



**Proposal for an Emeritus College  
at the University of Missouri-Kansas City**

**Submitted to**

**Gail Hackett**

**Executive Vice Chancellor and Provost**

**March 2012**

**by the Emeritus College Working Group**

## Executive Summary

The exploration of an Emeritus College is part of the implementation of UMKC's strategic plan. A working group was named by the Provost and charged with studying Emeritus College (EC) models at other universities, outlining benefits of an EC, and developing a proposal for an EC at UMKC.

The working group made a detailed investigation of 14 Emeritus Colleges. They identified a variety of models and interviewed staff and volunteers of those Emeritus Colleges to understand the options and best practices of UMKC's peer, operational and aspirational institutions with ECs in place. They met with representatives of constituent groups on the UMKC campus to explore potential areas of collaboration. Based on that research and on an extensive survey of emeriti and emeriti-eligible faculty, the working group is proposing a model for UMKC that leverages the participation of emeritus faculty in the intellectual life of the campus. Benefits to establishing an EC were identified for the emeriti/ae faculty, the University and the community.

It is recommended that the EC be established as an academic unit reporting to the Provost. The organization should be led by a Dean in consultation with an EC Advisory Board and governed according to a set of bylaws. Five committees are recommended to implement the activities of the EC including By-Laws, Communications, Programs and Activities, Membership and Fund Raising. Support staff for the dean will be needed.

Core activities of the EC would include a Speakers Bureau for the University and the community, enrichment programs of interest to the emeriti/ae faculty, multidisciplinary dialogue through Colloquia or luncheon programs, encouragement of emeriti/ae faculty to maintain their research and scholarly activities, ongoing showing of art and musical performance of emeriti/ae faculty, continued creative development such as writing workshops, participation in faculty development programs with FaCET, and mentoring of students.

A sample EC income plan is proposed to generate a funding base to sustain the EC within 8-10 years. Sources of funds include memberships, dues, UMKC funding, and donations. A goal to have the college funded through an endowment well enough to support the dean, staff and various activities of the EC is outlined.

Funding for startup costs for the EC will be required from the University. For example, space to house the Emeritus College is planned in the Miller Nichols Library. A design plan and cost analysis is included in the proposal.

The group believes the implementation of an Emeritus College would play a crucial role in transforming UMKC into a model urban research university.

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## **Proposal for an Emeritus College at the University of Missouri-Kansas City**

### **Introduction**

In November 2010, an Emeritus College Working Group was established by the Executive Vice Chancellor and Provost, Gail Hackett. The group was asked to “study Emeritus College (EC) models at other universities and to propose a model for UMKC that leverages the participation of Emeritus faculty in the intellectual life of our campus.” The working group was charged to examine models of Emeritus Colleges at other institutions, to articulate the benefits of an Emeritus College at UMKC and to prepare a written proposal for a UMKC Emeritus College. Dr. Hackett indicated that work of the Emeritus College Working Group would play a crucial role in transforming UMKC into a model urban research university. Establishing an Emeritus College at UMKC is a part of UMKC’s Strategic Plan.

### **Working Group**

A number of emeriti/ae were invited by Dr. Hackett to become members of an Emeritus College Working Group. Several persons invited were unable to serve. The final working group members include the following:

1. Nancy Mills, Chairperson
2. Dale Neuman
3. Linda Edwards
4. Reaner Shannon
5. Merton Shatzkin
6. Charles Wurrey
7. Leon Robertson/Steve DeLurgio

Ex-officio members include:

1. Provost Hackett
2. Vice Provost for Faculty Affairs –Ronald MacQuarrie followed by Denis Medeiros
3. UMKC Retirees Association President or designee –Richard Hetherington followed by Dennis Schemmel

Staff support was provided by Juno Friedman, Larry Bunce and Troy Lillebo. The Emeritus College Working Group met approximately every two weeks beginning in January 2011.

### **Assessment Process**

The Emeritus College Working Group explored Emeritus Colleges and Centers. Models were identified both through online searches as well as through the Association of Retirement Organizations in Higher Education (AROE). Fourteen of approximately 20 emeritus colleges/centers (Appendix 1) were examined to determine the models, organizational structure, missions, activities, resources, and bylaws of some of the well-established Emeritus Colleges. In some cases, persons involved in these colleges were contacted by telephone and interviewed to address questions the working group posed. In addition, the group met with approximately 20 UMKC constituent organizations (Appendix 1) to determine their missions and activities as well as to explore possible relationships between the Emeritus College and the groups.

A survey of UMKC emeritus faculty and selected retirement eligible faculty was conducted to determine interest in an Emeritus College and to determine activities of most interest if faculty were to become involved (surveys included in Appendix 2).

Meetings with the President of the UMKC Foundation, Murray Blackwelder, the Vice President of the UMKC Foundation, Jenea Oliver, the Vice Chancellor for Advancement, Curt Crespino, and the Assistant Vice Chancellor for Alumni and Constituent Relations, Lisen Tammeus, were held to explore options for funding the new college. A session was held with the Provost to determine resources available to support the Emeritus College. Possible space for College was explored with the Provost and the Associate Vice Chancellor for Administration, Robert Simmons.

## **Assessment Outcomes Emeritus Colleges and Constituents**

### Models and Missions

Four models of Emeritus colleges/centers were identified. One model is an intellectual home for emeritus faculty where they continue their research, teaching, scholarly or artistic endeavors. A second model is focused on life-long learning and enrichment for the emeritus faculty members and includes a social element. The third has a focus on enrichment and professional expertise efforts in the context of community outreach by the Emeritus College members. The fourth model is a hybrid of the first three models with elements varying in degree among various Emeritus College examples.

### Organization, Administration and Governance

Those organizations titled 'Emeritus College' tend to be categorized by their respective universities as academic units that report to the Provost and are overseen by a dean or director and advisory councils. Some titled 'Emeritus Center' have a director and other administrative staff but aren't designated as an academic unit. Other Emeritus Centers are governed by volunteer officers and a volunteer board much like the UMKC Retirees Association. Some have paid administrators/staff and others use volunteers or a mix of volunteer and paid staff.

### Activities

Scholarly and artistic/creative activities in the various Emeritus Colleges included faculty continuing with teaching, research, publishing, presenting art shows, musical and dance performance, colloquia, writing groups, annual symposia and interdisciplinary seminars. Examples of continued learning include brown bag readings, oral history projects, and an academy for continued learning. Service to the university or community is prominent through consultation/advisory roles, participation in retirement seminars, judging student research projects, and providing courses for community groups. Social events, regular weekly or monthly programs, mentoring faculty or students, communicating with emeriti/ae faculty through newsletters, annual reports and websites and fundraising were all reported as activities of Emeritus Colleges.

