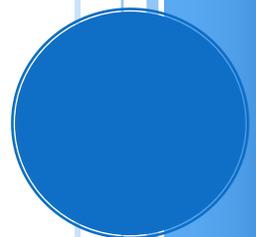


EMERITUS COLLEGE SURVEY

University of Missouri-Kansas City
Fall 2011



Emeritus College Survey

INTRODUCTION

As part of the University of Missouri-Kansas City's strategic plan, the University is exploring the establishment of an Emeritus College. The purpose of the Emeritus College would be to foster the continued scholarly and creative activities of its members and to also potentially provide opportunities for meaningful service to the university and community. The working group charged with developing the proposed Emeritus College asked the Office of Institutional Research and Planning to conduct a survey of all current UMKC emeriti/ae faculty as well as current UMKC faculty age 55 and above to ascertain their level of interest in the proposed Emeritus College and its potential activities.

Methodology

Two versions of the survey were created. A paper version was created for current emeriti/ae faculty. The paper version was mailed to 275 emeriti/ae faculty on November 7th. One survey was returned by the postal service as undeliverable and eight surveys were returned uncompleted (three due to debilitating illnesses, two due to distance from Kansas City, and three due to lack of interest). A total of 70 completed paper surveys were returned for an adjusted response rate of 29%.

An on-line version was created for current UMKC faculty age 55 and above. An e-mail invitation was sent to 448 current UMKC faculty age 55 and above with titles that may lead to emeritus status sometime in the future. One recipient opted out of the on-line survey and 90 recipients completed the survey for an adjusted response rate of 20%.

Current emeriti/ae faculty were asked whether they were currently members of the UMKC Retiree Association and what year they retired from UMKC. Potential future emeriti/ae faculty were asked to indicate when they might possibly retire from UMKC. These demographic variables are displayed in Table 1 in Appendix A.

Findings

A summary of the findings of the survey follows. Tables detailing results of the surveys are located in Appendix A. A list of tables is provided at the beginning of the appendix to help facilitate location of specific data.

Comments or questions regarding this report should be directed to:

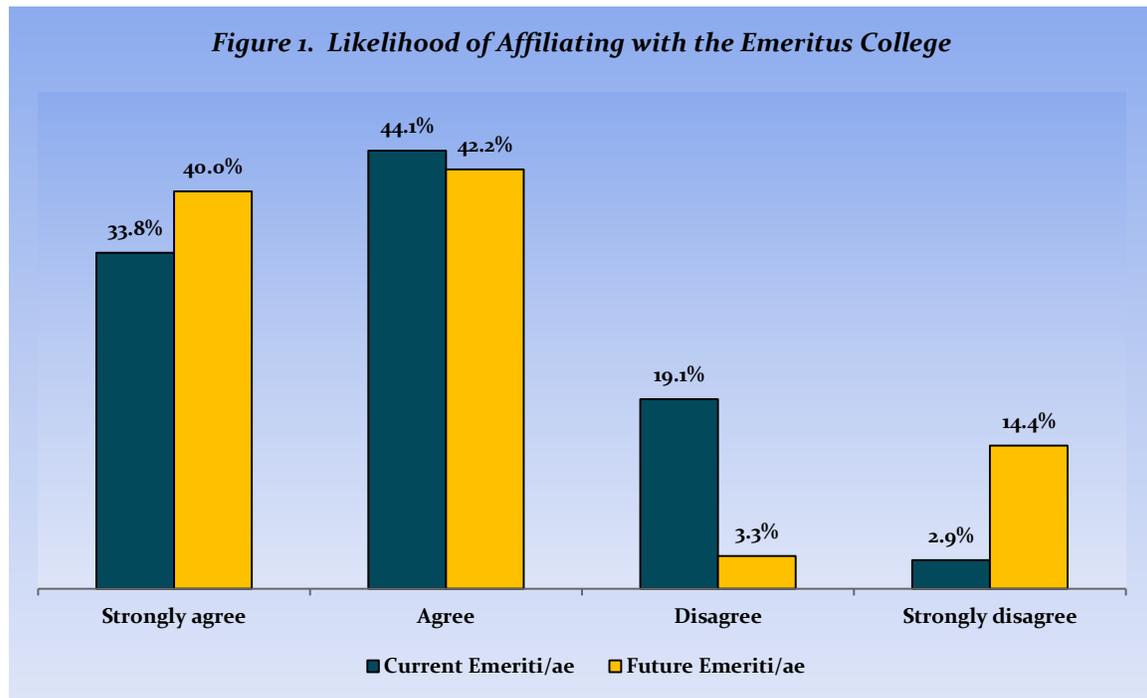
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Major Findings

- **Participation in the Emeritus College:** Three-fourths of the current emeriti/ae faculty and over 80% of the potential future emeriti/ae faculty who responded to the survey agreed that they would likely affiliate with an Emeritus College if one was established at UMKC.
- **Principal Activities of the Emeritus College:** A strong majority of the respondents likely to affiliate with the Emeritus College felt that 11 of the 12 potential functions should be primary functions of the Emeritus College. The respondents especially felt that enhancing the interaction between UMKC emeriti/ae and the university, providing opportunities for emeriti/ae to support the ongoing research, teaching and service missions of the university, promoting lifelong scholarship and research among its retired faculty, integrating emeriti/ae into the life of the university, providing expert service to the university, and serving as a vehicle through which the university could extend its intellectual reach into issues of current concern would be the most important functions of the Emeritus College.
- **Interest in Potential Emeritus College Activities:** At least half or more of the respondents from both groups reported they were not interested in giving campus tours, participating in fund raising activities, assisting in recruitment efforts, student advising during class registration, meeting with legislators at the behest of UMKC, or tutoring students. Interestingly, a noticeably higher percentage of potential future emeriti/ae faculty reported an interest in teaching courses, advising/mentoring honor students or graduate students, leading a seminar on an area of personal interest, speaking at community, state, national or international functions, working on sponsored grants, and mentoring faculty.
- **Potential Emeritus College Services:** At least half of the respondents indicated they would like to have internet access/email account, continued access to UMKC software licenses, travel funds for active involvement in academic meeting or conference, and a shared office space. Conversely, there was strong agreement among the respondents that they did not see much need for laboratory space, employing a research assistant with grant support, or shared access to a computer.

