

ASEF-PSOM EXECUTIVE COUNCIL MEETING

MINUTES

Virtual and in person November 6th, 2023, 12:00-1:30 pm Jordan Medical Education Center “Fishbowl” Conference Room A

Present:

Ana Lia Obaid, Arberetta Bowles (OAA), Fran Barg (v), Frederick Henretig, Iris Reyes, Jeff Field (v), Joan Von Feldt, Joel Greenberg, (v), John Hansen Flaschen, Jana Alrayes, Judith McKenzie, Paul Lanken (v), Peter Wilding, Priscilla Duncan (OAA) (v), Steve Sondheimer, Victoria Mulhern, Yvonne Paterson.

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

Comments by Paul Lanken: Jana Alrayes, Coordinator in the Office of Academic Affairs (OAA) was introduced. She will provide support for ASEF lectures/talks and assist Priscilla with the Newsletter as needed.

#1. Report by Paul Lanken:

- **Introduced Leslie Carson:** Leslie Carson is not present. She is the final at-large-member that started September 1st. She is a retired geriatrician, recommended by Mary Ann Forcea. She is part of the committee on lunch lectures. She has some ideas on healthy aging speakers. We hope to see her at next month’s (December 4th) meeting.
- **Group Photo at Dec 4th ASEF Council Meeting,** Wood Room, John Morgan Bldg. We want to get a group photo of the ASEF Council at the December meeting. John will bring his camera and perhaps can photoshop people who are absent. We will meet in the Wood room at the next meeting, so we have a good background for the group photo.

#2. Report on revised FIAP plan: The administration has been changing some things in response to the University Faculty Senate’s input. Janice Bellace and Paul will be meeting with Laura Perna, Vice Provost for Faculty, who signed off on the revised FIAP policy. At the meeting, they will discuss a list of bullet points (still working on the bullet list).

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- Most important things that Paul thought of and welcomes input after the meeting from the ASEF Council: a) put in an exception of people who have disabilities before 65 so they can take FIAP earlier; b) caregivers whose cagegivee has a major problem so they can take FIAP early; c) in University Faculty Handbook, he would like to see written that the administration should consult with ASEF/PASEF regarding any proposed changes to policy or practices relating to senior and retired faculty. From what Janice said, only the University Faculty Senate is currently listed. ASEF and PASEF are clearly official bodies that are voted on by the populations that they represent, and it would be important to be mentioned as bodies to consult with in the Faculty Handbook.
- There are some rumors that the administration may be considering decreasing some health benefits which are very expensive (i.e., 33% the cost of income of average retirement). It may be good for ASEF to get a foot through the door, so we are not caught unaware without representation.
- Question on disability: There is a university long term disability program that preserves some benefits that are NOT preserved in retirement. We need to make sure this is considered.

There was a reminder that the October minutes were not approved. Paul asked if there was a proposal to accept them. Fred made a motion to approve. Peter Wilding said he did not see the minutes. Arberetta said the heading said agenda and it may have been missed. Paul said he will give members time to review the minutes and if no one emails him, he will assume they are OK and approved.

#3. Report on ASEF budget for AY24 by Arberetta Bowles: Arberetta shared the screen with everyone.

ASEF as of now receives an annual budget of \$15,000. There was a surplus from the previous budget, which was confirmed by PSOM Finance. At the start of the year, ASEF's combined budget and surplus was \$21,118.86. As of today, we have spent

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\$1,784. We have a remaining balance of \$19,000. The expenditures were on catering (\$1,289) and for AROHE dues (\$495). There were 2 requests for: a) Visit Lazaretto and b) for AVA visit. Penn, as a non-profit cannot donate to a non-profit. Finance strongly urged not to submit a request for a non-profit. The request to donate to Lazaretto will NOT be approved if we submit it as a donation. AVA was submitted in the past but not as a donation. We submitted it as a rental. We need to get an invoice from them. If Lazaretto can send us an invoice, we may be able to do it. We need to be careful that we do not make a donation. There are some projected expenses. We cover 50% of the annual retirement party with PASEF. We need to include in the projected expenses the March 18th Mulhern lecture costs. Also, there are additional expenses for the lunch lectures. Arberetta mentioned that the projected expenses are about \$9,000 and we have \$10,000 left. Paul mentioned there are costs for renting internal lecture halls. Arberetta clarified that the costs of \$495 were for such lecture hall rentals.