### Resources

In places where the Emeritus College is an academic unit or life-long learning unit, some funding is provided by the university to support deans, directors, and some expenses and equipment. In addition, the Emeritus College may be partially supported by an endowment fund and/or dues. Space is provided and supported by the university and includes offices, seminar rooms and gathering space. The university furnishes and equips the space. In a couple of instances, space, furnishings and operating funds from an

endowment have been provided by donors and included having the emeritus center named for the donor.

A survey of university faculty/staff retiree organizations and Emeritus Colleges, conducted by the AROHE reports that the major sources of funding for retiree organizations include mandatory dues, the provost or chancellor's office and the development office. Other reported sources are voluntary dues, Human Resources and fund raising. Dues ranged from no dues to over \$50 with the majority ranging from \$16 to \$25. Deans of those emeritus colleges not supported by an endowment or university budget did report the emeritus colleges were underfunded and relied on volunteer support.

When the Emeritus College or Center is less structured, there tends to be less university funding provided and it is supported by dues, endowments and in-kind contributions. Some programs and events may have charges that help support the organization and faculty involved. Some colleges offer modest funds for travel, research and attending conferences for the emeriti faculty.

### Bylaws

Bylaws drawn up by a college are usually in place to regulate or guide organizational structure, membership, committees or centers, dues or member donations and decision making.

### Constituent Relationships

The EC Working Group met with constituent groups including the UMKC Retirees Association (UMKCRA) to discuss differences in mission, membership and activities between the current UMKCRA and the proposed UMKC EC. The UMKCRA is "dedicated to promoting the general welfare of retirees" and to advocate for retirement benefits for UMKC retirees. It promotes communications between the university and its retirees. Activities include supporting goals of UMKC, providing social and educational events and reaching out through volunteering at UMKC and the community. Members include faculty and staff.

In contrast, an EC necessarily focuses more on maintaining the intellectual and creative engagement of retired emeriti/ae. Social engagement is an important element of many of the EC's examined. Membership includes emeritus faculty and librarians in most Emeritus Colleges. Most have membership categories that allow faculty from other four year universities to be involved with the EC. Some allow for a form of affiliation of spouses/significant others/partners of emeriti/ae as well.

The EC Working Group met with organizations that provide on-going professional development and education for either the university or larger community. Senior Peers Actively Renewing Knowledge (SPARK) located directly across Oak Street from UMKC, is an affiliate of the Elder Hostel network and is provided space by UMKC. Its mission is to promote expanded intellectual, cultural and social horizons for persons 55 years of age and older that may be members from the community. Examples of their functions include courses, lectures, book clubs and tours. Many of the programs are offered by UMKC faculty. Course attendees are required to have a SPARK membership and are charged a per course fee.

The UMKC Women's Center focus is on programming about women's and gender issues and violence prevention. The Center partners with academic units and other organizations to improve the inclusion of women in some fields of study and to promote human rights.

The past-president of the Cockefair Chair program, Betsy Beasley, related that the Cockefair program provides a curriculum primarily in the humanities. It offers courses and lectures on a regular basis.

Funding for speakers is provided by the Cockefair Endowment and fees charged for the lecture series. It partners with the Center for Practical Bioethics and the Truman Library in programming.

Because the Emeritus College Working Group is one of several committees established to implement the UMKC Strategic Plan, it was able to share with those committees the EC concept. Potential relationships with the University College, the Honors College and the Student Success Program were identified through this sharing.

Other constituents with which the Emeritus College Working Group or the chair of the group met with include the UMKC Faculty Senate, the UMKC Deans and Directors, the Miller Nichols library staff, the interim director of FaCET, Deborah Smith, and the new Director of FaCET, Peggy Ward-Smith. The UMKC Faculty Senate expressed interest in being involved with the Emeritus College when it is established.

In addition to informing the UMKC Deans about the EC and providing opportunity for input, it became clear that a system for keeping an accurate emeritus faculty listing is needed. Staff in the Office of the Provost and Human Resources will assist in keeping the list current.

The UMKC Dean of Libraries, Sharon Bostick, and Associate Dean, Bonnie Postlethwaite, shared ideas for space to house the Emeritus College and suggested partnerships between the Emeritus College and FaCET and the Writing Laboratory. Members of the EC Working Group met with the Interim Director of FaCET and the FaCET Board to discuss how the two groups might collaborate. Several suggestions were made such as mentoring new faculty and sharing of space. Concerns expressed by faculty members on the FaCET Board included that the EC might take students and student credit hours from their academic units, and that the faculty should have space provided for them to meet before an EC is put into place. There was a concern that staff might be provided for the EC while a staff member in the College of Arts and Sciences is removed. They were assured that the EC will not have students enrolled or produce student credit hours. The Director of the Writing Center attended the session with the FaCET Board and is another potential partner in activities of the Emeritus College.

Chairperson Mills met with Peggy Ward-Smith when the latter became the permanent Director of FaCET in January. According to Ward-Smith, FaCET has two primary functions. One is to provide programs that assist new faculty in their teaching roles. The other is to assist faculty who have been in the classroom for some time in upgrading their teaching competencies. She suggested that FaCET is interested in developing a working relationship with the Emeritus College. Ideas discussed include sharing space, mentoring of new faculty by selected emeritus faculty, and sharing staff at some future time.

Through the conversations with the various constituents, it was determined that there are many opportunities for shared programming, service activities and space utilization possible. Likewise, the opportunity to serve on an EC Advisory Board was discussed to promote good communication between the groups, to avoid conflicts in program scheduling and to build on the synergy of the groups.

### **Assessment Outcomes Emeriti/ae Faculty and Pre-retirement Faculty**

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. The Office of Institutional Research provided leadership in the development of the surveys (Appendix 2), distribution of the surveys, data analysis and provided the EC Survey Report (Appendix 3). The methodology, major findings, and recommendations reported by Dr. Larry Bunce follow.

## 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 7<sup>th</sup>. 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%. These response rates were deemed sufficient for statistical analysis.

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 of the Emeritus College Survey Report found in Appendix 3 of this proposal.

A summary of the findings of the survey follows. Tables detailing results of the surveys are located in Appendix A of the Emeritus College Survey Report located in Appendix 3 of this proposal. A list of tables is provided at the beginning of the appendix to help facilitate location of specific data.

