

ASEF-PSOM EXECUTIVE COUNCIL MEETING

MINUTES

Virtual and in person December 4th, 2023, 12:00-1:30 pm
Wood Room, John Morgan Building

The meeting was called to order by Paul Lanken at 12:05 p.m.

Everyone attending introduced themselves.

- Ana Lia Obaid
- Arberetta Bowles
- Erin Rosello-online
- Fran Barg
- Fred Henretig
- Iris Reyes
- Jana Alrayes
- Janice Bellace
- Jeff Fields
- Joan Von Feldt
- Joel Greenberg
- John Hansen-Flaschen
- Judith Aronchick
- Judith McKenzie
- Leslie Carson
- Melpo Christofidou-Solomidou
- Paul Lanken
- Peter Wilding
- Priscilla Duncan
- Steve Sondheimer
- Yvonne Paterson

- Absent: Susan Heyner, Vicky Mulhern

1. **Minutes from last meeting** – request for approval: Peter had a comment on special events in section G: Director’s name is spelled Guzielek (CEO of AVA). Joan had a question about the costs for renting a lecture hall. Is there a cost for off hours? Arberetta clarified that there is a cost associated if rented

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before or after working hours. Melpo made a motion to approve-seconded, approved by all.

2. **Report and announcements by President, ASEF:** Paul attended the PASEF meeting in November, and the Medical faculty senate. In the latter, the Dean reviewed the strategic plan. \$500 Mil. Dollars for each of the past 2 years was given from royalties/patents to Penn and will go towards research purposes. (Over 1 Billion dollars in total). Janice noted that funds from this amount will go towards the building of the 3200 block of Walnut street. Peter asked if this amount is divided between investigators and schools. Lisa Bellini also spoke at the Medical Faculty Senate and her group, and she have developed programs to support faculty, including breaks for lactation for clinicians, childcare locally and in satellites, and has the COBALT system that supports wellness, psychological health. Also, they developed podcasts for new faculty. Arberetta added that all podcasts are on her website. There are dozens of podcasts. Stephanie will reach out to us with more info.

3. **Report and announcements by President, PASEF-Janice:** In the past month, the main activity was on the new FIAP. The Oct 21st presentation was well attended. Changes to the new FIAP were being made that very day. For instance, the original statement of new FIAP said that retired faculty could not submit grants, but the Faculty Handbook says that retired faculty can submit grants. So, this was changed to come into line with the Faculty Handbook. PASEF had asked why the FIAP payment for those taking immediate FIAP occurred all in one tax year, when those taking phased work FIAP (over two years) got the final payment in the year after retirement. The associate general counsel investigated and agreed that part of the immediate FIAP payment could be paid out in two years, with the second payment going into the next tax year (paid before March 15th). The second issue PASEF/ASEF

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raised is more complicated. The new FIAP raised the eligibility from 62 to 65. For people with a disabling chronic, degenerative condition, we asked why have them wait until 65? Vice Provost Perna was sympathetic to this. The head of HR Benefits asked why such people do not apply for long term disability (LTD)? Janice commented that it may be very difficult to get long term disability. The decision now is that if a faculty member goes on long term disability, when that ends, the person can at age 65 apply for FIAP. Janice noted that the provisions of Penn's Long Term Disability plan are not clear as the HR website says little. For instance, many companies can force you from long term disability into retirement status. We do not know what Penn's policy is on this. Some plans may say that a person is eligible only if the person cannot do any job, whereas other plans say that, if you cannot do your specific occupation, you qualify for long term disability. The determination of whether a person is eligible for LTD under Penn's plan is done by a third-party vendor (no longer by Penn physicians). Laura Perna invited ASEF and PASEF to have representatives on her new FIAP advisory committee to consult on FIAP and future changes. Jeffrey Field and John HF commented that it is great that the Administration is now consulting with PASEF and ASEF.

