Towson University Retired Faculty Association Executive Committee Meeting

Towson University Retired Faculty Association
Executive Committee Meeting Minutes
Tuesday, November 24, 2020 via WebEx.

Attending: Pat Alt, Peg Benner, Fran Bond, Ray Castaldi, Janet DeLany, Don Forester, Ellie Hofstetter, David Larkin, Tracy Miller, Ron Matlon, Jim Paulsen, Martha Siegel, Precha Thavikulwat, and Jane Wolfson

Absent: Jim Anthony, Florence Newman, and Jim Dilisio

The meeting was called to order at 1:30 pm by President Matlon.

1. Minutes from the October 20, 2020 were amended and submitted.

2. President’s Report (Matlon)
   A. Update on the TU Foundation and TURFA
      • Towson University Foundation (TUF) will receive and process all memberships applications and donations and send a weekly update of the information to the TURFA president, president elect, secretary, and treasurer
      • TUF will forward the credit card processing fees and the TUF processing fee to TURFA and charge these fees to the TURFA Operating Fund
      • TURFA web page will be updated to advise potential and current members to submit their membership applications, membership fees and donations to TUF rather than the Provost Office
   
   B. Staff Assistance from the Office of the Provost- Refer to Appendix A for the update of the staff assistance that the Provost Office will provide to TURFA effective October 2020. These changes resulted from the new arrangement with TUF.

   C. Update on community outreach between BTU and TURFA
      • TURFA will not become directly involved with BTU, but rather will establish a process to inform its members about the BTU. TURFA members then can determine if and how they want to become involved in BTU projects.
      • In January 2021, TURFA will begin preparations for the Spring retiree lunch and determine, in consultation with the Provost’s Office, whether to invite BTU directors to speak about the possibilities for retirees to become involved in BTU initiatives.
      • The Public Relations Committee of the TURFA Executive Committee will explore the feasibility of featuring BTU as part of it Spotlight on series in Spring 2021.

   D. Update on TURFA Student Tutoring Project
      • During the past week, Vice President for Student Affairs, Dr. Vernon Hurte, sent a newsletter to all students advising them to contact Ron Matlon if they were interested
in receiving tutoring support from a TURFA member. To date, no student has contacted Ron Matlon to seek tutoring support.

- Ron Matlon will contact those TURFA members who volunteered to serve as tutors to see if any student has sought their services. If students have not done so, Ron Matlon will meet with Vice Provost Maggie Reitz to discuss the issue, and potential barriers for students seeking available services.

3. Membership Report (DeLany)

Total membership = 121: Lifetime = 37; Full 76; Associate = 8

4. Treasurer’s Report (Castaldi)

A. July 1, 2019 - June 30, 2020 fiscal year report

- Revenue and Expenses for 2020- See Appendix B
  - Credit card processing fees for donations to the Research and Scholarship fund and the Oral History Project fund have been reallocated to the TURFA Operating fund
  - TUF processing fees (i.e., WebEx charges) have been combined with the credit card processing fees
- Balance Sheet for 2020 – See Appendix C

B. Current account balance

- TURFA Cash Account Balance = $4,846.37
- TURFA OHP Fund Balance = $6,475.00
- TURFA Research and Scholarship Fund = $665.00

5. Reports

A. Programs and Events Committee (Paulsen) -

- The events committee planned or is planning the following virtual events:

  - **November 17** ----Pre-Thanksgiving focused on Yummy Food and Drink - Tracy Miller demonstrated how to make Baklava: Middle Eastern cooking, phyllo, honey. Jim DiLisio demonstrated how to make Limoncello.

  - **December 8** ----Collaborating for Real Literacy Tuesday, December 8th at 2:00 pm---Dr. Sharon Pitcher, who was the Director of the Towson University Reading Clinic for five years and taught future reading specialists in the College of Education, will be giving this WebEx presentation. Sharon will be sharing ideas on (a) books and gifts for different age children, and (b) “real literacy” activities, through holiday gifts and family memories type of activities. Many of the activities come from her book, Collaborating for Real Literacy (Pitcher & Mackey, 2013) and activities she has done with her grandson, Alex, age 10. After a 30-minute presentation of ideas, Sharon will answer questions and offer
suggestions for age appropriate activities. You can even email her at spitcher4@comcast.net with a description of a specific child’s age and motivations ahead of the presentation.