## Survey Findings

The purpose of this survey was to ascertain the level of interest in the proposed Emeritus College and to better define its potential activities and services. 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. Survey results are summarized below.

- **Participation in the Emeritus College:** Three-fourths of the current emeriti/ae faculty and more than 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 were 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 meetings or conferences, 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.

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.

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.

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.

The findings of the surveys have been considered by the Emeritus College Working Group in recommendations for the activities and functions of the proposed Emeritus College at UMKC.

## **Recommendations**

The Emeritus College Working Group recommends the establishment of an Emeritus College at UMKC with the following mission, benefits, organizational structure, and resources.

### Mission

The UMKC Emeritus College is a partnership with the University that enables its members to continue contributing their creative, intellectual and scholarly talents to the mutual benefit of the University, the members of the Emeritus College and the community. The Emeritus College will promote social relationships among emeriti/ae faculty and enhance the intellectual growth of its members.

### **Benefits of the Emeritus College for members, UMKC and the Community**

For the Emeritus College members, benefits include the opportunity to:

1. continue their relationships with students through teaching, research and mentoring;
2. continue professional enrichment/development;
3. continue to be recognized for their faculty careers;

4. have access to small research grants relative to their expertise through a competitive process when funds are available;
5. share research expertise with other faculty;
6. provide community service;
7. participate in social activities that promote on-going relationships among Emeritus College colleagues and non-retired faculty;
8. provide input into the UM/UMKC policies relating to the criteria and processes that lead to the designation of “emeritus” status; and
9. dialogue with intellectual peers and practitioners from different fields.

For UMKC, benefits include the opportunity to:

1. maintain the intellectual expertise and artistic talents of the Emeritus College members;
2. foster mentoring opportunities between Emeritus College members and new or junior faculty;
3. link the Emeritus College members and resources to other programs at UMKC such as the Student Success Center, the University College, the Honors College, and the Cockefair Programs;
4. provide support for current academic programs; and
5. attract retired senior scholars, national or international, to the UMKC campus.

For the community, benefits include opportunity to:

1. engage faculty in problem solving of issues of community concern;
2. hear about significant research and scholarly activities of the emeritus faculty;
3. have access to programs of interest to various constituents in the area; and
4. serve as a resource for community service organizations.

### **Model and Organizational Structure**

The Emeritus College Working Group recommends that the UMKC Emeritus College be established as an academic unit reporting to the Office of the Provost (Appendix 4). Further, it recommends that the Emeritus College be administered by an academic dean appointed from the emeritus faculty by the Provost for a period of two years. Following the first two years, the Emeritus Faculty should be involved in selection of the new dean or reappointment of the person in the position. The dean might have a 0.49 % FTE with compensation determined by an agreement with the Provost.

An initial Emeritus College Advisory Board should be appointed by the Provost with members to include the dean, with a majority from emeriti/ae faculty, and other members from key constituent groups such as FaCET, Cockefair Chair program director, Faculty Senate and others (Appendix 5). Input from the emeriti/ae faculty about membership of the Board is important. Chairs of committees serving the Board should be members of the Board. Roles and functions of the leadership should be clearly identified. After the term of the initial Emeritus College Board is complete, the Board should be elected by the Emeritus Faculty with input from the dean.

### **Role of the Dean**

The dean should be responsible for day to day operations of the EC, providing leadership in developing a strategic plan, developing and overseeing the college budget and resources and fostering collaboration between the EC and constituent groups. The dean should be a member of the Council of Deans at UMKC to assure active engagement of the EC with UMKC units and departments.

### Role of the Emeritus College Board

The EC Board should provide input into activities of the EC, membership, allocation of resources and programming. The initial Board will play an important role with the dean in implementing the Emeritus College. It is proposed that members of the Board chair the various committees established such as bylaws development, communications and programming (Appendix 6).

### Emeritus College Staff

It is recommended that the dean have an administrative assistant with at least a 50 percent appointment during the first two years of the Emeritus College establishment. The appointment should be increased as needed to support activities of the EC.

Other staff support needed includes the following:

1. Computing support and website development and support.
2. Institutional Research support for data collection, analysis and planning purposes.
3. Human resources to support the development and maintenance of the emeritus faculty listing.
4. Accounting support for collection of dues and or donations and administering grants when needed.
5. Support from University Communications and marketing offices to make the EC known in the community.
6. Support from development/UMKC Foundation personnel for fundraising.

### Bylaws/Operating Procedures

The Working Group recommends the development of Emeritus College Bylaws to define procedures for governance and operation of the College. It is recommended that the bylaws be drafted by a committee appointed by the Board and chaired by a Board member. The Bylaws should be approved by the EC Dean, Advisory Board and the Provost.

### Membership Categories

It is recommended that membership in the Emeritus College include emeriti/ae faculty from UMKC and librarians. An associate membership category should be in place to allow faculty with interest in certain activities of an EC member (such as research) should be available through an application process and approval of the EC Board. Emeritus faculty from other four-year institutions of higher learning with a strong professional record may be considered for an associate membership by the EC Board.

### **Emeritus College Activities:**

Based on the surveys of emeritus faculty and retirement eligible faculty, the following activities for the Emeritus College are suggested.

Intellectual Involvement:

1. Maintain a Speakers Bureau for the University and the community
2. Offer enrichment programs of interest to the Emeriti/ae faculty
3. Promote multidisciplinary dialogue through Colloquia or luncheon programs
4. Encourage emeriti/ae faculty to maintain their research and scholarly activities

Creative and artistic programs:

1. Foster the ongoing showing of art and musical performance of Emeriti/ae faculty
2. Support continued creative development such as writing workshops

Mentoring Faculty and students:

1. Participate in faculty development programs with FaCET
2. Participate in reviewing student research through SEARCH

Service to the University and Community:

1. Engage with the community in problem solving issues
2. Share research and scholarly activities of the faculty in the community

Social Activities:

1. Provide opportunities for social events
2. Collaborate with UMKCRA on selected social activities

### **Funding and Resources**

Goal: To have the UMKC Emeritus College fully funded within ten years.

Strategies:

1. Scaled member donation plan:
  - Annual Member \$40
  - Lifetime Member \$400
  - Founding Member \$600
  - Sustaining Member \$800
  - Endowed Member/donor \$1000
2. Secure \$50,000 rate funding by 2020 (staged over 8 years)
3. Build an endowment to provide \$125,000 per year within 7-10years
4. Secure sponsors for selected events
5. Attract college founding donors
6. Solicit In-kind donations
7. Negotiate for computer replacement every four to five- years through university plan.
8. Charge for selected events/programs.

