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History of University of Minnesota Retirees Assn. Inc.
1976-1983 (To July 1, 1983)

Teachers and administrators who look back on interesting and varied careers sometimes joke that life in education means to get into a rut and polish it industriously for a lifetime. However inappropriate that characterization may be, walking in the educational rut teaches the value of organization, planning and working together.

The founding of the University of Minnesota Retirees Association was a natural product of retirement, a new experience which left persons accustomed to work together somewhat dislocated and largely without the benefit of group communication. Only a few years earlier, survival to "old age" was not the dominant social pattern but now, with income from U. S. Social Security, institutional pensions, and improved safeguards for personal savings, teachers came to hope for a few golden years of independence. This hope encouraged them to create the Retirees Association.

The triggering action, however, came from the board of directors of the Campus Club. A member of the board, Willard L. Thompson, moved on Nov. 18, 1976 that the club arrange courtesy events for its retired members, then approaching a hundred in number. The club's entertainment committee, co-chaired by Marie Eller of University Libraries and Bruce Anderson of Recreational Sports was asked to help and a separate committee of retired Campus Club members, Mabel K. Powers and Benjamin Lippincott, co-chairs, Louis Keller, Francis M. Boddy and Edward Gerald, members, was asked to help rally the retirees for the special events.

Eller and Anderson started by arranging a luncheon for the retirees on Dec. 22, 1976, at which Henry Koffler, vice president for academic administration, was the speaker. He was, of course, representing the president, C. Peter Magrath who, under informal terms of protocol known

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well known to travelers in the polished rut, had been invited first but was not available that day. Koffler made a nice speech, but he was, as it turned out, upwardly mobile. Soon he was president of the University of Massachusetts at Amherst and, two years later, head of his undergraduate alma mater, the University of Arizona at Tucson.

Eller and Anderson arranged a bus tour for the Campus Club retirees May 23, 1977 to the Eloise Butler Wild Flower Garden. Another characteristic of the higher learning emerged from this experience. The expert guides for the trip through the gardens were Lucy Abbe, a faculty wife who had a second career as a teacher in the field she shared with her husband, Ernst, botany and biology, and May Wright of the University's Computer Center, whose love of wild flowers blossomed under the surface of less colorful professional assignments. It hardly need be said that both guides accepted considerable comment volunteered by other experts of the classroom and the garden as the tour proceeded.

In mid-summer, July 27, 1977, Dean Fred Lukermann of the College of Liberal Arts, a geographer specializing in human and historical events and influences, was the guide and ^Mcomentator on a bus tour of three neighborhoods in the Twin Cities where old-world traditions influenced the design and ornamentation of homes and churches, the planting and shaping of hedges and shrubs, the use of fences, and thrifty customs of orderly maintenance.

These events served to remind the retirees of pleasant personal associations enjoyed while on active duty and, well before the Campus Club's brief courtesy program ended, plans were underway to form a retirees association. The club's list of retired members was used to organize a meeting on Dec. 9, 1977. The first dues, totaling \$160, were collected on that occasion from W. D. Armstrong, Wayne L. Adams, Gertrude S. Battell, Phyllis Bucek, N. H. Ceaglske, Donald W. Cowan, Dean S. Fleming, Edward Gerald, Alvin R. Johnson, Roy V. Lund, Ralph E. Miller,

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Edmund A. Nightingale, William L. Nunn, Annette N. Pearson, Inga R. Platou, Mabel K. Powers, Katherine Reik, Edward B. Stanford, Dorothy L. Sheldon, Donald R. Torbert, Cornelius A. Van Doren, Dorolese H. Wardwell, and Wesley W. Spink. It was agreed at once that spouses would be--ought to be--members in their own right and some of the persons present paid dues for both.

The members of the informal organizing committee were elected as temporary officers for the purposes of arranging formal organization. Lippincott, as co-chairman, was handicapped by dividing his time between Cape Cod ^{and} Minneapolis, but he accomplished much of the necessary work in a hurry. A committee consisting of Maynard E. Pirsig, chairman (Law School), Charles H. McLaughlin (Political Science), and Edmund A. Nightingale (School of Management), drafted a constitution and bylaws. There was discussion of qualifications which resulted in about the same membership eligibility used by the Campus Club. The draft documents were ready in time for Pirsig to draw up an application for incorporation and file it on October 12, 1977. Characteristically, he paid the state filing fee and the county registration fee personally.

F. M. Boddy, Benjamin E. Lippincott and Mabel K. Powers signed the incorporation papers. As required by law, the document was filed for record in Hennepin County May 25, 1978 (indexed as Document #4380490).