- **Date TBD 2- 3 pm**- Peter Lev has agreed to lead a Film discussion of *20th Century Women* – See appendix B

- **January 26, 2021 -------- 2:00 pm -3:00 pm**
  **Art is … essential Components of Successful Visual Art**
  WebEx presentation by Jim Paulsen, TU Emeritus Professor of Art
  This power point presentation will focus on those fundamental components, such as form and design that directly impact what we know of as art. Many questions will be posed that are central to the art making process; some conclusions will be offered. Q&A to follow.

- **February 9, 2021--------2:00pm –3:00 PM**
  **What is Music? A Definition of Music**- Jim Anthony T.U. Emeritus Professor of Music will discuss the essentials of composition, performance, styles, and the very experience of music. Q&A to follow.

- **To be addressed**
  - Consider adding a theatre or dance event and promoting it along with the January and February virtual events as *A Focus on the Arts*
  - Consider strategies for enticing TURFA members, in addition to those who are part of the Executive Committee, to attend the virtual event
    - Jim Paulsen and Tracy Miller will draft a series of questions to gather information from TURFA members about areas of interest and convenient times for the virtual events. They also will draft a plan for contacting the members (e.g., survey, phone interviews)
    - Janet DeLany will investigate how to imbed registration link into email notices about the virtual events

**B. TURFA Spotlight Series and Other Lectures (Miller)**

- Tom Maronick moderated the November 13 Spotlight on VP Hurte. Topics included the relationship between housing and COVID and the issues involved (financial and health), town and gown relationship, possible housing options for students (TU owned and privately owned), and the effect on students of various policies regarding refunds of payments.

- On December 11, Peg Benner will moderate the Spotlight on Dean Chulos. Possible topics include enrollment, faculty development, adjuncts, collegiality, pathfinding in CLA building, any changes he hopes to make. B.T.W.: the CLA building is 1/7 mile from end-to-end; walking the halls is a good way to get in steps!
• Future Spotlights: Landscaping (January 8, 2021; 1 to 2 pm), Dean Vanko for a tour of the new Science Building (February 12, 2021 10-11 am); Nancy Hafford (Towson Chamber of Commerce- potentially March 8, 2021 1-2 pm).

C. Public Relations Committee (Miller) – see Spotlight reports above

1. Online information (Benner)

The Online Information Coordinator has implemented the following over the past month:

- **TURFA Website** (via Kam Crump)
  - Added new upcoming events and “retiring” past events to the 2020 folder in “recent past events”
  - Revised/added web-wide information as needed

- **SHAREPOINT website**
  - Added new minutes, agendas, *Advocates*, presidents’ letters, and other documents as they became available
  - Created a full historical list of past TURFA events from 2015 – 2020 (gleaning information from past EC minutes, *Advocates*, and presidents’ letters) to be added to the SharePoint site for future reference. This project is still in progress but will definitely be posted by the end of the year.
  - Will explore how to upload recordings of virtual events

2. *The Advocate* (Newman) – no updates

D. Oral History Project (Forester)-

- The Oral History Committee is in a holding pattern. The University Archives has not accessioned the last three videos due to reduced staffing availability during the COVID-19 pandemic.
- Forester will contact Christine Tenneis to investigate software options for transcribing existing videos
- Forester will investigate whether TURFA members can conduct and record interviews using their smart phones and computers or whether the University requires that the videos adhere to a certain level of professionalism

E. Research and Scholarship Committee (Larkin).

The committee has not received any application for grants. Larkin will seek assistance from the TURFA PR committee to advertise the grants.