Membership categories could include different donations/dues as well as different benefits of membership. Founding, Sustaining and Endowed members would be lifetime memberships as well as the category Lifetime member. The difference could be in commitment to the EC. Founding membership might be for those individuals becoming members during the first two years of the Emeritus College existence. Names could be placed on a plaque in the EC space. Sustaining members might be for those interested in supporting the EC in its infancy years through a higher membership contribution. Endowed

member could be those who wish to promote the building of the endowment fund which would provide operating funds in future years when the endowment is funded well. Benefits differences for membership categories should be considered in consultation with UMKC Advancement .

**Emeritus College Income Plan:**

<b>EMERITUS COLLEGE INCOME PLAN</b>		draft 3-18							
<b>Fiscal Year</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
<b>Funding Source</b>									
<b>Dues</b>									
<i>Annual @ \$40</i>	N= 75 \$3,000	N=100 \$4,000							
<i>Lifetime @ \$400</i>	N=25 \$10,000	N=25 \$10,000	N=5 \$2,000	N=5 \$2,000	N=5 \$2,000	N=5 \$2,000	N=5 \$2,000	N=5 \$2,000	
<i>Founding @\$600</i>	N=4 \$2,400	N=4 2,400	N=0	N=0	N=0	N=0	N=0	N=0	
<i>Sustaining @ \$1000</i>	N=5 \$5,000	N=3 \$3,000							
<i>Endowed @\$2000</i>	N=2 \$4,000	N=1 \$2,000							
<b>UMKC Rate</b>	5,000	\$10,000	\$17,500	\$25,000	\$32,500	\$40,000	\$47,500	\$50,000	

**Donations to Endowment**

**Event Income**

**Sponsors**

**Grants**

Note 1 All categories after Lifetime are also lifetime memberships.

Note 2: All monies from the lifetime

dues and the first \$400 of those other than annual are to be prorated for spending over the 10 year plan.

### Expenditures Years I and II

<b>Year I</b>	<b>Cost Estimates</b>
1. Remodeling	\$60,750
2. Furniture	\$38,355
3. Computers	\$33,355
4. Printer	\$
5. Copier	\$
6. Telephone	\$6,150
7. Keys and Locks	\$750
8. Card Access to EC space	\$6000
9. Signage	\$2500
10. Email	\$
11. Website	\$ 0
12. Office supplies	\$1800 estimate
13. Postage	\$1200 estimate
14. Launching event	\$4000 estimate
15. Announcements	\$500
16. Letterhead, envelopes & labels	\$220
17. Brochure	\$750
18. Recruitment Dean	
19. Recruitment Staff member	
20. Salary or Stipends for the dean and staff	TBD

### Year II TBD

1. Salaries/stipends
2. Office supplies
3. Postage
4. Printing/Production
5. Maintenance, telephone, email, website
6. Newsletter
7. Reception for new emeritus faculty
8. Donor recognition event

9. Plaques for donor recognition

## **Implementation Plan Fall 2012**

### **1. Establish Administration and Governance**

- Provost appoints implementation team (may be the founding dean and advisory board)
- Recruit Dean or Director
  
- Select Emeritus College Board members
- Recruit staff support person
- Draft and approve Bylaws (membership/board/dean/Provost)
- Develop and oversee the budget
- Create committees appropriate for activities
- Draft strategic plan
- Negotiate for a representative of EC to attend UM retiree sessions

### **2. Announce and Market Emeritus College:**

- Send announcement to all emeritus faculty & UMKC Community
- Hold launching event & invite the current emeritus faculty and others as space and funds permit
- Announce the opening of the Emeritus College on KCUR
- Create Website
- Hold a welcome reception for new emeritus faculty on an annual basis
- Develop a brochure and newsletter

### **3. Remodel and furnish EC space:**

- Complete design and remodel of space
- Secure furniture
- Purchase computers, copy machine and printer
- Develop signage
- Install telephone
- Negotiate sharing seminar rooms with FaCET

### **4. Develop Database:**

- Work with Provost's staff and Human Resource to identify emeritus faculty
- Update contact information
- Establish process for maintaining accurate database

## **5. Begin fund raising:**

- Work with Retirees Capital Campaign Committee to develop plan
- Develop donor materials
- Determine dues or donation levels
- Explore options for grants

## **Space, Furniture, and Equipment Needs**

The Emeritus College is to be housed in space in the Miller Nichols Library on the second floor next to the FaCET Suite. It is recommended that the space be remodeled, furnished and equipped by the University to provide a distinct Office Suite for the EC. It is further recommended that the Emeritus College share meeting room space with FaCET since the Emeritus College space does not have adequate room for larger meetings. Cost of the remodeling, furnishing and equipping the EC space is estimated to be \$ 162,000. Appendix 7 includes copies of the floor plan and cost estimates to complete the work.

### Space Design

There is one private office in the EC space earmarked for the Dean of the EC. Just inside the door should be a desk for a staff member who will greet faculty or guests entering the area. Work space should be designed for faculty to work at a provided desktop or Apple computer. Space and connectivity is recommended for individuals with laptops. A small gathering area should be designated for faculty to meet socially. Larger gatherings or presentations may be scheduled in the iX Theatre by the café on the first floor. It is desirable to have two private offices in the Emeritus College area for private meetings with students or research teams. Other work areas will be in cubicles that provide a desk, computer, chair and a file cabinet. Desks and file cabinets will have locks.

It is recommended that there be two phones in the space--one for the dean and one for the staff member. One shared printer and copy machine should be located near the staff member

Signs to direct people to the Emeritus College in the library should be planned.

### **Marketing/Publicity**

It is recommended that an announcement about the UMKC Emeritus College be sent to current emeriti/ae faculty and the UMKC Community when the physical space is completed. If possible, an open house or reception should be held in the space. Announcements through KCUR and the Kansas City Star would reach the Kansas City community.

Further publicity about the UMKC Emeritus College can be through a website, newsletter and brochures when the Communications Committee is formed.

### Website

Two options for creating a website for the College exist. The first is within Academic Affairs and is managed by Alia Herrman. There is no cost for the development of the site but staff does not maintain the website when it is developed. Someone in the Emeritus College would have to be trained to keep the site current. The second option is through the Advancement Department. The UMKC Retirees Association has a website through the Alumni Association Website hosted by I Modules. Kathryn

Houston led the development of that website. There is a charge of about \$45 per year for the separate address but the site is maintained by Kim Rudolph. It would have to be determined who would manage the website for the Emeritus College.

