

Purple Angel Ambassadors

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Dementia is believed to affect 7 million people in the United States and close to 50 million people worldwide. These numbers are expected to double in the next 10-15 years, and triple in the next 30. Dementia symptoms can be caused by Alzheimer's disease, Dementia with Lewy bodies, Vascular Dementia, and/or other disorders. Dementia can cause a gradual but long-term decrease in

the ability to think, emotional problems, language disruption and a decrease in motivation. About 10% of people develop the disorder at some point in their lifetime. About 3% of people between the ages of 65 and 74 are afflicted, 19% between 75 and 84, and about 50% of those over 85 years of age.

Dementia-Friendly Communities of Northern Colorado is a new nonprofit organization which started as an initiative in November 2015. Because of the tremendous community collaboration and momentum in the past 21 months, the volunteer initiative is growing and serving a clear need in our community. **Purple Angel Ambassadors** exists "to help individuals, businesses, and organizations increase dementia-awareness and implement strategies so that, in our communities, those walking the dementia journey don't have to walk alone."

The organization strives to leverage resources, expertise, and projects that already exist or are being developed in Northern Colorado communities to help those living with dementia and their care partners stay engaged and connected with each other and with the people and activities which matter the most to them. The B Sharp Arts Engagement program is one

such signature collaborative program of Dementia-Friendly Communities. Thirty people living with dementia and their care partners have been able to attend the Fort Collins Symphony Masterworks performances for the past two seasons and be part of a CSU study examining cognition, mood, and caregivers' sense of connection with their loved ones and the community. The results are so positive that the program is beginning its third season and is leading to expansion into the visual arts and to "B Social" programs in other communities where university research may not be a component of providing musical engagement.

Memory Cafés are also offered through the organization. Memory Cafés are for people with mild to moderate cognitive impairment AND their care partners who want to remain socially engaged with others traveling the dementia journey. Memory Cafés often include reminiscing, music, food, inspiration, and always laughter. Northern Colorado now has 4 memory cafés which reflect the truth that there is a lot of living to do even when dementia is part of the life journey.

Since 70% of people with dementia live out in the community, this organization provides business training to banks, stores, restaurants, and other organizations and groups in the community to increase dementia-awareness and provide strategies for excellent customer service "with a little added compassion." Thirty businesses participated in training in 2016 and another 30+ organizations are expected to participate in 2017. For more information, please visit dfcnoco.org.



The Morphing of Higher Education

Robert Meroney, Emeritus Professor, Civil and Environmental Engineering

Nationally, higher education (HE) has introduced a new type of capitalism in the very worst sense. Adjunct and temporary non-tenured track (NTT) educators are being asked to teach for poverty level wages and minimal benefits. If you are (or were) a tenure track teacher you should be aware of how teaching has morphed in many professions from educators who had the energy to spend time with students, hold office hours, prepare creative and improved lectures, and also extend their field with quality research to lecturers who typically have no offices, often no effective health care, little hope for comfortable retirement, work excessive unpaid hours, hold multiple jobs, and frankly are not likely to provide the kind of educational experience our children deserve.

Today, at the average college or university more than 75.5% of the education is done by NTT faculty. Statistics suggest 31% of part-time faculty are living near or below the federal poverty line, 25% are enrolled in at least one public assistance program like food-stamps or Medicaid. According to the 2012-2013 AAUP Annual Report of the Economic Status of the Profession:

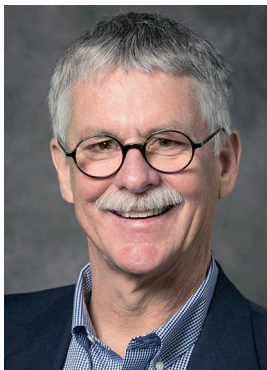
- In 1975 about 17% of educators were full-time tenure track, in 2011 about 7.5%.
- In 1975 about 38% of the faculty were NTT, in 2011 about 58%.
- Median NTT pay in the Rocky Mountains region for a bachelor's level class in 2010 was about \$2,000/course; thus, a person teaching eight such classes per semester would earn \$32,000/year (certainly a heavy teaching load for a marginal living standard).

Between 2008 and 2013 Colorado has seen a 21.6% decrease in state HE appropriations adjusted for inflation (-25.2% change per \$1,000 of personal income). These numbers drive the increase in NTT faculty appointments.