Participation in the Emeritus College

Participants were asked to indicate whether they would likely affiliate with an Emeritus College at UMKC if one was established. As shown in Figure 1, a strong majority of both current and potential future emeriti/ae faculty indicated they would likely affiliate with the Emeritus College (see Table 2).



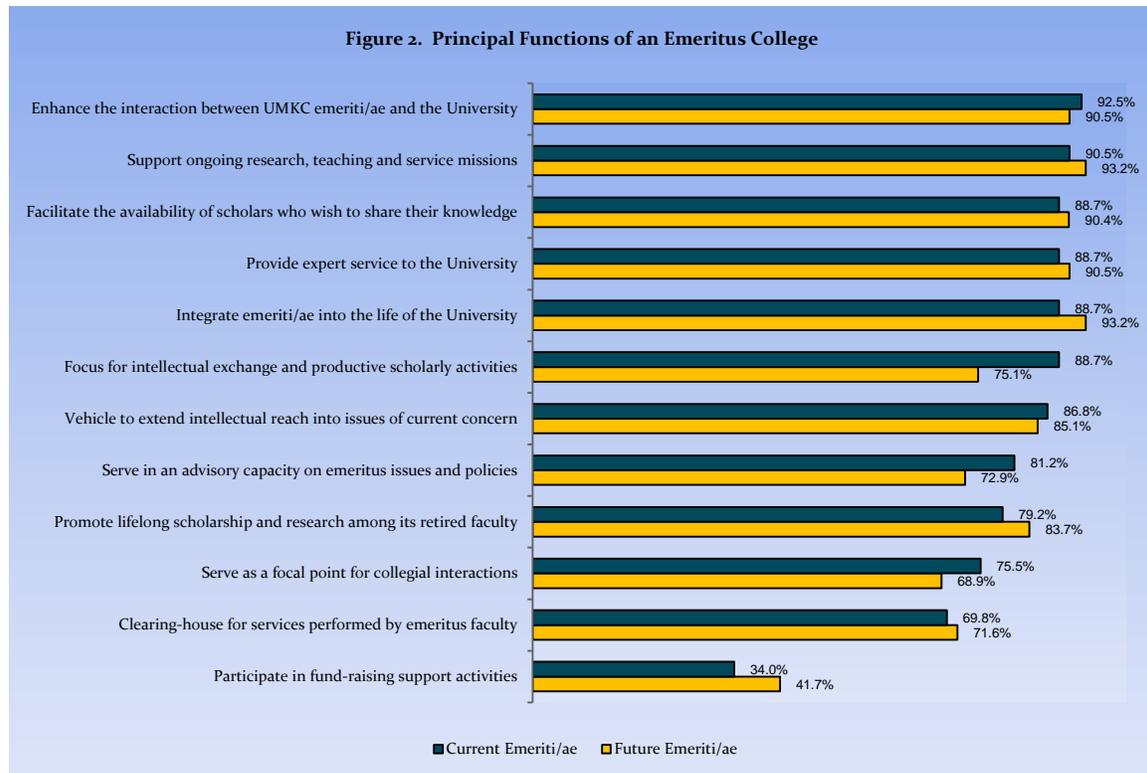
As Table 3 shows, members of the UMKC Retiree Association were not more or less likely to affiliate with the Emeritus College than non-members. However, it appears that emeriti/ae faculty who have been retired for ten or more years were slightly more likely to indicate that they would not affiliate with the Emeritus College (see Table 4).

Of the participants that indicated they would likely affiliate with the Emeritus College, a clear majority reported that they would be more likely to participate in periodic special commitments as opposed to regular weekly activities. Additionally, nearly two-thirds of these respondents felt the Emeritus College should include a category for emeritus faculty from other four-year institutions who live in the Kansas City area.

In terms of financial support, no clear consensus emerged. It appears that the format of the question was confusing for many of the respondents and thus they did not submit a dollar value. Furthermore, several respondents indicated the amount they would contribute would depend on what the Emeritus College consisted of (see verbatim comments in Appendix B). As the working group establishes specifically what the Emeritus College will entail they should revisit this question with potential members. Approximately 40% of the current emeriti/ae faculty did indicate they would contribute between \$20 and \$100, so there appears to be some support for charging a small amount once the details are clarified.

Principal Activities of the Emeritus College

Participants were asked to review 12 potential functions of an Emeritus College and indicate the degree to which they believed each one should be a principal function of an Emeritus College. As Figure 2 depicts, a strong majority of the respondents likely to affiliate with the Emeritus College felt that 11 of the 12 functions should be primary functions of an Emeritus College (see Table 5). The only function that did not receive much support was participation in fund-raising support activities.



Participants were also asked to rank the five most important functions of an Emeritus College. Tables 6 and 7 display the number of respondents who ranked each item in the top 5 as well as the percent that ranked each item as a 1, 2, 3, 4, and 5. Overall means are also displayed. To determine the most important functions, a weighted mean was utilized to take into consideration items that received more responses. A comparison of current and potential future emeriti/ae faculty shows that both groups ranked the following functions as being the most important:

- *Enhance the interaction between UMKC emeriti/ae and the University*
- *Provide opportunities for emeriti/ae to support the ongoing research, teaching and service missions of the University*
- *Promote lifelong scholarship and research among its retired faculty*
- *Integrate emeriti/ae into the life of the University*
- *Provide expert service to the University*
- *Serve as a vehicle through which the university could extend its intellectual reach into issues of current concern*

However, current emeriti/ae faculty placed *“providing a focus for intellectual exchange and productive scholarly activities”* among the most important functions whereas potential future emeriti/ae faculty ranked *“facilitating the availability of scholars who wish to share their knowledge with the university and larger community”* among the most important functions.