The organizers of the Association were well known on campus. Boddy, an economist, had been active in faculty affairs before joining the administration as associate dean of the Graduate School. As he explained to friends, his policy when asked to do something by way of service to the group was to avoid negative response. Among his self-assumed tasks were the presidency of the Citizens League and economic and taxation adviser to state administrations.

Lippincott was a graduate student at the London School of Economics and Political Science in the heady days when Harold Lasky and a group of

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political activists were on the faculty. He developed an activist outlook of his own which made him widely known as a political theorist and practical scholar of politics. He was one of the founders of Americans for Democratic Action in Minnesota. Gifts to the London School, to Yale, and the American Political Science Association, enabled him to recognize a small group of outstanding scholars annually. Both Boddy and Lippincott took faculty leave to serve as officers in World War II.

Mabel Powers was director of student personnel in the College of Liberal Arts whose concern for students as individuals created a multitude of friendships throughout the state.

Ray Archer served as director of Insurance and Retirement under several of the University vice-presidents for business administration who lacked Boddy's predisposition to say "yes" to better pensions. The Retirees wanted his experience in dealing with adversity.

Clifford Plank and Alfred Cheese were former controllers of the University. Annette Pearson had headed the Payroll Department for many years.

Wesley Spink, as a result of his teaching and research reputation, was among the first to be appointed to a Regents professorship. He liked most to talk about the faculty friends he had helped as a physician in University and other hospitals. Donald Cowan had been a physician at the University, and later director of the Student Health Service, which he helped rename for Ruth Boynton, his predecessor as director.

Plank and Cheese, as retirees, cleared the way for the group mailing activities of the Retirees when they obtained a University business office accounts receivable budget number so that, for the usual fees, the Retirees could obtain access to the duplication and mailing services of the University. Group mailings have continued to be prepared this way. Later, as it became apparent that the role of the Retirees Association was friendly and supportive of the University, access was granted to lists of retired staff persons and use of that information helped bring

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about a rapid growth of members.

The Retirees Newsletter reaches all members and, indeed, is the largest item of expense for the Association. It was started by the first secretary, Ed Gerald, who also served as treasurer, and continued by Florence Julian (whose steady solicitation of members almost doubled the size of the association), Dorothy Guilford and Isabel Harris. Julian is former professor and director, Nursing Services, University Hospitals. Harris is a former director of the University's School of Nursing. She took a doctor of philosophy degree at the University and other degrees at Michigan and Johns Hopkins. A separate newsletter editor, John Cameron Sim (Journalism) was appointed in October 1981 when it became clear that the secretary could not do both jobs regularly. Sim celebrated his appointment with a bypass operation in University Hospitals but, with luck and fine cardiac care, returned as editor in a few weeks.

Ray and Edna Shove joined the association early. Ray^(Library School) served as chairman of the first program committee and Edna was a member. She at once started to build association cohesion and attendance at meetings. She organized the first calling committee to get in touch with all members ahead of each meeting and continued as chairperson for two years. Dorolese Wardwell (Education), who had teamed with Edna in the organization work, took over the committee. The work was shared from time to time by Eleanor M. Anderson, Evelyne Boddy, Roxana Ford, Margaret Grainger, Dorothy Guilford, Dorothy Longfellow, Cornelia McCune, Mabel Powers, Betty Miller, Mildred Templin, Marian Meyer, Ethel Sullivan, John Arnold, Isobel Anderson and Harriet Vaux. Edna Shove and Dorolese Wardwell took telephoned reservations for luncheon meetings and often were helped by others. In 1982-83, after the membership had grown to more than 400, the calling task outgrew the benefits and the committee gave up regular calling. However, with Wardwell leading the way, an effort to provide transportation for members who need it continued and the membership list was sorted into geographical areas to facilitate division of the

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workload. Gisela Konopka, a member of the board, later sorted the list into postal zones. The Campus Club staff took over the work of accepting reservations for Retirees luncheons on the telephone.

The Club has assigned the Retirees to its East Wing dining room for meetings--a delightful room of appropriate size. This co-operation, premised on the fact that most Retirees are Club members, has made it possible for the Retirees to maintain a viable organizational program. At the suggestion of Dimitri Tselos, the Club provided lightproof drapes for the room, which is heavily used not only by the Retirees but by other campus groups, so that film and slides could be shown.