### **Evaluation**

It is recommended that an evaluation plan be in place based on achievement of the Emeritus College goals and member satisfaction with the functions provided by the Emeritus College. Evaluation of personnel should be included as well. The evaluation should be conducted by the dean and the EC Board based on achievement of the strategic plan and a report sent to the Provost annually.

## Emeritus College Working Group Assessment Plan

### University Emeritus colleges Examined:

1. Arizona State University
2. Clemson University
3. Emory University
4. Indiana University
5. Yale University
6. UCLA
7. USC
8. Saddleback College
9. Santa Monica College
10. University of Northern Texas
11. Wesleyan University
12. Purdue
13. College of Merin

### Constituents and Associations to be contacted:

1. UMKC Retirees Association (need to meet with the Board)
2. The Association of Retirement Organizations in Higher Education (AROHE)
3. Senior Peers Actively Renewing Knowledge (SPARK)
4. Emeritus Faculty (survey and focus groups)
5. Pre-retirement faculty (survey and focus groups)
6. New retirees
7. University College
8. Honors College
9. Student Success Program
10. Faculty Senate (Executive Committee or President and President elect.
11. Women's Center (invite in June to come to meeting)
12. Alumni
13. Advancement (Murray, Curt, Lisen) Scheduled to come to meeting 5/23/2011)
14. Cockefair Chair (invite in June to come to meeting)
15. Deans
16. Human Resources
17. UMKC Budget Committee
18. Library
19. Facilities Management
20. FACET

8/8/11



## UMKC Emeritus College Interest Survey

The purpose of this survey is to determine the interest in the Emeritus College that is being proposed at UMKC as part of the University's strategic plan and to determine what aspects should be part of the Emeritus College. The feedback we receive will help guide how we design the Emeritus College to best serve the needs of our Emeritus faculty and the University overall. Thank you for your participation!

1. Please indicate the degree to which you agree that each of the following should be a principal function of an Emeritus College:

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
To enhance interaction between UMKC emeriti/ae and the University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To integrate emeriti/ae into the life of the University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To provide expert service to the University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To serve as a vehicle through which the university could extend its intellectual reach into issues of current concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To provide opportunities for emeriti/ae to support the ongoing research, teaching and service missions of the University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To promote lifelong scholarship and research among its retired faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To facilitate the availability of scholars who wish to share their knowledge with the university and larger community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To provide a clearing-house for services performed by emeritus faculty on behalf of university entities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To provide a focus for intellectual exchange and productive scholarly activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To serve as a focal point for collegial interactions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To serve the university's administration in an advisory capacity on emeritus issues and policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fund-raising support activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(OVER)

Please rank order the five most important functions of an Emeritus College, with "1" being the most important.  
**(Please only rank the top five of the 12 potential functions listed)**

- \_\_\_\_\_ To enhance interaction between UMKC emeriti/ae and the University
- \_\_\_\_\_ To integrate emeriti/ae into the life of the University
- \_\_\_\_\_ To provide expert service to the University
- \_\_\_\_\_ To serve as a vehicle through which the university could extend its intellectual reach into issues of current concern
- \_\_\_\_\_ To provide opportunities for emeriti/ae to support the ongoing research, teaching and service missions of the University
- \_\_\_\_\_ To promote lifelong scholarship and research among its retired faculty.
- \_\_\_\_\_ To facilitate the availability of scholars who wish to share their knowledge with the university and larger community
- \_\_\_\_\_ To provide a clearing-house for services performed by emeritus faculty on behalf of university entities
- \_\_\_\_\_ To provide a focus for intellectual exchange and productive scholarly activities
- \_\_\_\_\_ To serve as a focal point for collegial interactions
- \_\_\_\_\_ To serve the university's administration in an advisory capacity on emeritus issues and policies
- \_\_\_\_\_ Fund-raising support activities

2. Are you a member of the UMKC Retiree Association?

- Yes
- No

3. I would likely affiliate myself with an Emeritus College if one was established at UMKC.

- Strongly Disagree **[skip to Question 7]**
- Disagree **[skip to Question 7]**
- Agree
- Strongly Agree

4. If UMKC establishes an Emeritus College, would you be more likely to participate in regular weekly activities or periodic special commitments?

- Regular weekly activities during the academic year
- Periodic special commitments during the academic year

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

6. Should the Emeritus College include a membership category for emeritus faculty from other four-year institutions who live in the Kansas City area?

- Yes
- No

7. Please indicate your level of interest in each of the following topics. Please also place a check next to the activities that you have engaged in since retirement.

	<b>Not Interested</b>	<b>Somewhat Interested</b>	<b>Very Interested</b>
_____ Student advising during class registration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Substitute teaching for an absent or ill instructor/lecturer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Serving as guest lecturer in scheduled classes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Advising/mentoring graduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Advising/mentoring undergraduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Advising/mentoring honor students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Mentoring faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Tutoring students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Assisting in UMKC recruitment efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Teaching courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Reviewing scholarship applications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Other _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Please indicate your level of interest in each of the following topics. Please also place a check next to the activities that you have engaged in since retirement.

	<b>Not Interested</b>	<b>Somewhat Interested</b>	<b>Very Interested</b>
_____ Serving on university-wide committees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Serving on an advisory committee to the administration on emeritus issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Giving campus tours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Meeting with legislators at the behest of UMKC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Participating in fund raising activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Please indicate your level of interest in each of the following topics. Please also place a check next to the activities that you have engaged in since retirement.

	<b>Not Interested</b>	<b>Somewhat Interested</b>	<b>Very Interested</b>
_____ Participating in organized study of issues important to the local, national or global community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Volunteering in your community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Speaking at community, state, national or international functions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Consulting services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(OVER)

10. Please indicate your level of interest in each of the following topics. Please also place a check next to the activities that you have engaged in since retirement.

