

MINUTES  
ASEF-PSOM EXECUTIVE COUNCIL MEETING  
Monday, October 2, 2023  
12:00pm – 1:30 pm  
Hybrid Meeting: JMEC Conference Room A (“Fishbowl”) and Zoom

**Present:**

Ana Lia Obaid, Arberetta Bowles (OAA), Fran Barg, Frederick Henretig, Iris Reyes, Janice Bellace, Jeff Field (v), Joan Von Feldt, Joel Greenberg (v), Judith McKenzie, Melpo Christofidou-Solomidou, Paul Lanken, Peter Wilding, Priscilla Duncan (OAA), Steve Sondheimer, Victoria Mulhern, Yvonne Paterson.

The meeting was called to order by Paul Lanken at 12:05 p.m. and the minutes of the June meeting were approved.

Paul initiated discussion concerning the upcoming events:

1. Introduction of new Executive Council member: Leslie Carson (not present)
  
2. Upcoming Event announced by Paul Lanken:  
2<sup>nd</sup> Annual Victoria Mulhern Lecture on October 23<sup>rd</sup> 4:30-6 in BRBII/III 14<sup>th</sup> floor.  
Robert H. Vonderheide “The 20-year, overnight transformation of cancer care and research.”  
Question by Yvonne whether 50 people capacity is enough. Will have online capability.  
ADDENDUM: This lecture was postponed until the spring semester due to inadequate venue.
  
3. Report by President of ASEF (Revised FIAP plan update): Paul Lanken discussed how the Univ admin unilaterally changed the FIAP policy. It was voted and approved that the president of ASEF and PASEF write a letter in response to that in protest. Janice and Paul wrote a letter, which was circulated to PASEF Council members. Marshall made several points and recommended to put together an ad hoc group to discuss these issues.

Janice added some comments: That it was unheard of not to have a consultation. Many points covered in the Hitchhiker’s Guide on FIAP need to be updated. Perhaps a consultation with the Faculty Senate, plus ASEF and PASEF

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would be a recommendation. One thing Janice noted is that the age restriction had no exceptions like medical conditions (over 65). There is also a tenure issue. If in phased retirement, you are only eligible for Immediate FIAP? Also, the fact that you now need to sign a non-disparagement clause!

**Paul and Janice** met with faculty senate members asking if they would want to join them on the letter, but they said they wanted to consider it further but did want to see the letter once written. In the handbook, the faculty senate is the ONLY body being recognized for consultation.

Also, there is the issue of the IRS rule: They said 20% to work beyond retirement because of the IRS rule; but the IRS rule has nothing to do with that. The U Chicago says up to 40%. The IRS rule recognizes that the retired may still be part-time with their former employer. The IRS considers up to 50% as part time. The IRS rule does not even catch the fact if you are doing 20%.

**Arberetta:** In regard to the 20% rule, PSOM has applied this rule to faculty accepting FIAP. However, if there is a need and with support from PSOM leadership and OGC, requests that exceed 20% but not 50% are forwarded to the Provost’s Office for review and final decision. Under the Revised FIAP, faculty either take immediate payout or the phased work option. The phased work option requires faculty to work 50% for two-years but are paid 100%. The final payout is made in year 3; there is an approximately 5 months wait period for the final payout. They do this to lessen the tax burden. The rule is that if you submit the request for FIAP prior to the announcement, you have the option between the old and new FIAP. If after the announcement, then you go by the old FIAP.

She was told in confidence that this is a university benefit and because of that, they do not have to consult with employees. But they should have done it as a courtesy.

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Perhaps soften the language of the letter so that it sounds less of an entitlement.

**Janice:** This is established customer practice. They just cannot stop doing this.

**Arberetta:** In PSOM, the academic salary plan is used to determine the FIAP salary.

**Jeff Field:** He is strongly in favor of a letter. We may want to allude to the people that are hurt by the plan. The university is us, the faculty. They need to listen to us.

**Yvonne:** I think the letter should be stronger than “urging.” “We are very surprised and disappointed.”

**Peter:** Shame them by saying they ignored involved and affected members in their decision making.

**Fran:** I appreciate that a private employer can do what they want. In my mind, the contract I signed was changed. Can they do that?

**Janice:** Yes, they can do that. But we asked them (the Provost Office) to give us a year until it is implemented. They refused. We do not know who “they” is. Who is pushing this?

**Fred:** Shouldn’t the univ encourage their faculty to retire?

**Paul:** Ended the discussion and proposed that Janice and he work on this final paragraph and finalize the letter aiming to improve dialogue. Does everyone agree with that? The final version of the letter will be shared with ASEF/PASEF.

**Janice:** Send the letter and if we do not get a response, we can send it to the retirees.

4. Report by President PASEF (Revised FIAP plan update): see above.
5. Reports by Chairs of ASEF Standing Committees: Paul Lanken goes over the individual committees:
  - a. Lunch Talks and Other Lectures Committee – Chair, Judith Aronchick: Paul commented that there was a lecture agreed for the 28<sup>th</sup>, 29<sup>th</sup>, or 30<sup>th</sup> of

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November as a lunch lecture. We need a room to be booked. How about BRB II/III 14<sup>th</sup> floor? In December we have another person (Petrina)-Medical Anthropologist). In the Spring there is another possibility (David Ash -Prof of Internal Medicine) or (Scott Halpern-Pulmonary-end of life decisions).