Interest in Potential Emeritus College Activities

Participants were asked to indicate their level of interest in a wide range of potential activities that might be part of the Emeritus College. As Table 8 shows, a strong majority of both current and potential future emeriti/ae faculty expressed interest in the following activities:

- *Meeting with others to hear lectures in areas of common interest*
- *Engaging in collegial activities and interactions*
- *Experimenting in new ideas and knowledge*
- *Engaging in studies and research of personal interest*
- *Serving as guest lecturer in scheduled classes*
- *Learning about areas of personal interest outside your discipline*
- *Participating in organized study of issues important to the local, national or global community*
- *Engaging in the study of new and original subject matter*
- *Volunteering in your community*
- *Collaborating in research activities*

Similarly, at least half or more of the respondents from both groups reported they were not interested in the following activities:

- *Giving campus tours*
- *Participating in fund raising activities*
- *Assisting in UMKC recruitment efforts*
- *Student advising during class registration*
- *Meeting with legislators at the behest of UMKC*
- *Tutoring students*

Interestingly, a noticeably higher percentage of potential future emeriti/ae faculty reported an interest in the following activities:

- *Teaching courses*
- *Advising/mentoring honor students*
- *Advising/mentoring graduate students*
- *Leading a seminar on an area of personal interest*
- *Speaking at community, state, national or international functions*
- *Working on sponsored grants*
- *Mentoring faculty*

Table 9 breaks the current emeriti/ae faculty interest ratings down by years retired and compares them with ratings provided by potential future emeriti/ae faculty. In many cases, there appears to be more similarity between recently retired faculty and future emeriti/ae faculty. It makes intuitive sense that faculty who have been retired for several years would be less interested in participating in research activities and serving in the classroom. Thus, it appears that the Emeritus College may want to gear the majority of its activities towards faculty that have been retired less than 15 years.

Potential Emeritus College Services

Participants were asked to indicate whether they would like to have a variety of possible services as emeriti/ae faculty. It appears that both groups would strongly agree that there is not much need for laboratory space, employing a research assistant with grant support, or shared access to a computer (see Table 10). Similarly, half or more of both groups indicated they would like to have (or currently have) internet access/email account, continued access to UMKC software licenses, travel funds for active involvement in academic meeting or conference, and shared office space.

However, as Table 11 shows, the number of years the respondents had been retired impacted the services desired. Faculty who had been retired five years or less indicated needs much more similar to the potential future faculty than did faculty who had been retired for more than 5 years. In particular, future emeriti/ae faculty and emeriti/ae faculty who had been retired five years or less were more likely to desire the following services:

- Internet access/email account
- Shared office space
- Computer - used only by you
- Continued access to UMKC software licenses
- Travel funds for active involvement in academic meeting or conference
- Venue to present work

Again, these differences make intuitive sense as newly retired emeriti/ae faculty are more likely to be involved in scholarly activities than faculty who have been retired for several years. Thus, the committee needs to take years retired into consideration when planning the services to provide for members of the Emeritus College.

Conclusions

The purpose of this project was to ascertain the level of interest in the proposed Emeritus College and to better define its potential activities and services. The results of the survey indicate that there is strong support for the establishment of an Emeritus College. It appears that an Emeritus College would serve an important role as a conduit between the university and emeriti/ae faculty who still want to make a contribution to the university and the community.

A majority of the respondents indicated they would prefer periodic events over regularly scheduled activities. This became more evident when ascertaining their interest in various activities. Interest was highest for activities like serving as a guest lecturer, learning about new areas of interest, engaging in collegial activities, collaborating in research activities, and volunteering in the community. Interestingly, it appears that interest in participating in research and serving in the classroom decreases the longer a faculty member has been retired, and thus the working group needs to take this into consideration as they develop the functions of the Emeritus College.

Given the respondents' desire to remain involved in research and the classroom, it is not surprising that they would like to have access to an office space, e-mail, UMKC software licenses, and travel funds. This was especially true for emeriti/ae faculty who had been retired for five years or less and for potential future emeriti/ae faculty. These faculty also desired access to a computer and to venues to present their work. Again, the working group needs to take these "age" differences into account as they develop the Emeritus College.

Finally, there will obviously be financial costs associated with the establishment of an Emeritus College and the amount of funding available may have a large impact on the make-up of the college. Participants were asked to indicate how much they would be willing to contribute annually to support the Emeritus College. Unfortunately, there was no clear consensus. There did appear to be some moderate support for an amount of \$100 or less, but it is recommended that the working group revisit this issue once the activities of the Emeritus College have been more clearly defined.

Appendices

- **Appendix A: Tabled Findings for Emeritus College Survey**
- **Appendix B: Verbatim Comments**

Appendix A

Tabled Findings for Emeritus College Survey

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Table 1		
Retirement Timeframe for Current and Potential Future Emeriti/ae Faculty		
	Number of Responses	Percent
Current Emeriti/ae Faculty		
<i>Member of UMKC Retiree Association</i>		
Yes	48	68.6%
No	21	30.0%
Unknown	1	1.4%
<i>Years Retired from UMKC</i>		
15+ Years	11	15.7%
10 to 15 Years	24	34.3%
5 to 9 Years	18	25.7%
Less than 5 Years	14	20.0%
Unknown	3	4.3%
Potential Future Emeriti/ae Faculty		
<i>Anticipated Timeframe for Retirement</i>		
Within the next year	9	10.0%
Within the next five years	27	30.0%
Within the next ten years	34	37.8%
More than 10 years from now	14	15.6%
Unknown	6	6.7%