F. Emeritus Status and Faculty Rights and Privileges Task Force (Siegel)

- New appointments
<table>
<thead>
<tr>
<th>Name</th>
<th>Rank</th>
<th>Years of Service</th>
<th>Emeritus/a Recommendation</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deborah Nolan</td>
<td>Dean of Univ. Libraries</td>
<td>14</td>
<td>Librarian Emeritus</td>
<td>Library</td>
</tr>
<tr>
<td>John Morgan</td>
<td>Professor</td>
<td>36</td>
<td>Professor Emeritus</td>
<td>Geography &amp; Environmental Planning</td>
</tr>
<tr>
<td>Richard Seigel</td>
<td>Professor</td>
<td>19</td>
<td>Professor Emeritus</td>
<td>Biological Sciences</td>
</tr>
<tr>
<td>David Vocke</td>
<td>Professor</td>
<td>30</td>
<td>Professor Emeritus</td>
<td>Secondary &amp; Middle School Education</td>
</tr>
</tbody>
</table>

- The Executive Committee members are to
  - review the draft spreadsheet of benefits and privileges for retired, emeritus, and TURFA members
  - provide feedback to Martha Siegel regarding change, additions, and aspirational benefits and privileges (See Appendix E).
- The Academic Senate amended the section on Emeritus Appointments in the ART document, Chapter 3 of the Faculty Handbook – See Appendix F check with MS to see if this is the final version
- The Faculty Rights and Privileges Taskforce is considering submitting an MOU of Rights and Privileges of Retired/TURFA/Emeritus faculty to the Provost in lieu of legislation
  - The Taskforce will share the draft the TURFA Executive Committee prior to submitting it to the Provost. The draft also will be sent to Jennifer Ballengee, President of the Academic Senate for her information.
  - TURFA Executive Committee members are encouraged to provide feedback to the Task Force regarding:
    - Expanded emeritus status for adjunct III faculty
    - Existing rights and privileges versus those that are aspirational
    - Distinctions of rights and privileges for retired faculty, retired faculty with emeritus status, and retired faculty who are members of TURFA
    - Distinction between rights and privileges that can be included in the MOU versus those require Academic Senate (legislative) approval
  - The Taskforce members concurred that any action regarding the rights and privileges and emeritus status of retired staff should be the purview of the Staff Council, not TURFA

G. TURFA's role in counseling those contemplating retirement (Siegel/Bond)-
H. Gerontology Program (Alt/Bond)
Mary Carter, the Graduate Program Director for the Health Science Department, and Allison Kabel, the head of its Gerontology Program, are working to connect TURFA with students who need older adults to interview for various courses. They have also passed the information on to Marlene Riley from the Occupational Therapy Department and to student representatives of the Interprofessional Health Studies major. The students are seeking folks to interview through Interprofessional student phone/Zoom calls. They are also looking into ways to make Towson a more Age-Friendly University. Alt and Bond will contact Carter and Kabel to outline process for contacting TURFA members.

I. FACET (Thavikulwat)
- The FACET Annual Report 2019-2020 is being finalized for submission to the Provost.
- Renovation of Smith Hall with possible storefront for FACET in Smith Hall is unlikely next year.

J. Associate Provost and Graduate Dean Search (Larkin)
There were five finalists for the position. During the past month, the candidates were on campus virtually for interviews. The committee interviewed the five candidates. At the completion of all the interviews, the committee met with the Provost. The Provost asked the individual committee members for their views on each candidate. The Provost then asked the committee as a whole to rate the candidates as either acceptable or not acceptable. The Provost then thanked the committee for its work and would let the committee know if there was a successful conclusion to the search.

K. Academic Senate including an update on the ART document on emeriti status (Siegel/Anthony)
- See Above Appendix F
- See Appendix G- Motions section of Academic Senate meeting agenda -