The first program committee, led by Ray Shove, surveyed the preferences of the members as to time of meeting and chose the third Wednesday of each month. Other meetings important to members conflict--for example one of the most valuable committee chairs, Annie Laurie Baker of the Health Care group, was never able to attend the regular luncheons but she operated on other days with invited speakers and a well-developed set of health care objectives. Efforts of the Association program committee to find an alternate meeting day have not succeeded. Morning and afternoon meetings were held for two years to provide more leeway for those with conflicts but, in 1982, the noon luncheon pattern came to be the standard. At least one meeting a year is held on the St. Paul Campus in the Student Center dining rooms. At the Campus Club members are given the option of choosing their food in the cafeteria line or of table service with a menu announced in advance.

The program committee survey also helped set up a general plan for selection of speakers and events off campus. The clear popularity of programs devoted to local travel and tours, with an opportunity for booking international travel, resulted in the formation of a travel and tours committee. A section is devoted to short trips in Minnesota and nearby states and it also arranges for such popular events as trips to the

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University Arboretum, the Minnesota Zoo, the Science Museum, and historical sites, such as the James J. Hill Mansion, theaters, distinctive restaurants, and sporting events. Gordon Mork, who travels in part to enjoy his Norwegian heritage, was the first chairman of the tour committee and was succeeded, first by Ed Haislet, formerly director of the University of Minnesota Alumni Association, and then by Janet Widseth, who conducts tours for the alumni. The committee divides up the work load. For example, Juliette Myren frequently takes telephone reservations and makes local trip arrangements. Ralph Wayne uses his years with the Agricultural Extension Service and the College of Agriculture to organize trips in the state and nearby. Richard Guilford, Henry Ballin, Theodore Olson, and others, manage individual events.

Wesley Spink, the first president elected after incorporation, was drawn to the Association by his interest in medicine and in aging as a medical concern. The programs he arranged drew on the family practice group in University Hospitals and on health care organizations such as Minneapolis Age and Opportunity Center headed by Daphne Kraus. He pressed a personal search for alternatives to nursing home care and explored possible roles of the Association. One of the models he examined was the State Employees Retirement Association of which Joseph J. Bright was president. Bright, as one of the luncheon speakers invited by Spink, said that he recommended a plan of political lobbying and education like that his group was pursuing. These former employees asked the state to repeal the income tax on pensions, to provide a health care subsidy equal at least to the premium for Medicare B, to supplement pensions with cost of living allowances on the pattern of federal Social Security, and to improve pensions of persons retiring before 1973 by use of a formula based on the highest five years of earnings. Mr. Bright's organization demonstrated its effectiveness in the next session of the Legislature when substantial parts of the program were granted, including a most welcome reduction of

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the income tax on pensions. In place of a regular cost of living increase, the state employees obtained a two-year bonus payment. Mr. Bright represented several thousand former employees and the University retirees numbered only a few hundred. Moreover, the University faculty and staff retirees concluded they could not appeal to the Legislature directly because the Regents and the University Administration, not the Legislature, had first and last to approve adjustments in their pensions. After the state employees got their bonus, however, the University arranged for a small increase in the University supplement to the regular retirement payment.

It was during Spink's term that the board showed itself to be incorruptible--at least in small but significant matters. The board of directors, at its monthly meetings, decided that individuals should pay 40 cents a cup to the Campus Club for the coffee they consume rather than charge it to the Association treasury. This decision was followed by one asking the members to pay 85 cents each for coffee and cookies served by the Campus Club at morning and afternoon meetings of the Association. The notice of the charge, placed on the serving table, attracted some comment on the high price of chocolate chip cookies but no rebellion. There may, however, have been some abstention. The Association treasury was saved from gastronomic peril.

Another question considered by President Spink was whether the Association should ask the University for office space and modest financial support. After all, the retirees are a University organization. The question was raised, "trial balloon" style, with University officers below the vice presidential level, but no answer was received. A year or so later, in a conference with Ralph Miller, another Association president, President Magrath said he had decided against that kind of expenditure. However, the Association and its officers gained a listing in the faculty and staff address book and an assigned part in pre-retirement briefing

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of the faculty and professional staff.

Even though some of the officers have been mentioned above, it seems desirable to provide a full record to date. The temporary officers named for purposes of organization were succeeded by others named for the interval before formal incorporation was approved. This interim group consists of Boddy, president; Powers, vice-president; Gerald, secretary-treasurer; Archer, Pearson, Cowan, Cheese, Lippincott and Spink, directors. A month later, in an emergency, Boddy was appointed acting executive secretary of the Minnesota State Investment Board and resigned; Powers took over. The first regular officers and directors were elected on June 5, 1978:

President, Wesley W. Spink
Vice president, Roxana R. Ford
Secretary-Treasurer, Edward Gerald

Directors: one-year term, Boddy, Powers, Cheese; two-year term, Raymond Shove, E. W. McDiarmid, Dorolese Wardwell; 3-year term, Cowan, Alfred L. Vaughan, and Ray G. Price.