If you wish further information about this topic see the free documentary, *ConJob: Stories of Adjunct and Contingent Labor*, found on the web at <http://ccdigitalpress.org/conjob/> or read *Off-Track Profs: Nontenured Teachers in Higher Education* by John G. Gross and Edie N. Goldenberg. Comparative TT and NTT salaries by discipline, department, and school is now published by the Chronicle of Higher Education at: <http://adjunct.chronicle.com>.

NTT-Support Initiatives at Colorado State

Dan Bush, Vice Provost for Faculty Affairs



There are around 700 NTT faculty at CSU that contribute to all aspects of the university mission, from basic research, to service and, most often, teaching. NTT faculty currently teach about 42% of School Credit Hours (SCH) at CSU with tenure track faculty teaching about 40% and 18% of SCH taught by GTAs and administrators. Over the last five years the university has taken several positive steps

toward recognizing and rewarding these employees for their work. The minimum salary for a full time, 9-month NTT faculty

member was raised to \$40,000 and the central administration invested more than \$250,000 in base funding to support those increases.

Likewise, the university has encouraged departments to give long term NTT faculty open ended appointments, so that they have a greater sense of job security, as do most employee groups on campus. Moreover, the state legislature has authorized CSU to offer 3-year contracts to the NTT faculty. Over this same time period, the Faculty Council standing committee on NTT faculty has been working on several proposals to more clearly define NTT positions, to define timelines for performance reviews and to provide mechanisms for regular promotions with salary increases funded by the central budget. We've come a long way in the last few years and hope to soon achieve a long-term solution for these dedicated employees.



From the President

Hello. My name is Charles Davidshofer, and I am the new president of the CSU Society of Senior Scholars (SSS). I began at CSU in 1970 as a Senior Psychologist in the University Counseling Center and an Assistant Professor of Psychology. I became Director of the Counseling Center in 1984 and held that position for

the next 22 years. I taught graduate courses and served on committees in the Psychology Department throughout my entire time at CSU. My official retirement from CSU was in 2006, but I continued to teach for two more years in the Psychology Department. Since retiring, I have attended numerous SSS activities and currently serve on the SSS Executive Committee.

On behalf of the SSS, I would like to take this opportunity to thank my predecessor, Tom Boardman, for his leadership and dedicated service to our organization. His untiring efforts and foresight have helped chart a path for the future of the SSS.

What exactly is the SSS? It is an organization of retired faculty and administrative professionals created to provide us with opportunities to stay involved with many of the activities of CSU and keep us aware of what may be of interest to seniors. An Executive Committee, chaired by me, meets three times each year to plan and organize projects and activities relevant to our members and inform them of important developments affecting CSU retiree benefits. You can find additional information about our organization on our CSU SSS website at www.seniorscholars.colostate.edu.

One of the important projects that is currently underway is to learn more about our membership and their needs. An email message was sent to all retired faculty and administrative professional staff recently inviting them to become active members in our organization. Since we would like to maintain better electronic contact with our members, we asked that those who would like to be informed about society news and activities give us their permission to be included on our SSS listserv email mailing list.

As always, we are open to your suggestions about your concerns or projects you would like SSS to undertake.

Charles Davidshofer, President

Fall Happenings

The joint Osher Perks & Senior Scholars presentations this Fall are again offered from 3:00 to 4:30 p.m. at First Presbyterian Church, 531 South College Ave., Fort Collins, CO (Corner of College and Myrtle, Free parking on west side of sanctuary)

September 18, 2017: Dr. Robert Meroney examines *“Fraud, Self-Deception, and Plagiarism.”*

October 16, 2017: Wildlife biologist Dr. Delwin Benson promotes *“Wildlife, Hunting, Conservation and the Role of Private Landowners.”*

November 20, 2017: Drs. Karla Gingerich and Ursula Quillmann discuss *“Learning at Sea with Semester at Sea.”*

December 18, 2017: Dr. James Cooper considers *“Nine Years in the Kingdom – Reflections on Living in Saudi Arabia and Teaching in a Saudi University.”*



Laughter the Best Medicine

A woman went into the kitchen and saw her husband walking around with a fly swatter.

“What are you doing?” she asked.

“Hunting flies,” he said.

“Killed any yet?”

“Yes, three males, and two females.”