**Comment by Fred:** liked both speakers.

**Comment by Arberetta:** Votes for Scott.

**Comment by Vicky:** Votes for Scott

**Comment by Paul:** Invite Scott as most favor him for the lecture.

**Comment by Paul** on other lectures: 1) Kevin Volpp (just stepped down as Chief of Health Policy Division, PSOM), new role for AHA to prevent heart disease. 2) Karen Reivich (Psychology department-studies resilience-how to avoid sabotaging your communication with your spouse or kids). 3) Kevin Mahony (UPHS community outreach efforts). 4) Steve Treat (former President of Council for Relationships)-can discuss challenges of retirement.

- b. Newsletter Committee – Chair, John Hansen-Flaschen. **Comment by Fred.** The committee has not met. Is there something coming up in October? First Zoom meeting is scheduled for October 18, 2023, afternoon.
- c. Website Committee – Chair, Joel Greenberg. **Joel comment:** The web site is ready. Priscilla did a great job finalizing it. **Arberetta comments:** We need Arberetta and Priscilla to attend the meetings; they responded that they do attend them.
- d. Special Events (includes the Joint Spring Reception for Retirees with PASEF and events, like trips to museums or other venues) – Chair, Yvonne Paterson. **Comment by Peter:** He is organizing a trip to the Brandywine Museum for a guided tour, behind the scenes, a visit to Andrew Wyeth studio (they have 3 buses, and you can get taken there), followed by a lunch. The museum can manage up to 30-50 people. It would cost \$50. We pay 50% for council members subsidized by ASEF.

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**Peter comment:** Visit the academy of vocal arts. There is no negotiated fee. Last time it was a \$2,000 donation shared among ASEF/PASEF. Peter can look into that.

**Fred comment:** Fred asked what funds are available to ASEF. Lisa Bellini (dean) approves these funds. He suggested that we save the budget for other things and ask our members to pay out of pocket the full cost.

**Paul comment:** Paul commented that the AVA is open to all. The ASEF/PASEF paid a donation but was not asked to pay any fee for the members to visit.  
**Arberetta:** Some funds are available for such events.

**Yvonne:** Yvonne reported that she went to a lecture by a writer who wrote about Lazaretto, which was a facility in Philadelphia to accommodate epidemics. The place was built in the 1790’s and is being restored. It is on an island and is known for housing patients with yellow fever. All ships with imported immigrants had to stop at this island, quarantine them, etc.

**Arberetta comments:** For events ASEF wishes to give a donation, information is needed well in advance for PSOM Finance to look into tax implications. That may determine feasibility.

**Paul:** Paul asked whether we have a date for the annual retirement reception? This is managed by Sarah Barr who supports PASEF. It was reported that we are looking at May 16<sup>th</sup>, 2024, at 5 PM.

6. Discussion regarding ASEF information for associated faculty that would not be in the Hitchhiker’s Guide.
7. Discussion of Proposal to create new Ad hoc Committees: **Paul Lanken comments:**
  - a. Revised Mission Statement committee (current Mission statement needs updating)-we all need to look at it and comment. Paul suggested that Fran, Arberetta and Yvonne look at this and propose updated language.
  - b. Membership Engagement committee (to develop a survey of ASEF members regarding possible new ASEF-sponsored activities to provide opportunities

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for more engagement by ASEF members and for building relationships, such as a book club. Perhaps email our members and see what they are interested in. Part of this is to promote value of relationships, shared activities, and relationship building, that may help with retirees who get depressed.

- c. Community Outreach committee (to develop opportunities for educational outreach to the local community).
- d. **Comment by Ana:** Ana reported that there are 4 members in the committee on community involvement. Mitch Marcus and Ana are co-chairs. Other members are Janet Dietrick and Brian Salzberg. They stated that they tried to work with the public schools and the Netter Center. Had many meetings and realized the Netter Center has its own plans. Impossible to connect at that level with the students. You need many clearances to enter the schools. Cannot even communicate by zoom. So, it was impossible to plan anything. But the univ has a plan at the library via a person called Gina. There is a collection of books that can be accessed. Ana has a connection with the public library at 40<sup>th</sup> & Walnut. PASEF is to give lectures during the academic year.

**Paul Lanken:** Paul suggested that we talk at the next meeting on what will be done in the future now that we have heard in detail by Ana Lia of what has already been done.

**Peter:** Paul suggested that we could ask Arberetta to clarify how much money we have, how to spend it, etc. Arberetta can present the spreadsheet and we can add this to the next meeting’s agenda.

The meeting adjourned at 1:30 PM

Respectfully submitted,  
Melpo Christofidou-Solomidou, PhD, ML  
Secretary