Elected July 1979:

President, Ralph Miller
Vice president, Mabel K. Powers
Secretary, Florence Julian
Treasurer, Clifford Plank

Directors: holdovers, Shove, McDiarmid, Wardwell, Vaughan, Price. Newly elected, three-year terms, Boddy, Cheese, Gerald. There was one vacancy caused by the death of Donald Cowan, who departed as he might have wished, playing golf with friends on a pleasant day.

Elected July 1980:

President, Mabel K. Powers
Vice president, Gordon Mork
Secretary, Florence Julian
Treasurer, Clifford Plank

Directors: new, for three-year terms, Burton Paulu, Raymond Shove, Virginia Kivits. Inga Platou had served as interim replacement for Cowan.

Elected July 1981:

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President, Gordon Mork
Vice president, Ray Price
Secretary, Isabel Harris
Treasurer, Harold C. Pederson

Directors; New, for three-year terms, Walter Breckenridge, Florence Ehrenkranz, Gisela Konopka. Alfred Cheese had resigned and Frank Pieper succeeded him by appointment.

Elected July 1982:

President, Edwin L. Haislet
Vice president, Frank Pieper
Secretary, Isabel Harris
Treasurer, Clinton Johnson

Directors: New, for three-year terms, Ernst Abbe, Gertrude Esteros, Theodore Olson.

*Cont
1983*

A record of the membership growth of the Association highlights the importance of steady effort by the secretaries, Florence Julian, Dorothy Guilford, and Isabel Harris. The Association minutes show that in January 1979 the membership total was 202; October, 1979--310; February 20, 1980--334; April 16, 1980--343; May 21, 1980--400; November 18, 1981--420; July 14, 1982--454; September 1982--462; October 20, 1982--466.

In contrast to the growth in membership, the attendance at the monthly meetings has not changed as much, running 70 to 80 persons. A count during 1979-80 showed 60 persons had attended five or more meetings that academic year and that 250 had attended at least one meeting. The largest attendance, 116, was on the occasion of President Magrath's address. Fifty persons had served on committees. However, those who attend meetings and hold membership in committees still are looking for ways to persuade more members to attend meetings.

Preretirement Seminars

An association made up predominantly of teachers naturally has an impetus to teach as well as to support community values. As indicated above, the Association, during two years in which members demonstrated

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their ability to help the University prepare staff members for retirement, earned a regular role in winter and spring seminars for that purpose.

Shirley M. Clark, while assistant vice president for academic affairs, coordinated the briefing program. When she chose to return to full-time teaching she was succeeded by Betty Robinett and the role of the retirees was continued. The Association newsletter of March 16, 1983 explains the pattern of these meetings:

April 5--Economic side of retirement: Money management, changes in expenditures, the Faculty Retirement Plan, Social Security and Related programs.

Speakers: Harold Bernard, director, Employee Benefits Department
Andrew F. Whitman, professor of finance, insurance and law. A field representative, not named, of the Social Security Administration.

April 12--Health and Welfare: Health insurance, health promotion, nutrition.

Speakers: Robert Provost, Minnesota Insurance Information Center,
Dorothy Lundin, chairperson, Retirees Association Health Care Committee, Paul Addis, professor, Food Science and Nutrition.

April 29⁷--What they don't tell you about retirement: the point of view of retirees.

Speakers: (all representing the Retirees Association) Mabel Powers, Edna Shove, Gerald McKay, Robert Keller.

April 26--Retirement living: Twin Cities Metropolitan Area Retirement Communities; housing plans of the University Retirees Association, their current status and projections

Speakers: Virginia Kivits, professor emeritus, General College; Gerturde Esteros, professor emeritus, Design, College of Home Economics, chair of the Association's Retirement Living Committee.

Retirement Living

A retirement living community was mentioned formally in the minutes

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of Sept. 12, 1979. Interest had quickened when Virginia Kivits, later a member of the Board and of the Program Committee, distributed a brief description of retirement residences in Minneapolis-St. Paul to the board and gave copies to others who asked for them. She explained the information later and made it available to the University preretirement seminars.