Table 2				
Participation in the Emeritus College				
	Number of Responses	Percent	Number of Responses	Percent
<i>Would likely affiliate with an Emeritus College at UMKC</i>				
Strongly agree	23	33.8%	36	40.0%
Agree	30	44.1%	38	42.2%
Disagree	13	19.1%	3	3.3%
Strongly disagree	2	2.9%	13	14.4%
<i>Would be more likely to participate in:</i>				
Regularly weekly activities	8	15.1%	15	20.5%
Periodic special commitments	45	84.9%	58	79.5%
<i>Should include faculty from other 4-year institutions</i>				
Yes	31	64.6%	45	62.5%
No	17	35.4%	27	37.5%
<i>Amount willing to contribute annually</i>				
Nothing	1	3.4%	3	6.3%
\$20 to \$100	12	41.4%	5	10.4%
\$101 to \$250	1	3.4%	1	2.1%
\$251 to \$500	4	13.8%	4	8.3%
More than \$500	1	3.4%	3	6.3%
Time	0	0.0%	6	12.5%
Depends on what EC consists of	1	3.4%	9	18.8%
Don't know	2	6.9%	9	18.8%
Other (<i>see verbatim comments</i>)	7	24.1%	8	16.7%

Table 3		
Likelihood of Affiliating with the Emeritus College at UMKC		
by Retiree Association Membership Status		
Would likely affiliate with the Emeritus College	Number of Responses	Percent
<i>Retiree Association Member</i>		
Strongly Agree	19	40.4%
Agree	18	38.3%
Disagree	8	17.0%
Strongly Disagree	2	4.3%
<i>Non-Retiree Association Member</i>		
Strongly Agree	4	19.0%
Agree	12	57.1%
Disagree	5	23.8%
Strongly Disagree	0	0.0%

Table 4		
Likelihood of Affiliating with the Emeritus College at UMKC		
by Years Retired		
Would likely affiliate with the Emeritus College	Number of Responses	Percent
<i>Been retired more than 15 years</i>		
Strongly Agree	1	9.1%
Agree	6	54.5%
Disagree	3	27.3%
Strongly Disagree	1	9.1%
<i>Been retired 10 to 15 years</i>		
Strongly Agree	9	37.5%
Agree	8	33.3%
Disagree	7	29.2%
Strongly Disagree	0	0.0%
<i>Been retired 5 to 9 years</i>		
Strongly Agree	7	41.2%
Agree	9	52.9%
Disagree	1	5.9%
Strongly Disagree	0	0.0%
<i>Been retired less than 5 years</i>		
Strongly Agree	5	35.7%
Agree	7	50.0%
Disagree	1	7.1%
Strongly Disagree	1	7.1%

Table 5
Perceptions of What Should Be Principle Functions of an Emeritus College
by Respondents Likely to Affiliate with the Emeritus College

	<u>Current Emeriti/ae</u>			<u>Potential Future Emeriti/ae</u>		
	#	Percent	Mean	#	Percent	Mean
Enhance the interaction between UMKC emeriti/ae and the university	49	92.5%	4.4	67	90.5%	4.3
Integrate emeriti/ae into the life of the university	47	88.7%	4.3	79	93.2%	4.3
Provide expert service to the university	47	88.7%	4.3	67	90.5%	4.4
Serve as a vehicle through which the university could extend its intellectual reach into issues of current concern	46	86.8%	4.2	63	85.1%	4.2
Provide opportunities for emeriti/ae to support the ongoing research, teaching and service missions of the university	48	90.5%	4.5	69	93.2%	4.4
Promote lifelong scholarship and research among its retired faculty	44	79.2%	4.2	62	83.7%	4.3
Facilitate the availability of scholars who wish to share their knowledge with the university and larger community	47	88.7%	4.3	66	90.4%	4.4
Provide a clearing-house for services performed by emeritus faculty on behalf of university entities	37	69.8%	3.9	53	71.6%	3.8
Provide a focus for intellectual exchange and productive scholarly activities	47	88.7%	4.4	63	75.1%	4.2
Serve as a focal point for collegial interactions	40	75.5%	4.0	51	68.9%	3.9
Serve the university's administration in an advisory capacity on emeritus issues and policies	43	81.2%	4.1	54	72.9%	3.9
Participate in fund-raising support activities	18	34.0%	3.1	30	41.7%	3.3

*Numbers and percentages provided reflect responses of "agree" or "strongly agree."

Table 6
Most Important Functions of an Emeritus College
by Current Emeriti/ae Respondents Likely to Affiliate with the Emeritus College

	#	1	2	3	4	5	Mean
Enhance the interaction between UMKC emeriti/ae and the university	31	41.9%	29.0%	9.7%	3.2%	16.1%	2.23
Integrate emeriti/ae into the life of the university	25	24.0%	24.0%	20.0%	20.0%	20.0%	2.72
Provide expert service to the university	30	20.0%	23.3%	30.0%	16.7%	10.0%	2.73
Serve as a vehicle through which the university could extend its intellectual reach into issues of current concern	35	20.0%	25.7%	22.9%	11.4%	20.0%	2.86
Provide opportunities for emeriti/ae to support the ongoing research, teaching and service missions of the University	21	28.6%	9.5%	19.0%	23.8%	19.0%	2.95
Promote lifelong scholarship and research among its retired faculty	11	18.2%	9.1%	27.3%	36.4%	9.1%	3.09
Facilitate the availability of scholars who wish to share their knowledge with the university and larger community	24	8.3%	25.0%	25.0%	20.8%	20.8%	3.21
Provide a clearing-house for services performed by emeritus faculty on behalf of university entities	23	8.7%	21.7%	26.1%	17.4%	26.1%	3.30
Provide a focus for intellectual exchange and productive scholarly activities	21	14.3%	9.5%	14.3%	47.6%	14.3%	3.38
Serve as a focal point for collegial interactions	14	7.1%	14.3%	21.4%	21.4%	35.7%	3.64
Serve the university's administration in an advisory capacity on emeritus issues and policies	20	15.0%	10.0%	5.0%	30.0%	40.0%	3.70
Participate in fund-raising support activities	1	0.0%	0.0%	0.0%	0.0%	100.0%	5.00

*Participants were only allowed to rank the top five (1=most important) among the 12 functions.

