

Meeting February 18, 2019

1. The meeting was called to order. It was determined that a quorum was present and the meeting could conduct business.
2. The minutes from the previous meeting on December 12, 2018 were reviewed and approved.
3. Introductions

4. Association of Retired Faculty (ARF) Report-Dr. Thomas Stafford

Dr. Stafford issued a correction to his December 12, 2018 remarks that more women than men are enrolled in this year's freshman class; it was very close to this but not quite. In fact, 60 more men were enrolled as first-time freshmen at NC State this fall compared to women. Dr. Stafford predicts this fall women enrollees will exceed men. Dr. Kellner would like the Office of Institutional Research and Planning (ORIP) to show this gender balance change over time. (KS added after the meeting that this report can be found at https://oirp.ncsu.edu/wordpress/wp-content/uploads/2015/05/freshman_profile_2015.pdf)

Dr. Stafford announced that the speakers for this month's ARF meeting are Thomas Sayer, an NC artist, and Steve Lommel, a plant pathologist. Monthly meetings will continue and in May ARF will present the William L. Friday award for extraordinary service in the community by a retired faculty member; nominations are currently open.

NC State Women's Club will celebrate 100 years at NC State, created in 2019 by wife of D.H. Riddick. The first woman enrolled at NC State in 1902, in physics as a special student; and the first female faculty came to NC State in 1903 in biology. Dr. Stafford will be sharing his speech given to the Women's Club. Dr. Havner notes the first woman in Civil, Construction, and Environmental Engineering was Margery Overton, who came in 1980. Dr. Stafford notes he prepared his remarks for the NC State Women's Club from the NC State archives, which are stored off site and coordinated via DH Hill Library.

Dr. See encourages faculty to contribute to archives upon retirement. Dr. Kellner notes he has used archives for his own work, and observes it is very carefully curated.

Finally, Dr. Stafford noted that Ray Fornes will be incoming president of ARF next year.

5. Update from Human Resources

Dr. Stewart will continue to work with Human Resources to get an appointee for the committee.

6. New Business

Dr. Levy asked for agenda items for the next spring meeting.

Dr. Kellner asked Dr. Stafford how many faculty who are ARF members are active faculty (non-retired). Dr. Stafford notes that several faculty are teaching but doesn't have exact numbers. John Cudd manages ARF membership. Dr. Kellner suggests perhaps sending ARF invitation letters to all faculty at a certain age. Dr. Stewart said that HR sends a lists of retirees each month, and AFR letters are mailed to these faculty.

Dr. Havner suggests there are inconsistencies with how administration engages with retired faculty. He recalls a case when a colleague in his department who came up for tenure asked him to write a letter to the DVF, and the Provost rejected it based on the grounds that, as emeritus faculty, Dr. Havner cannot be treated as an external reviewer. Dr. Kellner asked why, if retired faculty cannot vote on DVFs (existing policy says they cannot), should they not be permitted to write external letters of support. Dr. See notes that he engages retired faculty in his department to advise the DVF or him and includes that information in the DVF's assessment or his recommendation as department head. Dr. Stewart noted that she was aware of several department heads who engaged retired faculty for feedback in the way that Dr. See describes, but noted that it is inconsistent across departments.

Dr. Bowles asked how can retired faculty be engaged in working with new faculty and department heads; encouraging them to be engaged with the life of the university.

Dr. Kellner asked how do other universities handle retired faculty? Dr. Stewart noted that there are a few campuses who have shared good practices and told the committee she would share information about a book she has found helpful on the topic of retired and retiring faculty. (Added after the meeting: the book is "Faculty Retirement: Best Practices for Navigating the Transition," edited by C.A. Van Ummersen, J.M. McLaughlin, and L.J. Duranleau.)

Dr. Levy would like ARF members/retired faculty to do more mentoring of faculty who are about to retire.

Dr. Havner asked about the six month rule, and Dr. Stewart explained that the six month rule applies only to TSERS retirees and described a bit about how some faculty have used phased retirement as an important retirement transition resource.

7. There was no further business. Dr. Kellner moved to adjourn the meeting at 12:00 p.m., and Dr. Bowles seconded the motion.