Under the leadership of Ralph E. Miller, as president, a Retirement Living Committee chaired by Edwin L. Haislet was formed Dec. 5, 1979. Haislet, as indicated, is a former director of the University of Minnesota Alumni Association. Mabel K. Powers, successor to Miller as president, maintained the board's interest in the project. High interest rates and other unfavorable conditions slowed discussion for many months. A questionnaire on housing was distributed and the results released March 18, 1981. Under joint sponsorship with Continuing Education and Extension and the Earle Brown Center, the Association sponsored a seminar on retirement living in the Center on May 3, 1981. The arrangements committee was chaired by Irene Hoebel. Those attending paid a substantial fee, \$25 for an individual or \$35 for a couple, to help finance the seminar. Representatives of the Ebenezer Society and the Wilder Foundation, both experienced builders and operators of retirement housing, were on the seminar program and a representative of the Department of Housing and Urban Development explained the agency's role in helping to finance certain projects.

After the Earle Brown Center seminar, the work of the Retirement Living Committee fell substantially on the Design subcommittee, chaired by Gertrude Esteros. This committee, after several weeks of work, reported in May 1982. Members working with Esteros were Dorothy Hopp, Joe W. Skovholt, Beatrice Tselos, and Dimitri Tselos. The report is professional in scope and competence, the kind which would have cost several thousand dollars if prepared by outsiders. The members invested both personal time and money without reimbursement, inspecting 21 existing retirement communities in Minneapolis, St. Paul, Iowa, Indiana, Florida, and Arizona.

Graduate students interviewed residents in three Twin Cities communities to determine the degree of satisfaction or dissatisfaction with their building and its services. In the committee's opinion, a social community has to be achieved to make the building an acceptable home. One feature, congregate dining, was described as "important" or "very important" by all retirement housing residents interviewed. Design has to accommodate changing physical needs of the residents, the report says.

"Ownership Complexes for the Elderly--Facilities that do not have health care facilities associated with them have a unique problem. What happens as a resident's health declines? Who decides if a person can no longer live independently? What rights does the owner have? It would seem essential, when developing this type of housing, to develop a definition for independence and guidelines concerning the ability to live independently. . . . The definition of independence will affect the complex design and how the group approaches it." (p. 27)

In the course of its study, the committee consulted Jerry Glaser, a consultant to the Ebenezer Society, John Briscoe, president of the AHW corporation (for Amos H. Wilder Foundation), Craig Anderson and Val Michaelson, architects, Jack L. Bowersox, architect, Patch, Erickson, Madison, Watten, Inc., architects and planners, and Ray Harris, housing developer and builder. A group of University teachers and specialists, Roger Peterson, energy specialist in the Design department, Harold Bernard, Employee Benefits Office, Gary Ogren of the Payroll Department (for a count of the number of faculty and staff by age groups), Robert P. Olson, food science and nutrition, Russell Farrell, health sciences, and Paul Rupprecht, director of Boynton Health Service. The Health Care Committee of the Association, chaired at the time by Isabel Harris, provided recommendations for health support facilities. Limited medical services were recommended for the residence.

The Design Committee's report estimated construction and development

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costs, based on 100 apartments, at \$60,000 to \$62,506 for each apartment.

Apartment sizes projected are:

Kind	Net space	Percent of total
Studio	450-500 sq. ft	6
1 bedroom	600 to 750 sq. ft	33
2 bedrooms	800 to 1000 sq. ft.	51
3 bedrooms	1100 to 1300 sq. ft.	10

The committee added 25 per cent to the "gross space estimate" to allow for common space, or 12,312 sq. ft. Individual living units would take up 72 per cent of the building, garage space 20 per cent, and community or public space 8 per cent. A final plan had to envisage expansion, the committee said. "A building which simply houses people is sterile. This building, planned to foster human growth and fulfillment, will become a living organism," the report said.

After the report, which was adopted with high praise, came the prolonged negotiation to comply with zoning regulations, or to obtain exceptions. The City of Falcon Heights and the residents of University Grove, which adjoins the site, had to be consulted. Land leasing had to be negotiated with the University, loans arranged and apartments sold in order to finance construction. Builders and developers had to be selected and the construction completed.

The Association elected Haislet president and Esteros to the board of directors. Afterward, Esteros succeeded Haislet as chair of the Retirement Living Committee. A Housing and Retirement Corporation was formed in November 1982. The incorporators were Haislet and Esteros, and three former Association presidents, Gordon Mork, Francis M. Boddy, and Ralph E. Miller.

Other committees have been assigned special tasks.