L. Legislative Issues (Alt) no updates

M. Health insurance benefits for surviving spouses (Wolfson)
Over the last few weeks, Dr. Wolfson has taken TURFA’s concern to her State Senator’s Office [Chris West] and corresponded with his Chief of Staff, Marc Lazerow [Marc formerly worked for Jim Brochin]. Marc understand the concerns about the difficulty faced by survivors and has been in contact with the state offices directly involved. These offices have confirmed that TURFA is correct in its understanding of the processes involved and confirmed that yes, indeed, the process is time consuming. So far no one has offered any solutions or explained why the process cannot be streamlined. Potentially, there will be meeting in December to include representatives from relevant state offices to address the issue. Dr. Wolfson will contact Jay Zimmerman, Council of University System Faculty (CUSF) representative and continue to investigate the issue and seek a solution.
N. COE (Bond) - Message from Laurie Mullen, Dean of the College of Education

In collaboration with TU Alumni Association, two COE faculty participated in a professional development workshop for TU faculty and alumni on best practices for on-line teaching.

Simulation Lab Established in College of Education

Towson University has been a leader in teacher preparation for 150 years, and its programs are recognized for their high quality and innovation. Towson University is excited to reveal that the College of Education has purchased a license to use Mursion in order to further the development and education of their pre-service teachers. By utilizing this tool, Towson University hopes to continue to evolve and improve their teacher preparation programs leading to more experienced and dynamic teachers’ post-certification.

Mursion is a virtual reality environment utilized by the Simulation Lab at Towson University. It provides pre-service teachers the ability to hone their skills in a safe setting while being given guided feedback from their instructors and peers while participating in a realistic classroom environment. Used in more than 65 universities in the country, Towson is among the first wave of schools to apply this technology in an education setting.

VISIT the SIMTEACH@TU.edu website for more information.

6. New Business - no new business

7. Future Executive Committee Meetings

   A. Next meeting - Tuesday, December 15, 2020 - 1:30-3:30 p.m. (Note: This is a change from the original posted date of 12/22.)

   B. Meeting dates through June 2021 will be the second Tuesday of every month from 1:30-3:30 p.m.
Appendix A

Towson University Retired Faculty Association

Assistance from the Office of the Provost - Approved October 2020

The following list outlines the assistance provided by the Office of the Provost to the Towson University Retired Faculty Association (TURFA).

- After receiving membership notifications from the TU Foundation, send confirmations and membership cards to those who join/re-join TURFA. Also, send annual cards to individuals who have lifetime memberships in TURFA.
- Working with up-to-date membership lists provided by the TURFA Secretary, keep Parking Services informed about who are paid members and whose ID numbers should be removed from the Parking Services list because of unpaid dues at the end of a membership year.
- Working with up-to-date membership lists provided by the TURFA Secretary, ask in having OneCards activated so that members can use the space in Enrollment Services 207, following distancing and low-density requirements. In addition, ensure that those who have not paid current dues at the end of a membership year no longer have access to this office suite.
- Provide support with printing needs (e.g., membership letters, surveys, membership brochures, etc.).
- Coordinate TURFA collating and mailings.
- Deposit any monies received in the appropriate Foundation account(s).
- Process TURFA disbursements authorized by the TURFA Treasurer.
- Maintain and update the TURFA website as directed by the TURFA Online Information Coordinator by editing text and posting editions of The Advocate, Executive Committee minutes, upcoming events, changes in Executive Committee make-up, and other website notices and changes.
- Post the Office of the Provost's data base of all retired faculty on the TURFA website as the data base is updated.
- Send timely information to TURFA members as requested by TURFA's President, President-Elect, Secretary or Treasurer, using the member distribution lists provided by the Secretary.
- Working with the Executive Committee, make and implement plans with TURFA for Annual Fall Lecture, whether in person or virtual.
- Working with the Executive Committee, make and implement plans with TURFA for Annual Spring Meeting, whether in person or virtual.
- Working with the Executive Committee, make and implement plans with TURFA for TURFA talks and other programs, whether in person or virtual.
- Support the TURFA Executive Committee by locating information that the Office of the Provost might have when TURFA is unable to locate that information itself.
- Order TURFA supplies as requested by the President, President-Elect, Secretary or Treasurer.
- Maintain a schedule for use of the TURFA Suite in Enrollment Services as requested.
- Collect information generated by TURFA (minutes of Executive Committee, information from TURFA bi-annual meetings, by-laws, brochures, surveys, oral history project videos, all copies of *The Advocate*, copies of Presidential monthly messages, lists of past events, programs and speakers, lists of Executive Committee members, list of founding members, etc.) and send to the Archives in Cook Library on an annual basis.
- Serve as TURFA's bundle administrator for AROHE and pay annual TU AROHE dues.
- Attend TURFA Executive Committee meetings as needed.
- Provide assistance to additional TURFA requests as needed.