	<b>Not Interested</b>	<b>Somewhat Interested</b>	<b>Very Interested</b>
_____ Engaging in studies and research of personal interest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Meeting with others to hear lectures in areas of common interest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Collaborating in research activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Leading a seminar on an area of personal interest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Experimenting in new ideas and knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Engaging in the study of new and original subject matter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Learning about areas of personal interest outside your discipline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Working on sponsored grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____ Engaging in collegial activities and interactions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

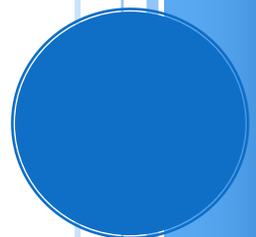
	<b>Currently Have</b>	<b>Would Like to Have</b>	<b>Do Not Need</b>
Shared office space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Laboratory space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer - used only by you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer - access to computer also used by others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employ a research assistant with grant support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internet access / email account	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Venue to present work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel funds for active involvement in academic meeting or conference	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continued access to UMKC software licenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. What year did you retire from UMKC? \_\_\_\_\_

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.

# 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 7<sup>th</sup>. 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:

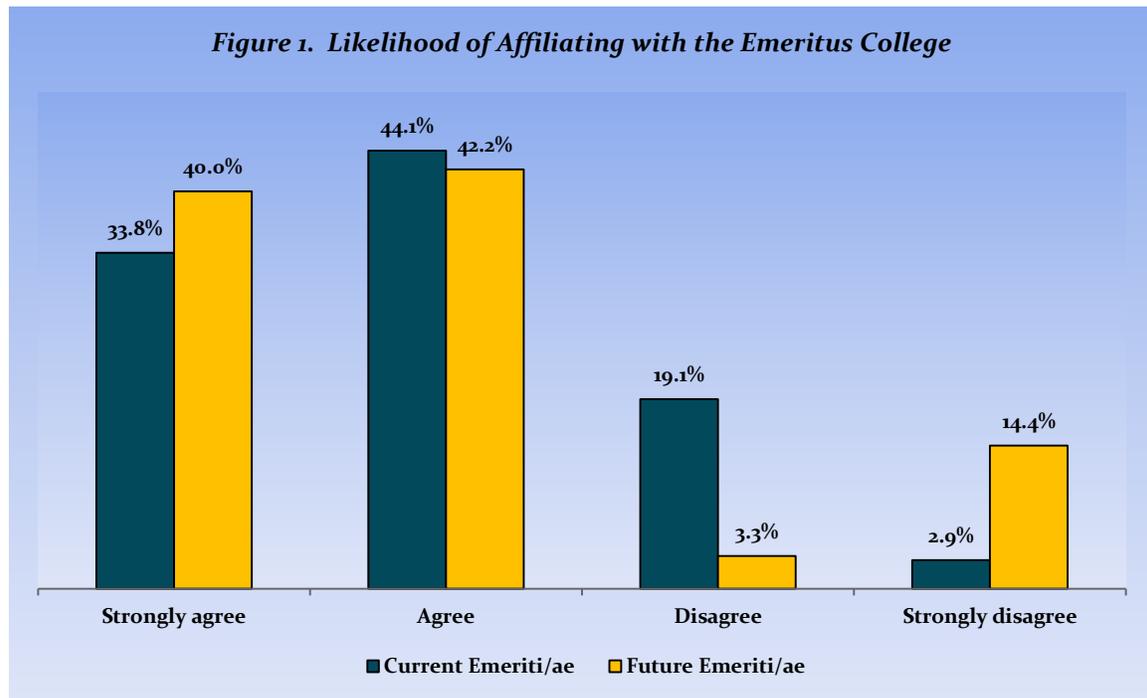
Larry Bunce  
Director of Institutional Research  
buncel@umkc.edu  
816-235-1045

## 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).



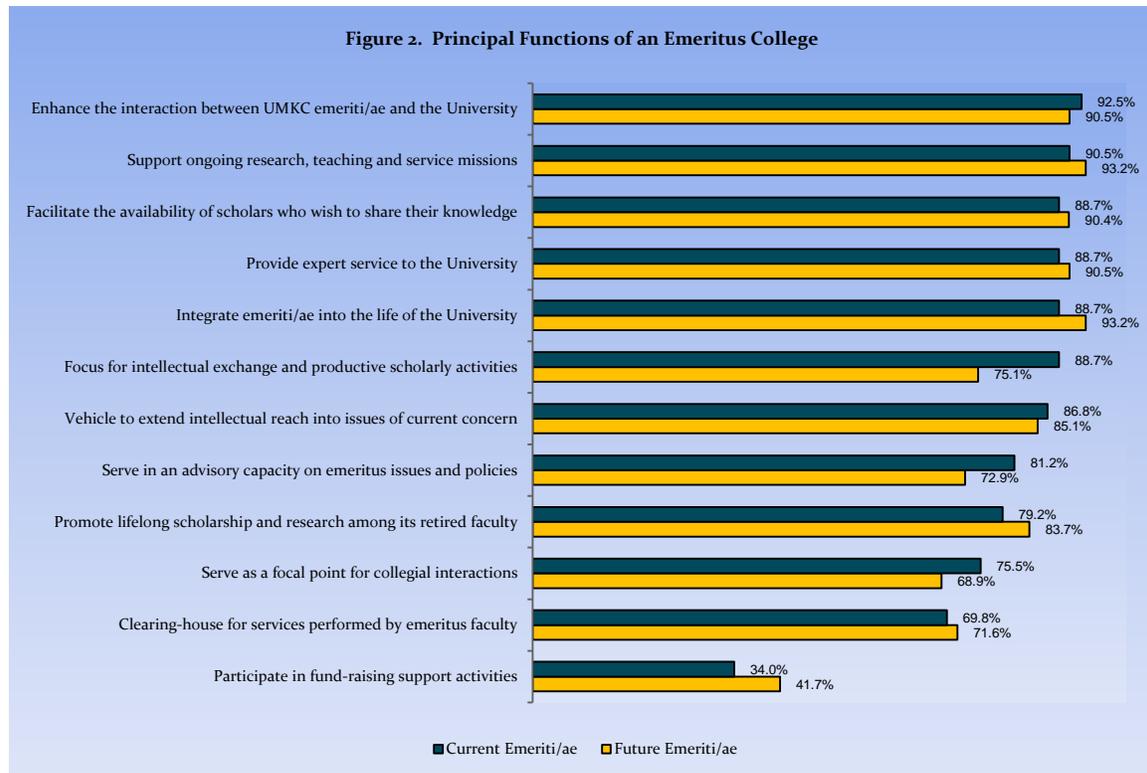
As Table 3 shows, members of the UMKC Retiree Association were not more or less likely to affiliate with the Emeritus College than non-members. However, it appears that emeriti/ae faculty who have been retired for ten or more years were slightly more likely to indicate that they would not affiliate with 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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<b>Table 1</b>		
<b>Retirement Timeframe for Current and Potential Future Emeriti/ae Faculty</b>		
	<b>Number of Responses</b>	<b>Percent</b>
<b>Current Emeriti/ae Faculty</b>		
<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%
<b>Potential Future Emeriti/ae Faculty</b>		
<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%