Health Care Committee

The Health Care Committee originally was chaired by Annie Laurie Baker, professor and director, emeritus, of Hospital Social Services. She

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drew around her associates experienced in several specialties. Wesley Spink, as president, sought out Miss Baker at once when the committee was authorized. Other members of the committee of record have been Eleanor Anderson, Florence Brennan, Audrey Coulter, Helen Kretchmer, Alfred Cheese, Myron Messenheimer, Theodore Olson, Burtrum Schiele, Alma Sparrow, James Stephan, Ruth Stief, Helen Skowlund, Isabel Harris, professor and director of Nursing Education, emeritus, and Dorothy Lundin, Nursing Education, emeritus, have been chairs of the committee since Miss Baker gave up her place. Harris was persuaded to take the post of Association secretary and, in order to do so, gave up leadership of the Health Care Committee, but maintains an active interest. Dorothy Lundin than took over.

Alma Sparrow had been director of Public Health Nursing and Ruth Stief later held the same position. Helen Slocum was professor of Health Education, Florence Brennan was professor of Nursing. Helen Skowlund was professor of physical medicine; James Stephan was formerly professor of Hospital and Health Care Administration. Alfred Cheese was controller emeritus; Burtrum Schiele was professor of psychiatry, and Theodore Olson was professor of Environmental Health. Myron Messenheimer was formerly psychiatrist in the Boynton Health Service. Eleanor Anderson, who assists more than one committee, was formerly in Public Health Nursing.

The committee held meetings regularly at which health care problems were discussed with active teachers and administrators in specific areas. The members then published recommendations in the Newsletter of the Association and there are plans to collect this information in a pamphlet. In its first Newsletter article, the committee undertook to provide retirees with knowledge of how to use University Hospitals, admittedly a large and confusing institution. Many persons assumed that services were available only upon referral by a physician, but the hospital and clinics now generally accept patients on a fee-for-service basis. Emergency care is

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available but the University does not have ambulance service. Boynton Health Service, intended primarily for students, also accepts fee-for-service patients in addition to those faculty and staff persons who hold memberships. The dental clinic in the Health Service building is open on a fee basis and membership in Boynton Health Service is not required. Dental care also is available by appointment at the School of Dentistry.

One particularly useful insight shared by the committee is that persons seeking access to nursing homes can expect the most help from social service departments of hospitals in which they are patients. The applicant, however, should give as much notice as possible. The detailed report was in the Newsletter for July 17, 1980.

Harris succeeded to the chair in 1980 and Dorothy Lundin took over in July 1981. It was Lundin who persuaded Theodore Olson, formerly of the School of Public Health, to join the committee even though he had refused other invitations to committees or to elective offices. It may be that the turning point for Olson was when he served as co-host to the retirees on their visit to the Swedish-American Institute. He and his wife, Grace, are members of the Institute and arranged a most cordial atmosphere for the visitors. The happy occasion may have thawed Olson's "no more committees" resolution.

next
Dorothy Lundin carried on the work begun by Baker and Harris. She distributed "Vial of Life" packets to all members for display at home in a designated spot. The packet informs paramedics and others arriving in an emergency about allergic reactions and drug uses of a person who is ill.

Members of the committee conferred at length with the Retirement Living Committee on design to help plan health care facilities that might be incorporated in the retirees residence being planned. The committee's insight also caused its members to be used regularly in the University's seminars for retiring faculty and staff. On other occasions, the committee has described other community organizations, such as "First Call for

Help," which offer free advice on an emergency basis. The Vial of Life packet distribution was preceded by a contest to select a logotype for the committee. The winning design was prepared by Walter Breckinridge, formerly director of the Bell Museum of Natural History.

Internal and External Relations

The Liaison Committee, visualized as a vehicle for cooperation with other organizations interested in senior citizens and for obtaining information wanted by the Association, was established early, at the same time as the Health Care Committee. Francis M. Boddy, because of his experience with state government and with University committees, was named chairman after his work with the State Investment Board ended. The work assignment of the committee was too large for one person or committee, however, and the group was divided in two parts, Internal for work with the University, and External for work with other organizations. Boddy kept the liaison work with the University and Alvin R. Johnson and A. Lucille Johnson, who were already working with several major organizations, undertook the external liaison task.

Boddy interpreted his assignment as, in part, troubleshooting for members of the Association needing help to communicate with such committees as the Senate Committee on Faculty Affairs, a special task force on pensions appointed by Vice President Robert Stein of the University, and the University Administration in general. Stine soon returned to the Law School as dean but the review of University pensions continued. Boddy was appointed to the task force along with C. Arthur Williams, Jr. of the School of Management and Harold Bernard, director of the pensions and insurance section of the Employees Benefits department.