#4. Reports by Chairs of ASEF Standing Committees:

- a. **Lunch Talks and Other Lectures Committee Chair:** report by Judith Aronchick: On November 28th we have Joseph Baur speaking on Advances in Aging Research and on December 11th we have William Hanson speaking on AI in Medicine: Deus or Machina. In January we have Kevin Volpe on January 24th; for February we will invite Adriana Petrina, a medical Anthropologist; on March 18th we have the Mulhern lecture with Robert Vonderheide; Scott Halpern will be invited to do next fall’s Mulhern lecture.
- b. Regarding the November 28th Lunch Talk, John Hansen-Flaschen commented that there is a rapidly expanding academic community of experts in aging and a growing suspicion that aging can be treated to extend lifespan. The speaker, Joseph Bauer, PhD, is an expert in the theory of one of the possible approaches to do that. Safe and harmless but not proven yet. Paul Lanken added that the

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Bauer lecture will be in the seminar room in BRB II/III, 14th floor and it can accommodate up to 50 people.

- c. Paul added that he has another possible speaker: Steve Treat, ex-president of the Council for Relationships, who can speak on issues of relationships in retirement. April and May are still open. We traditionally have had no talks in June because many people are away.
- d. There was a comment that we could have the lectures in Smilow, shown on the outside monitors. We can also advertise the talks on that monitor. Paul added that we can also advertise the talks on the newsletter of the Office of Academic Affairs.
- e. **Newsletter Committee – Chair, John Hansen-Flaschen** has drafted a final version of the newsletter. It will go to the Penn Medicine Development office for publication. It will be modified based on a template used successfully for other newsletters within the medical school community in the past. The committee produced several sections. We have: a “message” section in each newsletter which is a new section with information that is relevant to senior and retired faculty; a section on upcoming outings and events; a section with opportunities for participation of senior and retired faculty members in volunteer and other affairs; and an “in memoriam” section. The Newsletter committee will meet and have oversight of the newsletter. We will have photographs of speakers, and this can evolve as we get more experienced. It will get distributed electronically to ~1500 members of ASEF, i.e., faculty above the age of 55 or retired. Everyone can contribute to this. Paul commented that Priscilla and Arberetta can keep track (as PASEF does) of how often it is opened. Peter Wilding made a comment that a picture to go with a person we write about is important to be included. John said that Priscilla is the photography editor. If she is not around, others can take photos and contribute to the newsletter. John commented that we need to decide on the name. Regarding copyright issues, the Department will look at legal responsibility. As the Chair of the committee, I think we can have some nice

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discussions on the possible names “Horizon” or “Encore.” Judy commented: Encore is used in music to do some more, so it is a positive word. Fred commented: he had shared an article in the Atlantic by Brooks, the opinion writer, and he talked about the challenges of retirement decisions and career transitions, and he offered that he liked to refer to this process as the “encore years” and Judith and he selected the word from there. So, let’s select that word (Encore) and move forward. We need volunteers to help move this forward. For “In memoriam” we need a 25-word, brief obituary. Paul said that we should aim for the first issue to go to the Development Office in November. We need to aim for 2-3 times a year. We can add a link for any donations to ASEF. Joel commented that the website should have a link to the newsletter. He can work with Priscilla to get this done.

f. **Website Committee – Chair, Joel Greenberg commented:** Comments were made on how the future events are shown. The website is complete on upcoming talks. On the home page of the website, on the front page, you should see an announcement about the next talk. Joel agreed. Paul commented that Peter and John have written ASEF history and Vicky Mulhern was tasked to merge them.

g. **Special Events (includes the Joint Spring Reception for Retirees with PASEF and events, like trips to museums or other venues) – Chair, Yvonne Paterson:**

We have 2 special events for the Spring: Peter Wilding commented that he has spoken to 2 people: a) Scott Quzilech, Chief executive of AVA and b) Director of Institutional advancement at AVA and they proposed Friday, March 8th, at AVA (Academy of Vocal Arts) in the main theater. The agenda will be starting at 11 AM, there will be a brief talk from the CEO (Scott) and from 11:30-12:15 we will hear from 3 or 4 resident artists (who will sing arias). Then at 12:30 they will provide us with a sandwich for lunch. We can make a “donation.” Last time we went there, one of the members of ASEF was so impressed that she wrote a