---

**Recommended Skills Needed for This Position**

- Skills in using current TU technology and information management systems.
- Skill in website management.
- Organizational and record-keeping skills.
- Working knowledge of some University administrative operational procedures and administrative contacts.
- Background knowledge about the rights, roles, and contributions of retired faculty.
- Skills in communicating with retired faculty.
Appendix B

Towson University Retired Faculty Association
Revenues and Expenses and Prev Year Comparison
Years Ended June 30, 2020 and 2019

<table>
<thead>
<tr>
<th>Ordinary Income/Expense</th>
<th>June 30, 2020</th>
<th>June 30, 2019</th>
<th>$ Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions to R&amp;S Fund</td>
<td>$135.00</td>
<td>$25.00</td>
<td>$110.00</td>
</tr>
<tr>
<td>College Donations to OHP Fund</td>
<td>$3,000.00</td>
<td>$0.00</td>
<td>$3,000.00</td>
</tr>
<tr>
<td>Contributions to OHP Fund</td>
<td>$700.00</td>
<td>$0.00</td>
<td>$700.00</td>
</tr>
<tr>
<td>Membership Dues</td>
<td>$4,190.00</td>
<td>$3,375.00</td>
<td>$815.00</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>$8,025.00</strong></td>
<td><strong>$3,400.00</strong></td>
<td><strong>$4,625.00</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expense</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Operations</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supplies</td>
<td>$0.00</td>
<td>$472.25</td>
<td>-$472.25</td>
</tr>
<tr>
<td>Printing and Copying</td>
<td>$0.00</td>
<td>$270.00</td>
<td>-$270.00</td>
</tr>
<tr>
<td>Miscellaneous Other Costs</td>
<td>$116.65</td>
<td>$406.18</td>
<td>-$289.53</td>
</tr>
<tr>
<td>Credit Card Processing Fees</td>
<td>$59.24</td>
<td>$0.00</td>
<td>$59.24</td>
</tr>
<tr>
<td>Books, Subscriptions, Reference</td>
<td>$0.00</td>
<td>$120.00</td>
<td>-$120.00</td>
</tr>
<tr>
<td><strong>Total Operations</strong></td>
<td><strong>$175.89</strong></td>
<td><strong>$1,268.43</strong></td>
<td><strong>-$1,092.54</strong></td>
</tr>
<tr>
<td>Travel and Meetings – Other</td>
<td>$0.00</td>
<td>$1,065.90</td>
<td>-$1,065.90</td>
</tr>
<tr>
<td>Conferences &amp; Meetings R&amp;S</td>
<td>$195.00</td>
<td>$0.00</td>
<td>$195.00</td>
</tr>
<tr>
<td>Outside Contract Services</td>
<td>$500.48</td>
<td>$533.10</td>
<td>-$32.62</td>
</tr>
<tr>
<td>Contractual Services OHP</td>
<td>$4,500.00</td>
<td>$0.00</td>
<td>$4,500.00</td>
</tr>
<tr>
<td>Art and Layout Services</td>
<td>$0.00</td>
<td>$318.75</td>
<td>-$318.75</td>
</tr>
<tr>
<td>Transfers to Special Funds</td>
<td>$0.00</td>
<td>$318.75</td>
<td>-$318.75</td>
</tr>
<tr>
<td>Research &amp; Scholarship</td>
<td>$500.00</td>
<td>$0.00</td>
<td>$500.00</td>
</tr>
<tr>
<td>Oral History Project</td>
<td>$1,500.00</td>
<td>$0.00</td>
<td>$1,500.00</td>
</tr>
<tr>
<td>Honorarium</td>
<td>$300.00</td>
<td>$500.00</td>
<td>-$200.00</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td><strong>$7,671.37</strong></td>
<td><strong>$4,004.93</strong></td>
<td><strong>$3,666.44</strong></td>
</tr>
</tbody>
</table>