The task force proposed a restructuring of the University's benefits package to provide a pension based on a defined per cent of salary for the last five years of employment. This would replace the "defined contribution" plan then in use which stipulated what an employee would

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pay in but the pension, itself, could not be calculated until the month of retirement. The obvious shrinkage of benefits because of inflation was one of the elements of the plan which the committee sought to modify. However, its charge limited it to use of money then devoted to employee pensions and the plan devised had to redistribute total funds rather than add to them. The revised plan was criticized by some faculty members as likely to reduce their future benefits in order to create a small buffer against inflation. The amount of the transfer to older persons was not large but objections blocked the proposal.

The Senate Committee on Academic Affairs voted to reject the plan and to substitute for it a projected 3 per cent annual raise for some retirees. It was also proposed that a minimum pension of 40 per cent of the average of earnings during the last five years be paid to employees with at least thirty years of service.

At this juncture, the Association sought to invite members of ^a Board of Regents committee to a meeting so that the needs of the retirees in general could be discussed. Only one of the regents, David Lebedoff, accepted and his reason, he said, was the help he received as a student from Mabel Powers, then president of the retirees, in her capacity as director of student personnel of the College of Liberal Arts. At the retirees meeting, he assured his audience that everybody at the University needed more support and that higher education would suffer unless the state contributed more money.

One result of the general discussion of pensions was that the University decided to convert a small bonus it had paid to faculty pensions for two years into a regular supplement. This meant adding around \$20 a month to payments to individuals.

Al Johnson's reports as chair of the external affairs committee provided information about health maintenance organizations and their rates, state agency hearings on senior citizen's proposals, actions of

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the Minnesota Board of Aging and the terms of the state plan for payment of benefits, including catastrophic insurance, which soon was cancelled by the state. About the time the two Johnsons became invaluable to the Association they turned up in Sun City, Ariz. as permanent residents. Verna Mikesh succeeded as committee chair.

Operating Income and Costs

Clifford Plank, former controller of the University, was a charter member of the Association and a member of the first board of directors. He was elected treasurer of the Association in July 1979 and served for two years. His report of June 1981 provides a representative summary of the Association's financial operations--extremely modest because so many members work as volunteers. For the year ending June 30, 1981, the Association had income in dues and interest on deposits of \$2175.91. It carried forward a cash balance of \$2083.55 at the beginning of the year. Expenditures were \$1245.02 from regular operations and a \$5.96 deficit from one of the field trips, leaving a balance of \$3008.48. Of this amount, \$2700 was in a savings account so that it would earn interest and the checking account was \$308.48. Since that time, the savings account has been combined with the Association's Enterprise Fund balance of \$823.57 as of June 30, 1981 so as to earn somewhat higher rates of interest. For the first time this change put pressure on the cash flow of the Association and the modest dues structure of \$5 per member, \$10 per family, per year.

Plank retired from shoveling snow during his term as treasurer by moving to the Ebenezer Society's 7500 York residence, and his successor, Harold C. Pederson (Agriculture and Applied Economics) did likewise. Their successor, Clinton T. Johnson, associate vice president emeritus and former treasurer of the Board of Regents, is trying to help the Retirement Living Committee establish a residence near his home in University Grove. With such talent available, it is clear why the Retirees Association can operate so efficiently.

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The Association has another asset which it hopes will grow, an account with the University of Minnesota Foundation established by gifts from Maynard E. Pirsig, as explained above. The balance in this account increased \$924.93 between June 30, 1980 and the same date in 1981 from interest earned and additional gifts. The account is controlled by the Foundation but earmarked for activities of importance to retired persons and for pre-retirement seminars for University faculty and staff. Persons who wish to make gifts which can be deducted from income tax should send them directly to the University of Minnesota Foundation for the account of the University Retirees.

One other item is worth recording. Members of the Board of Directors show continuing concern for the burden of work placed on the secretary and the treasurer. This concern led to efforts to buy the services commercially and the best price was given by State Organization Service, a University-sponsored office restricted to not-for-profit organizations. That organization's charge for doing the work of the secretary and the treasurer is more than the total income of the Association. The volunteer work of the secretary and treasurer thus prevents a large increase in the amount of dues now paid.

A Sampler of the Programs

The tradition of program excellence was established when Ray and Edna Shove surveyed the membership to obtain insight into their preferences. The Shove partnership gathered a program committee large enough so that one program event could be assigned to a member of the committee and Errett W. McDiarmid, former University librarian and former dean of the College of Liberal Arts, chose Regents Professor Ad Hoebel as the first of a substantial line of competent and distinguished colleagues to appear.