Table 7
Most Important Functions of an Emeritus College
by Potential Future Emeriti/ae Respondents Likely to Affiliate with the Emeritus College

	#	1	2	3	4	5	Mean
Enhance the interaction between UMKC emeriti/ae and the university	40	50.0%	7.5%	15.0%	10.0%	17.5%	2.38
Integrate emeriti/ae into the life of the university	51	35.3%	23.5%	11.8%	11.8%	17.6%	2.53
Provide expert service to the university	39	30.8%	15.4%	20.5%	25.6%	7.7%	2.64
Serve as a vehicle through which the university could extend its intellectual reach into issues of current concern	27	7.4%	44.4%	14.8%	25.9%	7.4%	2.81
Provide opportunities for emeriti/ae to support the ongoing research, teaching and service missions of the University	33	18.2%	24.2%	21.2%	27.3%	9.1%	2.85
Promote lifelong scholarship and research among its retired faculty	33	15.2%	27.3%	18.2%	12.1%	27.3%	3.09
Facilitate the availability of scholars who wish to share their knowledge with the university and larger community	49	6.1%	28.6%	28.6%	14.3%	22.4%	3.18
Provide a clearing-house for services performed by emeritus faculty on behalf of university entities	26	7.7%	15.4%	42.3%	15.4%	19.2%	3.23
Provide a focus for intellectual exchange and productive scholarly activities	13	0.0%	7.7%	15.4%	69.2%	7.7%	3.77
Serve as a focal point for collegial interactions	9	22.2%	0.0%	11.1%	11.1%	55.6%	3.78
Serve the university's administration in an advisory capacity on emeritus issues and policies	15	0.0%	6.7%	26.7%	40.0%	26.7%	3.87
Participate in fund-raising support activities	18	11.1%	5.6%	11.1%	16.7%	55.6%	4.00

*Participants were only allowed to rank the top five (1=most important) among the 12 functions.

Table 8
Interest in Potential Emeritus College Activities
by Respondents Likely to Affiliate with the Emeritus College

	Current Emeriti/ae			Potential Future Emeriti/ae		
	Not Interested	Somewhat Interested	Very Interested	Not Interested	Somewhat Interested	Very Interested
Student advising during class registration	73.3%	26.7%	0.0%	68.4%	21.1%	10.5%
Substitute teaching for an absent or ill instructor/lecturer	34.0%	40.0%	26.0%	45.8%	27.1%	27.1%
Serving as guest lecturer in scheduled classes	16.3%	51.0%	32.7%	4.7%	37.5%	57.8%
Advising/mentoring graduate students	40.4%	46.8%	12.8%	14.1%	50.0%	35.9%
Advising/mentoring undergraduate students	54.2%	39.6%	6.3%	46.7%	36.7%	16.7%
Advising/mentoring honor students	54.2%	39.6%	6.3%	27.6%	48.3%	24.1%
Mentoring faculty	34.7%	55.1%	10.2%	12.5%	45.3%	42.2%
Tutoring students	58.3%	29.2%	12.5%	54.2%	32.2%	13.6%
Assisting in UMKC recruitment efforts	73.9%	23.9%	2.2%	52.5%	28.8%	18.6%
Teaching courses	54.2%	25.0%	20.8%	24.2%	33.3%	42.4%
Reviewing scholarship applications	56.3%	31.3%	12.5%	41.0%	44.3%	14.8%
Serving on university-wide committees	45.1%	39.2%	15.7%	32.3%	46.2%	21.5%
Serving on an advisory committee to the administration on emeritus issues	30.8%	55.8%	13.5%	20.0%	50.8%	29.2%
Giving campus tours	90.0%	10.0%	0.0%	79.4%	15.9%	4.8%
Meeting with legislators at the behest of UMKC	66.0%	32.0%	2.0%	61.3%	22.6%	16.1%
Participating in fund raising activities	78.0%	18.0%	4.0%	63.5%	30.2%	6.3%
Participating in organized study of issues important to the local, national or global community	23.5%	56.9%	19.6%	13.8%	47.7%	38.5%
Volunteering in your community	25.0%	54.2%	20.8%	12.5%	50.0%	37.5%
Speaking at community, state, national or international functions	37.3%	41.2%	21.6%	12.5%	39.1%	48.4%
Consulting services	35.3%	49.0%	15.7%	18.8%	40.6%	40.6%
Engaging in studies and research of personal interest	16.0%	40.0%	44.0%	6.1%	21.2%	72.7%

Table 8 (continued)
Interest in Potential Emeritus College Activities
by Respondents Likely to Affiliate with the Emeritus College

	Current Emeriti/ae			Potential Future Emeriti/ae		
	Not Interested	Somewhat Interested	Very Interested	Not Interested	Somewhat Interested	Very Interested
Meeting with others to hear lectures in areas of common interest	5.9%	52.9%	41.2%	7.5%	44.8%	47.8%
Collaborating in research activities	30.0%	40.0%	30.0%	13.4%	32.8%	53.7%
Leading a seminar on an area of personal interest	36.0%	40.0%	24.0%	11.1%	41.3%	47.6%
Experimenting in new ideas and knowledge	15.7%	47.1%	37.3%	7.8%	48.4%	43.8%
Engaging in the study of new and original subject matter	23.5%	41.2%	35.3%	13.8%	38.5%	47.7%
Learning about areas of personal interest outside your discipline	17.3%	51.9%	30.8%	7.7%	46.2%	46.2%
Working on sponsored grants	56.0%	32.0%	12.0%	32.3%	45.2%	22.6%
Engaging in collegial activities and interactions	14.6%	64.6%	20.8%	6.1%	50.0%	43.9%
Other (<i>see verbatim comments</i>)	0.0%	50.0%	50.0%	0.0%	0.0%	100.0%