| Net Income               | **$353.63**   | **-$604.93**  | **$958.56** |

<table>
<thead>
<tr>
<th>Fund</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Research &amp; Scholarship Fund - NET</td>
<td>$439.06</td>
<td>$25.00</td>
<td></td>
</tr>
<tr>
<td>Oral History Project Fund – NET</td>
<td>$692.45</td>
<td>$0.00</td>
<td></td>
</tr>
<tr>
<td>TURFA Operating Fund -NET</td>
<td>-$777.88</td>
<td>-$629.93</td>
<td></td>
</tr>
<tr>
<td>Proof</td>
<td>$353.63</td>
<td>-$604.93</td>
<td></td>
</tr>
</tbody>
</table>
## Appendix C

**Towson University Retired Faculty Association**  
**Balance Sheet and Prev Year Comparison**  
**As of June 30, 2020**

<table>
<thead>
<tr>
<th></th>
<th>Jun 30, '20</th>
<th>Jun 30, '19</th>
<th>$ Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TURFA Research &amp; Scholarship Fd</td>
<td>439.06</td>
<td>25.00</td>
<td>414.06</td>
</tr>
<tr>
<td>TURFA Oral History Project Fund</td>
<td>6,365.83</td>
<td>1,173.38</td>
<td>5,192.45</td>
</tr>
<tr>
<td>TURFA Cash Account at TU Fnd</td>
<td>2,354.43</td>
<td>5,632.31</td>
<td>-3,277.88</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>9,159.32</td>
<td>6,830.69</td>
<td>2,328.63</td>
</tr>
</tbody>
</table>

|                |             |             |          |
| **LIABILITIES & EQUITY**     |             |             |          |
| Equity          |             |             |          |
| TURFA Research & Scholarship | 439.06     | 25.00       | 414.06   |
| TURFA Oral History Project | 6,365.83   | 1,173.38    | 5,192.45 |
| TURFA Operating Fund – beginning | 5,632.31 | 5,918.49 | -286.18  |
| Net             | -3,277.88   | -286.18     | -2,991.70|
| TURFA Operating Fund – Ending | 2,354.43 | 5,632.31 | -3,277.88|
| **TOTAL LIABILITIES & EQUITY** | 9,159.32 | 6,830.69 | 2,328.63 |
Appendix D 20th Century Women

Peter Lev, T. U. Emeritus Professor of Film will lead a discussion on the film 20th Century Women. The film was written and directed by Mike Mills. The cast includes Annette Benning (Dorothea Fields); Elle Fanning (Julie Hamlin); Greta Gerwig (Abbie Porter); Billy Crudup (William); Lucas Jade Zumann (Jamie Fields). (See Appendix D for additional information).

According to the NY Times the 20th Century Women is a film about a young man [whose] coming of age becomes a group project when his single mother (Annette Benning) reaches out to their housemates and friends for help, resulting in a slightly more complicated education than she envisioned. This touching and personal dramedy from the writer-director Mike Mills (“Beginners”) deftly conveys the period without relying on caricature, and resists resorting to cheap villainy or soapboxing. Every character is brought to life with humor and sensitivity, and Benning’s work is among her best. [The period is 1979, the place is Santa Barbara].

Participants are encouraged to watch this film on their own time and then participate in a discussion. Questions to consider:

1. Does 20th Century Women fit into any film genre?
2. Who is the main character?
3. Screenwriting textbooks often suggest a 3-act structure for feature films:
   Act 1: The hero has a problem.
   Act 2: Adventures and complications.
   Act 3: The hero solves the problem, or not.

   20th Century Women is full of adventures and complications, so it is easy to see Act 2. But Act 1 and Act 3 are harder to describe, and it is possible that “3-act structure” is not a good model for this film.

   a. At the beginning of the film, what is the main problem (or problems)/
   b. At the end of the film, does the main character solve the problem, or not?