The Shoves were succeeded by Ray and Kay Price. Then came Virginia Kivits, formerly of General College, and teamwork with Burton Paulu which continued into Paulu's term as chairperson because of his travel

commitments. Frances Paulu, as executive director of Minnesota International Center, cannot often take part in the work of the program committee but she and Burton did team up to describe their experiences at Moscow University where Burton served for four months as the first American teacher of mass communications.

The original program emphasis on health was repeated several times in the programs-- Health Insurance, by Robert Provost, president of the Insurance Information Center, Laird Miller, director of operations, Boynton Health Service, and Bridget Carr, of the University Employee Benefits Department. Dr. William A. O'Brien, a specialist in internal medicine, who is heard frequently on the lecture platform and on radio and television, spoke on "How's Your Health?" a bantering, good-humored check-off of physical symptoms that might be taken seriously and sometimes ignored. Dean Lawrence Weaver of the College of Pharmacy told retirees how to avoid dangerous mixing of the intake of drugs and how to guard against the same risks when prescriptions are filled by more than one pharmacy.

Eating well to stay well, as a subject, attracted Orrin C. Turnquist, horticulture specialist, who explained how to garden for fun, food and flowers. Professors Patrick V. Hagarty and Patricia Swan talked of nutrition for the aging, complete with calorie counts. Some of the calorie counts are forgotten when those who love a feast visit the Campus Club's family night each July for the annual election and program.

Members who love nature and animals enjoyed a visit to the Minnesota Zoo and, incidentally, to the DairyQueen there for luncheon. A trip to the University Landscape Arboretum and an address by the director, Francis deVos, successor to retiree member Leon C. Snyder, was the "outing of the decade" for those not able to visit the Arboretum frequently. Snyder led the retirees on a bus tour through the grounds.

Though it depended upon highly skilled photography and projection of color slides, "A Touch of Wildness," a visual essay on wild flowers by Professor Robert Mullin and Ms. Virginia Lerch of the department of

Horticulture and Landscape Architecture, was a poetic, beautiful and satisfying occasion.

Dr. Walter Breckenridge, with his film illustrating "Migration Mysteries," kept the retirees out of doors--figuratively, of course--but still mystified by the winged creatures who navigate the north-south circuit to avoid the cold months in the north. The retirees also chose to stay outside when they took a boat ride on Lake Minnetonka and heard guides tell some of the lake's history, including accounts of vanished resorts and mansions. And if the present is green and lovely, Robert Bright, curator and paleontologist, the associate director of the Museum of Natural History, explained the continuum of plant and animal life which links the past to the present.

Burton Paulu, as a former member of the Minnesota Orchestra, brought Henry Charles Smith, resident director, to a retirees luncheon program. Smith had picked a moment of respite in the season, he thought, to speak to the retirees, but a visiting conductor cancelled his engagement because of illness and Smith had to take over. This meant rushing to the luncheon between morning rehearsal and afternoon performance. Nevertheless, his relaxed style and gift for musical stories helped the retirees understand how Smith handles a job noted for pressure. On other occasions, the retirees went into the world history of jazz music with Reginald T. Buckner of the University Music School and, with Dr. Charles Nolte, son of the late Dean Julius Nolte, who is now a professor of Theater Arts, to hear of "Popular Culture in America Today," dealing mostly with the theater and the public's taste which influences the material chosen for presentation.

Public affairs topics were represented by Arthur Naftalin's lecture on "Minnesota Governors: Ten Men Who Shaped Our History," and by John Turner's vital account of his observations of changes in the Russian people and their leadership in a decade. Turner is a Regent's professor of political science who has traveled widely in Europe and Asia in search

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of information for his courses in comparative government. Herbert E. Wright, Jr., another Regents professor, spoke on two problems in which the public shows much interest, acid rain and mining of peat lands. He is director of the University's Limnological Institute. The "current affair" of the century is nuclear physics, whether for peaceful power or war, and another outstanding University Regents professor, Alfred .O. C. Nier, spoke of nuclear energy and the future. Since he does not fear the peaceful development of nuclear energy, his authoritative reassurance to the retirees attracted little attention in the press, which gives its time to anti-nuclear demonstrators.

Dimitri Tselos, professor of art history, told of a cataclysmic event which, in legend at least, dropped Atlantis and its civilization out of sight centuries ago. Another scientist, this one a social psychologist, James Jenkins, talked of changes in perception and outlook of the authorities in the field from 1930 to 1980.

*Prog-
cont.* This account does not cover all of the programs, of course, but it does show how the retirees utilize the community's resources.