIP RENEWAL MONTH

The month of June is the time to renew your HURA membership. Renewal letters will be sent to all current members, including those who joined free in their first year. Dues are \$20. New members who joined on or after April 1, 2017 are free for the 2017/2018 year.

You are joining over 1,325 former Harvard employees who stay in touch with the University and keep abreast of developments that affect retirees and other seniors.

### BENEFITS OF MEMBERSHIP INCLUDE:

- *HURA News*, HURA's eight-page newsletter five times a year
- Subscriptions to the popular HURA E-list
- Invitations for members and their guests to events, luncheons, talks, and exhibitions both on campus and off
- Updated copies of *Harvard Resources for Retirees*, the detailed guide that HURA publishes every two years to keep retirees abreast of the continuing resources that Harvard offers to benefits-eligible retirees
- Access to the HURA website
- Free subscriptions to *Harvard Health Letter*—a \$20 value—arranged with Harvard Health Publications at the Medical School

HARVARD UNIVERSITY RETIREES ASSOCIATION

invites you to



# The Boston Pops

Keith Lockhart conducting

**DATE** Tuesday, June 6, 2017

**TIME** 8:00 p.m.

**PLACE** Symphony Hall, 301 Massachusetts Ave., Boston

**TICKETS** \$28 (includes HURA discount)

Boston Pops Conductor Keith Lockhart's special guest is triple-threat Leslie Odom, Jr. who is best known for originating the Tony-winning role of Aaron Burr in the original cast of Broadway's *Hamilton*, and for his role in the TV series *Smash*. His recent self-titled album hit #1 on the Billboard Jazz chart.

This concert will also feature the winners of the Fidelity Investments Young Artists Competition.

**REGISTRATION DEADLINE is Thursday, May 18 or until all tickets have been sold.**

**This performance is already sold out. When HURA tickets have been sold, there will be no more available.**

## REGISTRATION INFORMATION

Seating: Second balcony center, Rows A - E, with some adjacent seating right in row A.

This event will be held regardless of the weather.

There are no refunds after the registration deadline.

Make checks payable to HURA. Checks are deposited after the registration deadline.

Include a #10, self-addressed, stamped envelope with your registration.

If you would like to sit with specific other HURA members and their guests, please submit your requests together in the same envelope.

Tickets will be mailed to you in late May.

Information about parking will be sent with your tickets.

**If demand is heavy, we will limit to one guest only.**



Leslie Odom, Jr.

## CONTACT INFORMATION

Henry Terwedow at hterwedo@gmail.com or 508-481-1165

Send this reservation form with your check and self-addressed, stamped envelope to

Henry Terwedow, 53 Forbes Avenue, Marlborough, MA 01752.

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## RESERVATION FORM—BOSTON POPS

Name \_\_\_\_\_

Address \_\_\_\_\_

Email \_\_\_\_\_ Telephone \_\_\_\_\_

Number of tickets at \$28 each \_\_\_\_\_ Amount enclosed \$ \_\_\_\_\_

**Harvard University  
Retirees Association**  
124 Mt. Auburn Street  
3rd Floor  
Cambridge, MA 02138



First Class Mail  
U.S. Postage  
PAID  
Boston, MA  
Permit #1636

## **HURA NEWS**

### **Editors**

MANAGING EDITOR, Malcolm Hamilton  
CONTRIBUTING EDITORS, Ann Walter,  
Donna Levy Wray

### **Design/Production**

Anne Parker

### **Distribution**

*HURA NEWS* is distributed to all  
HURA members five times a year.

### **HURA E-List**

Members receive up-to-date news and  
information mailed directly to their  
home computers.

### **HURA Website**

A source of information and news at  
<http://hura.harvard.edu>.  
Mary Ann Mendes at  
[MaryCoughlinMendes@gmail.com](mailto:MaryCoughlinMendes@gmail.com)

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Malcolm Hamilton at 781-641-2942  
or [MCH12938@comcast.net](mailto:MCH12938@comcast.net)

Membership  
[HURAmembership@gmail.com](mailto:HURAmembership@gmail.com)

## **Nominating Committee Seeks Candidates**

**T**he HURA Nominating Committee has reviewed candidates for election to director vacancies on the Board of Directors. Two candidates have been approved by the current Board. If elected at the Annual Meeting, Sydney Fingold, following a period as director emerita, will return to the Board for a third term as director. John Collins III, former librarian of the Gutman Library and member of the faculty at the Graduate School of Education, has also been proposed for election as director. Candidates will be elected by HURA members present at the Annual Meeting on May 30.

If you are interested in being considered for election to the Board in the future, please contact committee chair Diantha Brown at 978-465-2262 or [dianthabrown@verizon.net](mailto:dianthabrown@verizon.net) or speak to any member of the Board (listed on page one).

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.