4. Dorothea, the character played by Annette Benning, is based on director Mike Mills’ mother. Mills describes his mother as “a mystery that will never be revealed.” What is mysterious about the character?

5. At the center of 20th Century Women are three female characters of different generations. What are the similarities and differences between the three characters?
6. What do we learn about the two important male characters, Jamie and William?

7. Feminism is clearly a powerful influence on Abbie (Greta Gerwig). Does feminism infuse the lives of all the characters?

8. Do the five major characters constitute a kind of family?

9. What happens to this group of characters over time, including after the end of the story?
## Appendix E Spreadsheet of Benefits

<table>
<thead>
<tr>
<th>DRAFT</th>
<th>11/23/2020</th>
<th>Benefits and Privileges to Retired/Emeriti/TURFA</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Retired</td>
<td>Emeriti</td>
</tr>
<tr>
<td>Active Faculty</td>
<td>Faculty privileges offered to active faculty shall be offered at no higher cost to Emeriti faculty</td>
<td></td>
</tr>
<tr>
<td>Parking</td>
<td>On-campus Visitors' spot with fee (option 1)</td>
<td>On-campus F/S spot. With lowest permit fee (option 2) or (option 1)</td>
</tr>
<tr>
<td>TU ID card</td>
<td>Available</td>
<td>available with Emeriti title</td>
</tr>
<tr>
<td>Campus computing</td>
<td>TU email account and address</td>
<td>Access to some databases* and drives.</td>
</tr>
<tr>
<td>Cook Library</td>
<td>28-days with valid ID</td>
<td>Same as active faculty with valid ID</td>
</tr>
<tr>
<td>Shared Governance</td>
<td>TURFA Representation on Academic Senate</td>
<td></td>
</tr>
</tbody>
</table>

---

*Permission from department chair may be necessary for access to some databases.*
| Adjunct Teaching | May be available, unspecified pay rate | May be available, adjunct III pay rate | May be available, pay rate at least adjunct III |
| Osher Institute | Membership open to all over 50 years old | Membership open to all over 50 years old | Half-price on membership and tuition fees |
| Tuition Waiver | Golden ID Tuition Waiver Program | Golden ID Tuition Waiver Program | Golden ID Tuition Waiver Program |
| Faculty Listing | Continuation of listing in dept showing Emeriti status | | |
| Research & Scholarship | | | TURFA members eligible to apply for grants from TURFA Research and Scholarship Funds |

**Auxiliary services**

| TU Bookstore | Reduced price with valid ID | Reduced price with valid ID | Reduced price with valid ID |
| Campus performances | | | |
| Athletic events | | | |
| Meetings/Brunches | Spring Brunch/Provost's Office Hosts | Spring Brunch/Provost's Office Hosts | Spring Brunch/Provosts Office |
| Fall Meeting? TURFA hosts | | | |
| Meeting Space/Office | Accommodation as available | | TURFA Center in Enrollment Services, key available to members and use by appointment. Priority to TURFA activities. |
Appendix F

Emeritus Faculty Appointments.  [Note: Though this policy uses the word Emeritus for the sake of brevity, those faculty and librarians who have been awarded this honorary status may choose the appellation Emeritus (generally male), Emerita (generally female), or Emeritx (non-binary).]