Table 9
Interest in Potential Emeritus College Activities
by Years Retired

	Retired 15+ Years	Retired 10-15 Years	Retired 5-9 Years	Retired Less Than 5 Years	Future Emeriti/ae
Student advising during class registration	80.0%	68.8%	83.3%	63.6%	68.4%
Substitute teaching for an absent or ill instructor/lecturer	60.0%	47.1%	20.0%	25.0%	45.8%
Serving as guest lecturer in scheduled classes	60.0%	17.6%	14.3%	0.0%	4.7%
Advising/mentoring graduate students	80.0%	26.7%	35.7%	41.7%	14.1%
Advising/mentoring undergraduate students	100.0%	56.3%	42.9%	41.7%	46.7%
Advising/mentoring honor students	100.0%	50.0%	42.9%	58.3%	27.6%
Mentoring faculty	80.0%	23.5%	35.7%	25.0%	12.5%
Tutoring students	100.0%	31.3%	57.1%	75.0%	54.2%
Assisting in UMKC recruitment efforts	100.0%	50.0%	91.7%	75.0%	52.5%
Teaching courses	100.0%	62.5%	57.1%	25.0%	24.2%
Reviewing scholarship applications	80.0%	68.8%	57.1%	25.0%	41.0%
Serving on university-wide committees	66.7%	29.4%	60.0%	41.7%	32.3%
Serving on an advisory committee to the administration on emeritus issues	57.1%	35.3%	33.3%	8.3%	20.0%
Giving campus tours	83.3%	94.1%	92.9%	83.3%	79.4%
Meeting with legislators at the behest of UMKC	100.0%	76.5%	50.0%	50.0%	61.3%
Participating in fund raising activities	100.0%	76.5%	71.4%	75.0%	63.5%
Participating in organized study of issues important to the local, national or global community	66.7%	25.0%	25.0%	0.0%	13.8%
Volunteering in your community	100.0%	18.8%	26.7%	0.0%	12.5%
Speaking at community, state, national or international functions	66.7%	35.3%	33.3%	25.0%	12.5%
Consulting services	33.3%	43.8%	31.3%	25.0%	18.8%
Engaging in studies and research of personal interest	33.3%	17.6%	14.3%	8.3%	6.1%

*Percentages reported reflect "Not Interested."

Table 9 (continued)
Interest in Potential Emeritus College Activities
by Years Retired

	Retired 15+ Years	Retired 10-15 Years	Retired 5-9 Years	Retired Less Than 5 Years	Future Emeriti/ae
Meeting with others to hear lectures in areas of common interest	28.6%	5.9%	0.0%	0.0%	7.5%
Collaborating in research activities	60.0%	35.3%	26.7%	16.7%	13.4%
Leading a seminar on an area of personal interest	66.7%	35.3%	28.6%	33.3%	11.1%
Experimenting in new ideas and knowledge	50.0%	11.8%	13.3%	8.3%	7.8%
Engaging in the study of new and original subject matter	66.7%	29.4%	20.0%	0.0%	13.8%
Learning about areas of personal interest outside your discipline	42.9%	5.9%	20.0%	16.7%	7.7%
Working on sponsored grants	100.0%	52.9%	60.0%	41.7%	32.3%
Engaging in collegial activities and interactions	66.7%	5.9%	8.3%	0.0%	6.1%

*Percentages reported reflect "Not Interested."

Table 10
Need for Potential Emeritus College Services
by Respondents Likely to Affiliate with the Emeritus College

	<u>Current Emeriti/ae</u>			<u>Future Emeriti/ae</u>	
	Currently Have	Would Like To Have	Do Not Need	Would Like To Have	Do Not Need
Shared office space	32.7%	19.2%	48.1%	71.2%	28.8%
Laboratory space	7.5%	5.7%	86.8%	19.4%	80.6%
Computer - used only by you	38.8%	10.2%	51.0%	62.1%	37.9%
Computer - access to computer also used by others	14.3%	14.3%	71.4%	41.9%	58.1%
Employ a research assistant with grant support	3.8%	13.2%	83.0%	27.0%	73.0%
Internet access/email account	66.0%	9.4%	24.5%	95.5%	4.5%
Venue to present work	14.6%	27.1%	58.3%	73.8%	26.2%
Travel funds for active involvement in academic meeting or conference	11.3%	41.5%	47.2%	77.3%	22.7%
Continued access to UMKC software licenses	22.9%	33.3%	43.8%	89.4%	10.6%
Other (<i>see verbatim comments</i>)	0.0%	100.0%	0.0%	100.0%	0.0%

Table 11
Need for Potential Emeritus College Services
by Years Retired

	Retired 15+ Years	Retired 10-15 Years	Retired 5-9 Years	Retired Less Than 5 Years	Future Emeriti/ae
Shared office space	85.7%	64.7%	40.0%	16.7%	28.8%
Laboratory space	85.7%	100.0%	75.0%	83.3%	80.6%
Computer - used only by you	83.3%	62.5%	57.1%	16.7%	37.9%
Computer - access to computer also used by others	83.3%	64.7%	73.3%	72.7%	58.1%
Employ a research assistant with grant support	85.7%	82.4%	87.5%	83.3%	73.0%
Internet access/email account	71.4%	35.3%	12.5%	0.0%	4.5%
Venue to present work	83.3%	62.5%	64.3%	33.3%	26.2%
Travel funds for active involvement in academic meeting or conference	85.7%	47.1%	50.0%	25.0%	22.7%
Continued access to UMKC software licenses	71.4%	56.3%	35.7%	18.2%	10.6%

*Percentages reported reflect "Do Not Need."

Appendix B

Verbatim Comments

Question 5. As a member of the Emeritus College, how much would you be willing to contribute annually to support its activities?