<b>Table 2</b>				
<b>Participation in the Emeritus College</b>				
	<u>Current Emeriti/ae</u>		<u>Potential Future Emeriti/ae</u>	
	Number of Responses	Percent	Number of Responses	Percent
<b><i>Would likely affiliate with an Emeritus College at UMKC</i></b>				
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%
<b><i>Would be more likely to participate in:</i></b>				
Regularly weekly activities	8	15.1%	15	20.5%
Periodic special commitments	45	84.9%	58	79.5%
<b><i>Should include faculty from other 4-year institutions</i></b>				
Yes	31	64.6%	45	62.5%
No	17	35.4%	27	37.5%
<b><i>Amount willing to contribute annually</i></b>				
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 (see verbatim comments)	7	24.1%	8	16.7%

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

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

	<b>Retired 15+ Years</b>	<b>Retired 10-15 Years</b>	<b>Retired 5-9 Years</b>	<b>Retired Less Than 5 Years</b>	<b>Future Emeriti/ae</b>
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*

	<b>Retired 15+ Years</b>	<b>Retired 10-15 Years</b>	<b>Retired 5-9 Years</b>	<b>Retired Less Than 5 Years</b>	<b>Future Emeriti/ae</b>
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>	
	<b>Currently Have</b>	<b>Would Like To Have</b>	<b>Do Not Need</b>	<b>Would Like To Have</b>	<b>Do Not Need</b>
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*

	<b>Retired 15+ Years</b>	<b>Retired 10-15 Years</b>	<b>Retired 5-9 Years</b>	<b>Retired Less Than 5 Years</b>	<b>Future Emeriti/ae</b>
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

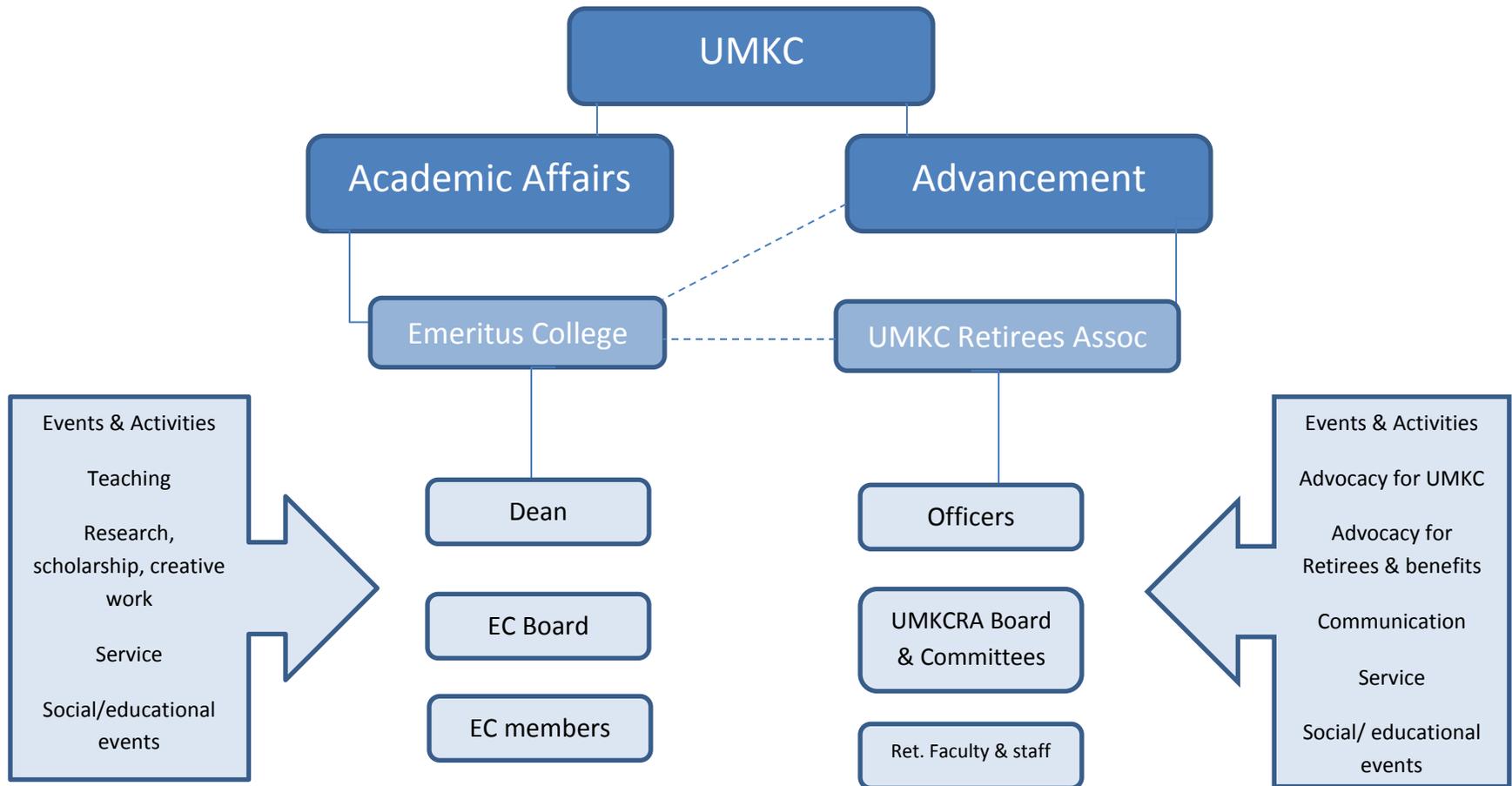
- interested in doing research and/or other educational work these days. Just trying to stay healthy and enjoy retired life.
- I stay involved with medical school lectures, search committees, etc.
  - Since I am not now near UMKC, many of these issues and functions are not applicable to me, I am sure 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?