Emeritus status shall be bestowed by a USM institution on the basis of both quality and length of service. A faculty member holding the rank of professor at the time of retirement, who has completed at least five years of full-time service or the equivalent at Towson University, and who has an overall record of positive five-year reviews, may be designated as Professor Emeritus. A faculty member who holds the rank of associate professor at the time of retirement, who has completed at least fifteen years full-time service or the equivalent at Towson University, and who has an overall record of positive five-year reviews, may be designated as Professor Emeritus. Clinical faculty or senior lecturers who have achieved tenure or fifteen years of service, at the time of retirement, and who have an overall record of positive annual reports may be designated as Faculty Emeritus. A librarian who holds the rank of Librarian IV at the time of retirement, who has completed at least five years of full-time service or the equivalent at Towson University, and who has an overall record of positive annual performance evaluations, may be designated as Librarian Emeritus. A librarian who holds the rank of Librarian II or Librarian III at the time of retirement, who has completed fifteen years of full-time service or the equivalent at Towson University, and who has a record of overall positive annual performance evaluations, may be designated Librarian Emeritus. Deans and the Vice Provost shall compile a list of faculty members who meet the above criteria and present it to the Academic Senate for review twice a year. The names forwarded will include the appropriate pronouns of the faculty member nominated. The Office of the Provost, after Academic Senate approval, shall notify approved faculty and librarians of their emeritus status and extend to them the benefits and privileges of that status. These are to include, but are not limited to: the privileges of University parking, library borrowing, and academic computing; the benefits associated with maintaining one's Towson University I.D. number and an official Towson University I.D. card with emeritus, emerita, or emeritx status noted on the card; and eligibility to join the Towson University Retired Faculty Association (TURFA). Faculty who hold emeritus status shall be included in the faculty/staff listings of their home department or college as having attained that appointment. Once awarded, emeritus status will continue in perpetuity. However, any behavior, action, or conduct that would otherwise constitute grounds for discipline or reprimand of a university faculty member may result in the revocation of emeritus status and/or privileges at any time by the Provost and Executive Vice President for Academic and Student Affairs and the Academic Senate.
Appendix G

Academic Senate

Agenda-(Motions section)

Date:          Oct. 29, 2020
To:            The Academic Community
From:          Academic Senate Executive Committee
Subject:       Nov 2, 2020 – 3rd meeting of the Academic Senate

OLD BUSINESS

1. **Motion 20/21-9**: To approve section 02-01-00 of the revised ART document (language on the awarding of Emeritus status) (*Academic Senate Executive Committee, attachment*)

NEW BUSINESS

1. **Motion 20/21-15**: To review and accept the amended Spring and Fall 2020 list of TU Faculty recommended for Emeritus status. (*Provost’s Office, attachment*)

2. **Motion 20/21-16**: Proposed changes to the By-Laws of the Academic Senate, revising the composition and responsibilities of the Graduate Studies Committee and creating the Graduate Studies Curriculum Committee, a sub-committee of the GSC. (*Academic Senate Executive Committee, attachment*)

3. **Motion 20/21-17**: To recommend the inclusion of diacritical marks in all professional communication at TU, including email addresses and PeopleSoft. Allowing the use of diacritical marks demonstrates commitment towards inclusion and diversity on campus. It is a small change that can have a big impact on how students, staff, and faculty feel welcomed at TU, and a sign of respect for culture and language. (*Academic Senate Executive Committee*)

4. **Motion 20/21-18**: To approve the revision of the Academic Senate Constitution, section C.3 (pg. 5) as follows: “A Vice Chairperson shall be elected by and from the voting membership of the Academic Senate and shall have the responsibilities of assisting the Chairperson, presiding over the Academic Senate meetings in the Chairperson's absence, serving as the Academic Senate representative on the FACET advisory board, and serving as a liaison between TUSS, SGA, and GSA. (*Academic Senate Executive Committee*)

5. **Motion 20/21-19**: To approve the Leadership Assessment Survey. This item is in reference to Academic Senate Motion 18/19-30: To recommend that Human Resources, in collaboration with the Academic Senate (or a subcommittee of the Academic Senate), create a method for regularly and consistently providing input regarding the overall efficiency and effectiveness of key Academic leaders (for example, Deans and the Provost); and that, once the evaluation system has been approved by the Academic Senate,
Human Resources shall regularly administer this evaluation system and share summary feedback with the Academic Senate. (Approved by the Academic Senate on 4 1 18). (Academic Senate Executive Committee, Attachment)

6. **Motion 20/21-20**: To accept the Institutional and Instructional Technology Committee Annual Report. (Academic Senate Executive Committee, attachment)

7. **Motion 20/21-21**: To accept the University Curriculum Committee Annual Report. (Attachment, Academic Senate Executive Committee, attachment)