Current Emeriti/ae Faculty

- Time or money? (x4)
- Depends on what it does. (x3)
- Would depend on the activities my interests and capacity.
- Depends on needs and activity.
- Teaching, research, or community service?
- Not sure what is meant by contribute.
- I currently spend 24-30 hrs/wk at UMKC doing my research and writing, have authored books and articles since I retired and have had 4 or 5 research grants and contracts, given a seminar in Mexico and was the principal keynote speaker at an international conference in Shang Hai.
- Retirement income limits, but willing.
- Donation and lectures.
- 10-20 hours.
- I'm not sure.
- Don't know at this time.
- To be decided.
- Cannot afford to do so at this time.
- Probably not a lot.
- \$ Agenda??
- You have to be kidding!

Potential Future Emeriti/ae Faculty

- Not sure at this point. (x5)
- Not sure...but something.
- Depends entirely on what is offered - a social club for all faculty is needed on this campus; from \$100 up.
- Depends on the activity involved in. Time is relatively unimportant - what is important is that the task(s) assigned are completed in a quality way in a timely manner.
- I can't say. It would depend on what the activities were and how I thought I could contribute.
- It would depend on its activities and vision and the salary I make when I retire.
- Not sure at this point. It will depend of the what the emeritus college will do and what it will promote for the university.

- Not sure yet, depends on its mission and effectiveness. There are so many needs UMKC has at the moment.
- That depends on the College's activities.
- Time and personal contributions would be dependent on the type of services requested.
- Too difficult to answer - depends on what the Emeritus College will consist of.
- Contribute time on a periodic basis.
- 520 hours.
- A few days (maybe a week's time).
- Significant time, but NOT significant resources!
- Not sure what range you are thinking about. Are you talking about contributing time and energy or money? Maybe a couple of hundred dollars max. Thousands? No way.
- Do you mean time or money?
- Time or money? Not sure at this time.
- Are you talking about time or money? Time, yes, depending on what is needed/asked. Money? Strange.
- Financially? I don't know.
- Is this question asking about financial commitment?
- Depends on retirement income.
- I already contribute to another Conservatory, so not sure how much I could contribute.
- Limited amount.
- Only a small amount of money; liberal contribution of time.
- At this point I cannot answer that.
- Prep of documents for review by IRB. Prep of nursing documents for publication. Research on maternal infant morbidity & mortality.
- Yes.
- NO. I am opposed to this, for this is the usual response of the university which is to ask faculty to fund raise money. This is not the purpose or role of the current faculty or emeritus faculty.

Question 7. Please indicate your level of interest in each of the following topics (Other).

Current Emeriti/ae Faculty

- Active in professional associations related to my profession.
- International.
- Advisory Panels-UMKC.
- Community Service Publications.
- Serving on Graduate Committees.
- Online forums/discussion groups.

Potential Future Emeriti/ae Faculty

- Continuing with my research and writing and training students in lab work.
- Helping to represent the University in selected non-profit domains.
- I.Ph.D Program.
- Mentoring undergraduate research skills.

- Program development in a specific area.

Question 11. Please indicate whether you currently have, would like to have, or do not need each of the following services (Other).

Current Emeriti/ae Faculty

- University purchase price for PC's & software.
- Continue access to parking permit and library access.
- Pathroad to help in Graduate Studies.
- Use of large format digital printers in Dept. of Art.
- Faculty Club (e.g. Chancellor's House).

Potential Future Emeriti/ae Faculty

- Continued library use.
- Designated emeritus library space
- Faculty club or social meeting place
- I would like a private office space. If I teach or do research, I would expect to earn some stipend/salary.
- Personal office space.
- Parking. (x2)
- Parking at a discount.
- Respect.
- Teaching voice doesn't need any of these requirements.
- To have access to technical help/assistance for computer programming/repair.

Question 13. Please share any questions, comments, or recommendations regarding your participation in the proposed Emeritus College or the University's support of you and/or the college.

Current Emeriti/ae Faculty

- With reference to research, writing, conference participation, grants and contracts, I have been doing all of this ever since I retired and want to continue.
- I'm interested in learning to speak Spanish. A group activity along this line would be useful to me.
- I am not seeking more activities.
- Emeriti play little role currently, seems a shame for UMKC to waste that resource.
- I have 35 works in 45 publications in 7 languages and 447 library holdings by the 18th century women composer Marianne Martines. I'm also writing a book on the letters by composer Paul Creston. Research and publications continue to be my specialty and interest.
- I might like to do more but as you get older sometimes driving and distances become more difficult. If living on or near campus, then could really enjoy much participation.

- I have taught continuing education courses (4-weeks) through the Cockefair Chair (College of A&S). I think similar about courses in Shakespeare, the English language, film history, etc., could be integrated into the Emeritus College.
- It is critical to "show the flag". This program should add one additional issue of merit in the service of UMKC to the community.
- Our current residence is West Chicago, Illinois and approximately 500+ miles from Kansas City and at age 75+ I am unable to provide much help in an Emeritus College program.
- I'm glad to see interest in developing an emeritus relationship. I would like to have maintained and had access to a collegial relationship to the University, as I have seen with my colleagues elsewhere, but it was not available when I retired in 2004 and now, 7 years later, is, I fear, too late to resurrect. (I never had access to UMKC software licenses).
- I support the idea of an Emeritus College and would offer my services for consultation. However, I cannot do more because my health problems and their economic costs.
- For those faculty (and possibly others) interested in continuing to be involved with UMKC, an Emeritus College is a very good idea- provided it can be supported sustainably.
- This could be an exciting challenge if the University and UMKC would follow through on emeritus recommendations.
- I strongly agree with the concept.
- I live too far away to effectively participate.
- International activities.
- I'm interested in contributing to the continued development of the Urban Mission of UMKC.
- This is a great project. I look forward to its implementation.
- Get agenda-define a purpose.
- I am interested!
- I am excited about the prospects for further teaching and research.
- As Emeriti I ran NIH grant for UMKC. This provided employment for students and laboratory facilities. I would love to have a path to continue to help the University in this way.
- I am interested in all forms of "visual literacy" and have (while at UMKC) presented papers in this area.
- I like being kept abreast of issues affecting my pension.
- Good idea, unless it just leads to titles, committee work, domination, and salaries for retired administrators of questionable worth, who just want a job and free trips.
- I am very enthusiastic about an Emeritus College as a way of using the academic talents of retired professors. I do want to keep contributing to UMKC. I'm proud of the University.
- I am not familiar with the concept of "Emeritus College." If this is work for pay, I would consider each opportunity on its merits, but if this is designed entirely as volunteer activity, I would not be interested since I no longer live in the immediate Kansas City area. Thanks.
- I am too old.
- My expertise is very specialized and further participation would be dependent on the dean.
- I support the ideas of this survey and wish everyone well in doing this. However, I am living over 1,000 miles from UMKC (and don't return very often) and am personally not