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check for \$10,000. The only concern is the money (\$2,000). Last time, within a week was sold out. The majority was from PASEF although ASEF did all the work. We need to contact PASEF to see if they want to participate. This was a very successful outing. They can accommodate 50 or 100 easily. Last time there was a waiting list because they were preparing for a rehearsal and could only accept 50 of us. Paul commented that he will meet with Janice and bring it up. We will need an “invoice” to rent this theater and in order for the Med School to pay \$1,000 and PASEF to pay the other \$1,000. We need to confirm this with PASEF. We can ask Sarah. Arberetta commented that PASEF has nothing scheduled for March, so no conflict. Paul asked if there was any objection. Joel commented that there will be a convenient way to collect money from people. We can say on the invitation that a donation is requested at a suggested amount. Arberetta asked if the walking tour for the murals would be later in the Spring and Peter added that there is also a possibility to visit the Brandywine museum and Wyeth studio. The cost for the attendee is \$44. Paul commented that we should also think of the tour of Lazaretto. Yvonne mentioned that we could get the tour, and they can invoice us for it for \$1,000. 40 people would probably be too much. Yvonne can set up a time to visit and get an invoice for us. On May 7th, we have the retirees’ reception. JHF mentioned getting to the Lantern theater in February. They run a play by an Irish playwright, about a healer in a village (“Faith Healer”). They are eager to have us, and we can set up a time. It was a big success last year.

#5: Report by Melpo and Janice Bellace re: meeting to discuss allowing information about associated faculty PSOM in the Hitchhiker’s Guide. This was postponed until the Dec 4th meeting.

#6: Reports from Ad hoc Committees:

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- a. **Committee to Revise Bylaws: Fran (chair)**, Yvonne and Arberetta. Paul commented that we need to present a draft of the Bylaws to the ASEF membership at least 30 days before the vote. Fran commented that they took the existing bylaws and made some changes such as making the language gender neutral and making changes from mail to electronic communication. She recommended that in order to be more inclusive of Associated faculty, we would like to call all “retired faculty” and not “emeritus and retired faculty.” This comes up 4-5 times through the existing bylaws. Wanted to see how the group feels about it. The aim is to get a copy to all and get feedback before sending it out to general ASEF membership. Arberetta commented that emeritus is a title conferred by the university to a faculty member. Paul commented that the organization’s title will still say “emeritus.” We stick with the university definitions but when we talk about the ASEF organization, we talk about “retired.” There was a comment that he wanted to see the word “Senior” kept. Vicky Mulhern added that when the discussions in 2000 were going on, there was a specific discussion on “senior”. That is where they put in “age 55”. JHF mentioned that Yvonne wanted to use this opportunity to change the name of the organization to remove the word emeritus. Peter Wilding commented: When he attended the nationwide meeting for senior emeritus faculty, many organizations had different requirements for their members. Some accepted other non-faculty people to become members. So, we must keep the word “faculty” in there. There was a comment that when the organization was formed the distribution was different. The emeritus status is outdated. Replacing it with “retired” makes more sense. Paul recommended people to get back to Fran of what they thought. Fran mentioned that these changes take time, so we need to act fast.

- b. **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

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club.) Fran commented that she drafted a survey, and she should have it ready within a week or so and she can get it out to the membership. With regards to the bylaws, she will get all comments and send it out to the membership within a week.

- c. **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 shared screen (Arberetta also printed out hard copies for the members who came on site for the meeting). This was crafted as an expansion of the opportunities section of the newsletter. This is the first shot to codify all the work that Paul led from the hospital bed. We tried to organize it around volunteer opportunities for members of our organization. We organized it around opportunities to maintain some degree of medical practice or programs to use our professional backgrounds to be involved in education either in our medical organization or for members of our communities who are interested in medical topics (no hands-on clinical practice); also advocacy opportunities and other. I identified a long-standing program aimed at economically disadvantaged people with no established immigration status and no access to medical care, established by Dr. Larson from HUP ED. There are also a number of medical programs staffed by medical students encouraging med student participation in programs that emphasize equity and diversity. Mike Beers has been running such programs for many years, and he asked him to start another program, in collaboration with Horace Delisser and others, to pull in retired faculty to precept the students. Apparently, a lot of students want to do this. The major obstacle identified is that people need to maintain an active medical license and must be covered for malpractice. There is a volunteer license for senior physicians. The state covers the malpractice for you. Paul commented that we need to ask Fran to put some questions whether ASEF members would be interested to participate in these programs. JHF commented that we put this in the newsletter and the website

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mentions this as an opportunity. Paul commented that there is a lot of interest from people. He made a closing comment that he has fully recovered from his heart procedure and expects to continue serving as Chair of this organization until his term is over.

The meeting adjourned at 1:30.

Respectively submitted,

Melpo Christofidou-Solomidou, Ph.D.

Secretary, ASEF Executive Council