## Draft Model of UMKC Emeritus College & UMKCRA



## **Recommendations for Emeritus College Board Members**

Dean (1)

Emeriti/ae Faculty (5)

FaCET representative (1)

Cockefair Program Committee Chair or designee (1)

UMKCRA Board Member-President or designee (1)

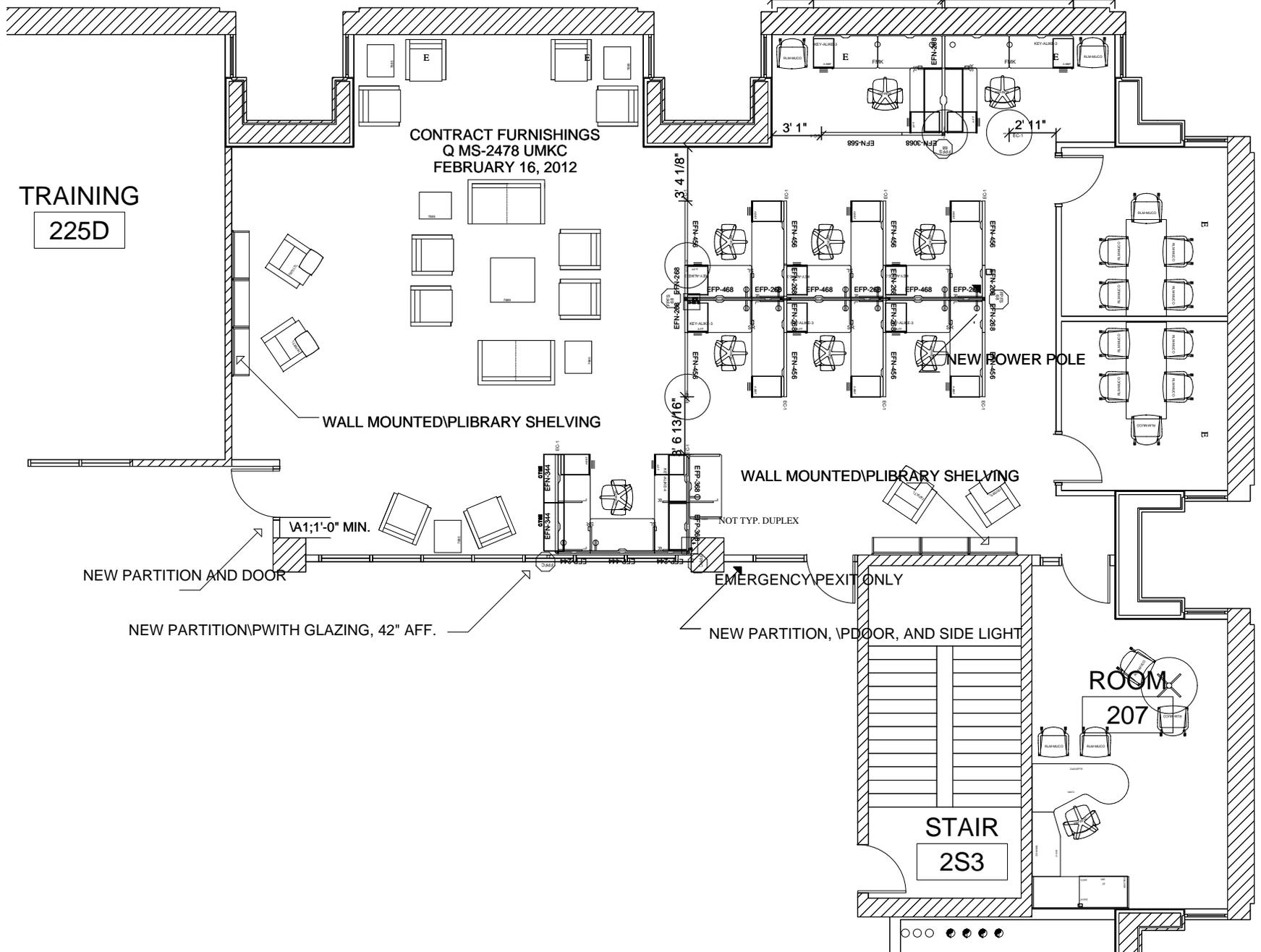
UMKC Senate Vice chairperson (ex-officio) (1)

At Large (for constituent member) (1)

Advancement (Ex officio) (1)

## **Recommendations for Initial Committees in the EC**

1. Bylaws Development
2. Communications
  - Announcements
  - Newsletter
  - Website
3. Program/Activity Planning
  - Guest lecturer database
  - Enrichment programs
  - Mentoring Program (new faculty or students) perhaps with FaCET
  - SEARCH support
  - New Emeriti/ae Faculty Reception
  - Collaborations with Cockefair Program Chair, Olson Professorship and others
4. Membership
  - Membership Categories and criteria
  - Input into Emeritus Policies and Procedures
5. Fund Raising



CONTRACT FURNISHINGS  
 Q MS-2478 UMKC  
 FEBRUARY 16, 2012

TRAINING  
 225D

ROOM  
 207

STAIR  
 2S3

WALL MOUNTED PLIBRARY SHELVING

WALL MOUNTED PLIBRARY SHELVING

NEW PARTITION AND DOOR  
 VA1;1'-0" MIN.

NEW PARTITION WITH GLAZING, 42" AFF.

EMERGENCY EXIT ONLY

NEW PARTITION, DOOR, AND SIDE LIGHT

NEW POWER POLE

NOT TYP. DUPLEX

# EMERITUS COLLEGE

2/29/2012

## Project Cost Summary

		enclosed rooms	inboard/outboard light switching
	<u>BASE BID</u>	<u>ALT. 1</u>	<u>ALT. 2</u>
Basic Services	\$6,959.00		
Reimbursables	\$0.00		
Project Management Fee	\$1,194.00		
Advertising	\$0.00		
Reproduction	\$0.00		
Archiving	\$200.00		
Base Bid	\$19,290.00		
Alt. 1 (2 enclosed rooms)		\$29,153.00	
Alt. 2 (Inboard/Outboard light)			\$900.00
Alt. 3 (Break Area elect. Only)			
Alt. 4 (New lighting)			
Furniture	\$38,355.00		
Contingency	\$5,764.50	\$2,915.30	\$90.00
Construction Mgmt. Fee	\$5,639.33	\$1,603.42	\$49.50
HVAC Testing	\$0.00		
Card Access	\$6,000.00		
Keys and Locks	\$750.00		
Interior Signs	\$2,000.00		
Wayfinding Signs	\$500.00		
Telephone Plant	\$6,150.00		
AV / Computers	\$33,977.00		
Moving	\$1,500.00		
<b>Total Project Cost:</b>	<b>\$128,278.83</b>	<b>\$33,671.72</b>	<b>\$1,039.50</b>
<b>Totals adding alternates:</b>		<b>\$161,950.54</b>	<b>\$162,990.04</b>
		base + alt 1	base + alts1-2