- 4. Report by Melpo and Janice Bellace re: meeting to discuss allowing information about associated faculty in the Hitchhiker's Guide (HG):** At the joint meeting on 10/18/23 between Arberetta and Melpo from ASEF and Janice and Janet Dietrick from PASEF, it was decided that, in an effort to be inclusive, since both PASEF and ASEF now include Associated faculty amongst their members, that we will cover Associated faculty for the first time in the HG. It was agreed that the most straightforward way to do this would be to re-arrange the HG (as now written) to consist of 3 parts:
- Part A will be an introduction, with the material that is common to both Standing and Associated faculty
 - Part B will include all matters related only to Standing faculty (FIAP, etc.)

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- Part C will include matters related only to Associated faculty

If this can be achieved, there will be just one HG and all retiring faculty will be represented. We estimated this would take about a year to do since some important questions remain. These need to be researched a bit in order to determine what are the rights and privileges of retired Associated faculty. It is difficult at present to understand this as some problems that retired Associated faculty have encountered may relate to coding for the Associated faculty and how they are entered in the system post-retirement (assigned an ERF code). Also, at the present time, some retired Associated faculty are avoiding such problems by being given Adjunct status so that they retain certain rights, such as access to the library. Janice noted that a representative from Penn's ISC (Information Systems and Computing) said that this should not be necessary but until the university-wide system is changed, it may be a necessary 'fix.'

Janice also commented that we are not sure retired Associated faculty are being treated the same way in all the schools that have full time Associated faculty. [Not all schools do.] Moreover, there is nothing in the Faculty Handbook that refers to rights and privileges for active or retired Associated faculty. Part C will cover all Associated faculty in all the schools, which is why we need to engage in information gathering to determine what the current situation is.

4. Reports by Chairs of ASEF Standing Committees:

- Lunch Talks and Other Lectures Committee** – Chair, Judith Aronchick commented that there is not much more: a) On Dec 11 we have AI in Medicine by William Hanson; b) Kevin Volpp's talk on Food as Medicine Initiative; c) Annual Vicky Mulhern talk with Robert Vonderheide on March 18th. Judith commented on the difficulty getting people to commit to give talks. Paul recommended moving on to invite other speakers on our list since Ariana Petryna did not reply for several months despite multiple attempts to contact her. We should not wait several months to get a

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response and Paul suggested a two-week wait as a routine. He planned to invite Kevin Mahoney to talk on community outreach for a talk in April or May. There was a question on how many people attended Joe Bauer's talk. Priscilla commented that there were 25 in person and 22 online because we conflicted with another lecture. It would have been nice to know ahead of planning and have better coordination. There was a question whether there was a way to check on planned talks and avoid conflict when we schedule our speakers. Arberetta commented that there is a PSOM organizer schedule that we can access.

- b. **Newsletter Committee** – Chair, John Hansen-Flaschen: A draft of the newsletter was presented, and the new name is **Encore-Newsletter for senior and retired faculty**. There is a welcome section, a section on News, a section on lectures and outings (JHF asked Judith to send him the list of upcoming lectures)-(Re lectures' digital posters, we can add the RSVP link so you can respond directly-let's keep things hybrid.) there is a section on Opportunities (check with Mike Beers to have people connect with them on matters related to volunteer clinical service at his clinics)-Fred can take the lead on this; there is a request for volunteer ASEF representatives in local retirement communities. We can expand to include connectivity activities, such as a book club, etc.; another section of In Memoriam-with links to obituaries in the Almanac. The Office of Academic Affairs (OAA) informs PASEF (Sarah Barr), who forwards the announcement to the Almanac. There was a motion to approve the structure of this draft. This goes to the Development office to add it into their template and get it out by February. There was a comment to add a line to invite people to donate to ASEF with a QR code. Yale has a very enriched association of retired faculty-they got a multi-million donation to have their own building on campus for meetings and activities. The version shown does not contain the suggestions from ASEF members. JHF suggested that we all send him again all

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recommendations. Add the Spring reception, etc. and some photos. We can move discussion to the next meeting on whether we should release the newsletter to social media (Instagram, Facebook, etc.).