interested in doing research and/or other educational work these days. Just trying to stay healthy and enjoy retired life.

- I stay involved with medical school lectures, search committees, etc.
- Since I am not now near UMKC, many of these issues and functions are not applicable to me, I am sure I am not alone. I would like to see projects that don't need a physical presence in or near Kansas City.
- I live in Oregon but would support a program that included opportunities for distant Emeriti/ae, i.e. Internet, phone, mail, etc.
- Thank you for including me in this invitation to complete the survey. Considering the distance involved the best I can offer is my best wishes for a successful outcome.
- I live in North Texas and will not be able to participate in the Emeritus College.
- Too bad this questionnaire didn't come out when I retired. I could have answered many of the questions in a positive way. Although I did participate in various activities after retirement, participation gradually declined until it is almost non-existent now. I don't believe now that I could participate in an Emeritus College. I saw laboratory space only mentioned once in all of the survey. In my own case this would have been desirable. After 15 years retirement this is no longer of interest, but for some current retirees this feature could be very important.
- I have no interest in the proposed Emeritus College. Others might however. Good luck.
- Good idea. Retired 1993 – would have been interested then, but not now.
- Unable to help – Macular Degeneration.
- I regret that my husband is unable to complete the survey you sent due to the ravages of Alzheimer's Disease. He can no longer speak or reason in any way.
- I am writing on behalf of my husband, Herwig Zauchenberger, with regard to the UMKC Emeritus College Interest Survey. Unfortunately, Herwig has been battling Parkinson's Disease for a very long time and is currently hospitalized. His debilitated condition prevents him from answering the enclosed survey. The prospect of a UMKC Emeritus College is very exciting and immensely important. Herwig would have loved to participate in and contribute as well to such a worthwhile endeavor. He wishes you all great success.

Potential Future Emeriti/ae Faculty

- Each time you mentioned advising or consulting with the administration, you say on "emeritus issues." Why limit our input to just emeritus issues. After already putting in 42 years in an academic medical center (two different centers), I hate to think that my input would only be valuable as it relates to emeritus issues.
- Emeritus professors are an "un-mined" and "mission multiplier" resource that appears to be "discriminated against" at UMKC as witnessed by how few, if any, are presently members of the UMKC academic community.
- Even retired, I will be more than happy to be part of the Campus Life, this is my mission.
- Excellent idea. If we are the only college/university in the region to do this, we should definitely include others from neighboring schools. The Emeritus College could include, or interact with, a UMKC Think Tank - something which has never been developed in KC but which could be a regional source for collaborative solutions to regional problems.
- Giving respect and value to our retired community members is most critical...how to do that as our faculties decline is a challenge.

- I fully support the use of emeritus faculty to promote the mission of the university and be a resource for scholarly research, collaboration, engagement and liaisons to the community and within the university.
- I like the idea. I think this needs to be an opportunity to fully use the resources and ideas of emeritus faculty and not just as "skills" for the University. What a great resource if used properly!
- I strongly endorse the proposed Emeritus College so that the talent and knowledge of emeritus faculty will not be lost.
- I think this is a terrific idea. I would like to be able to publicly speak on behalf of the university, since meeting and greeting people and getting people to coalesce around an idea or activity has been my strong suit.
- I would hope that appropriate space could be created within the Miller Nichols Library. With the space created from the transport of books to the RooBot, there is ample space that could easily create an inviting atmosphere for emeriti faculty to use. I don't think that everyone needs his/her own computer but there could be a sufficient number of computers to share, appropriate desk area for work and a 'chat' area for inviting an exchange of ideas.
- If I remain here in Kansas City, then I would be interested. I expect, however, to relocate after retirement.
- Interesting concept. Hate to see potential go to waste. Nice to make use of talent.
- It is an excellent idea to establish an Emeritus College. I will support its establishment any way I can. Thanks for a good idea.
- It sounds like a good idea, but we need to consider how people can also maintain some identity with their disciplines at the same time.
- My only hesitation is any diversion of funds. Right now, the university is not doing well vis-a-vis the faculty: research leaves (vital to productivity) have been radically scaled back, research is no longer at all encouraged in the College of Arts & Sciences (hard to know what the College dean's office values except the individual advancement of each career within the university bureaucracy). The university has already broken its "social contract" with the current faculty. After faculty retire, should they be using university funds (except in a minimal way: library privileges, email, perhaps sharing software & maybe having computers -- why not give them the computers that are 5 years old & currently sold at ridiculously low bundled rates to outsiders)?
- The proposed Emeritus College makes the assumption that Emeritus status will be granted/supported by the department. This may be unlikely in many cases because of politics.
- Very excited about this possibility....Great idea!!!
- We need named Fellowships for MA and Ph.D. students in the Humanities.
- Would only the "elite" or tenured faculty be eligible?