- c. **Website Committee** – Chair, Joel Greenberg: Joel said that some sections were still incomplete. The minutes are missing for 10 years and there is a problem accessing older minutes. Priscilla and Arberetta are trying to find them. The internal shared drive does not have them and when asked, Vicky does not have them either. Peter commented that if left to secretary to record and file, sometimes they are unable to do so-sometimes they are not recorded at all. You need to have a procedure in a centralized location. We have it currently, but for older minutes we have missing files. Vicky drafted a history of the association and Paul can share it with Joel to include on the web site.
 - d. **Special Events** (includes the Joint Spring Reception for Retirees with PASEF and events, like trips to museums or other venues) – Chair, Yvonne Paterson: Sarah and Priscilla re coordinating this. We have the room. We have the Lantern Theater (2 pm matinee, Saturday, February 3rd); AVA for Friday, March 8th; Paul said that if PASEF pays \$1,000 they can get 50 seats for their members; Monday, May 15th for Lazaretto. The Lazaretto curator will send us an invoice for audiovisual, space rental, etc. for \$1,000. Can accommodate 30-40.
5. **Reports from Ad hoc Committees:**
- a. **Committee to Revise Bylaws:** Fran (chair), Yvonne and Arberetta: Fran commented that they are on track.
 - b. **Community Outreach committee** (Fred Henretig, chair) (to identify and develop opportunities for outreach to the local community, including health education, clinical work, and non-health education): Fred commented that he and Paul reached out to individuals at the SOM and identified a number of potential clinical service opportunities and some non-clinical medical opportunities. A) Overall, they include opportunities to

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work in programs and clinics affiliated by PSOM. They draw volunteers from the area. Mike Beers has 2 separate programs in West Philadelphia where med students from Penn are being supervised by Penn faculty to serve. It is intended to promote equity and diversity. All said they would welcome members from ASEF and need people across the board. The potential negatives are that people will need to be licensed and have coverage for malpractice. B) Some avenues are being explored to provide coverage from the SOM or UPHS. There are also opportunities to interface with community organizations-have identified several such entities. C) Another category would be Habitat for Humanity, libraries, food pantries, etc. Paul added that initially they tried to identify where our members can volunteer. Next semester, we will proceed to those opportunities that can start right away. The malpractice issue will need some more follow-up. Fran mentioned the survey is ready to be put online, asking our members if they would attend or participate.

- c. **Membership Engagement committee** (Fran) (to develop a survey of ASEF members regarding possible new ASEF-sponsored activities to provide opportunities for more engagement by ASEF members and for building relationships and connection among those with similar interests, such as a book club, as well as to assess their interest in volunteering for work in local community)-This was presented by Paul last time. If you want to be on that committee let Paul know and he can add you.

6. **Draft of List of Members of Committees** (Paul Lanken)

Members are asked to please review the following List of Members of ASEF Committees and let Paul know of corrections and additions.

Council members are welcome to join any committee. Priscilla can work with Sarah and make sure people know where to RSVP for waiting lists for committees:

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- a. Lunch Talks and Other Lectures Committee (see Notes – Chair, Judith Aronchick. Other Members: Lesley Carson, Iris Reyes, Paul Lanken.
- b. Newsletter Committee – Chair, John Hansen-Flaschen, Other Members: Judith Aronchick, Arberetta Bowles, Melpo Christofidou-Solomidou, Fred Henretig, Susan Heyner, Judith Mckenzie, Steve Sondheimer, Joan Von Feldt
- c. Website Committee – Chair, Joel Greenberg, Other Members: Jeff Field, Peter Wilding, Paul Lanken, John HF, Steve Sondheimer
- d. Special Events Committee – Chair, Yvonne Paterson. Other Members: Peter Wilding, Susan Heyner, Paul Lanken
- e. Committee to Revise Bylaws – Chair, Fran Barg. Other Members: Yvonne Paterson, Arberetta Bowles, John HF
- f. Community Outreach Committee – Chair, Fred Henretig. Other Members, Judith Mckenzie, Iris Reyes, Ana Lia Obaid, Paul Lanken
- g. Membership Engagement Committee: Chair, Fran Barg. Other Members: Steve Sondheimer, Paul Lanken
- h. Nominating Committee: Chair – John HF, members Yvonne Paterson, Paul Lanken.

7. **Other Business:** Photos of the group were taken by JHF.

The meeting adjourned at 1:23.

Respectfully submitted,

Melpo Christofidou-Solomidou, Ph.D., ML

Secretary, ASEF Executive Council