“How can you tell?”

“Three were on the beer can, and two were on the phone.”

Living Fully in Retirement

Sue Ellen Markey (Charlton)

Emeritus Professor, Political Science



Be sure to have a retirement plan before retiring, we're advised. Feeling a bit guilty because I didn't have such a plan, but also thinking that 43 years at CSU was enough, I took the plunge at the end of 2010.

So how has it gone without a Big Plan? I finished two books (planned); took two trips to Asia, four to

Europe, and one to New Zealand (semi-planned); took lessons in the Japanese art of flower-arranging, *ikebana* (planned); had two hip replacements (unplanned); and have learned to spend January in Hawai'i (semi-planned). I had long planned to change my name (dropping Charlton in preference for Markey, my legal middle name). It's a long story and a longer process, which includes an FBI check, but finally accomplished in 2015. Now I am Sue Ellen Markey, with Charlton as my *nom de plume* – me and J.K. Rowling (without the royalties).

Best of all, there has been much more time with friends and family. My husband, Jim Boyd (Philosophy Emeritus), and I have spent most of our academic lives at CSU, experiencing the richness of friendships cultivated over the years. Retirement affords us multiple opportunities for lunches, coffees, dinners, short trips and long ones. New acquaintances are formed through yoga classes (Sue Ellen) or through small poetry groups (Jim). In addition, one branch of our family lives in Fort Collins, providing opportunities to celebrate multiple birthdays as well as impromptu get-togethers.

Ultimately, however, comes the need for more intellectual challenge than a second, leisurely cup of tea with the morning paper. Finishing the 4th edition of my book, *Comparing Asian Politics: India, China, and Japan*, provided much of this challenge because it required six weeks of travel to Asia for updating interviews and photos, and to glean a fresh perspective on regional politics.

Then I turned to the Osher Institute at CSU. I had benefited from taking several Osher courses (including Sandy Kern's opera course – three times!), so perhaps it was time to try teaching one of the courses. I started with a course on Contemporary Asia in fall 2016 and am planning another in 2018. It's a new experience to be back in the classroom with people who offer a lifetime of diverse backgrounds. No novices, these! They remember the Vietnam War and the Cold War and much more. It's a very different type of teaching after years of nurturing undergraduate and graduate students. I became re-acquainted with old, familiar topics, even as I explored new dimensions.

In between, I renewed my engagement with the League of Women Voters, an organization where I have maintained a fifty-year membership. For nearly ten years, I had moderated the cable TV program, *Cross Currents*, produced by the City of Fort Collins in cooperation with the Larimer County League of Women Voters. Now it is my turn to work with those who do the background planning and research and tackle the challenging task of finding participants. Some form of community engagement, however modest, seems an important part of a retirement "non-plan."

Finally, like all retirees, I begrudgingly confront the realities of aging, decreased mobility, and the gradual loss of many people who have made my life so rich. This reality means that each day it becomes more important to keep moving intellectually and physically – all while savoring that second cup in the morning.

Retiree Information Update

Athletic Benefits

The Athletic Department offers retired faculty and staff a special group rate for seats at football and basketball games. Individuals can inform the ticket office they are retirees, and they will be permitted to purchase tickets under the Group, 50+ rate (\$18 to \$25 depending on game). For football tickets see RAM Ticket Sales, or: <http://www.csurams.com/documents/2017/5/26/fball-17-ticket-pricing-flyer.pdf>



Volleyball seat tickets are already a modest level so retirees get the public prices. Basketball group ticket rates have not yet been posted, but will be like the football pricing.

Health and Exercise Science Benefits

Noon Hour Program. Retired faculty and staff can continue to access the Noon Hour Program in Moby (b-ball, racquetball, swimming, weights) for \$75 per semester. This is slightly higher than the rate for active faculty.



Adult Fitness. Seniors (>60) can access the Adult Fitness Program in the South College Gym for \$40 per month, and couples (>60) for \$60 per month.

Parking Benefits

Parking management has made an extensive study of parking needs at CSU and distributed a new schedule of permit fees and options to account for growth and fiscal integrity.



For retirees in FY18 free A permits will be available for registered cars as before.

In FY19 those retirees who will be working and made more than \$10K from CSU in FY18 will be eligible for a free Research Blvd permit or upgrade to an A by paying \$332. Those not earning

more than \$10K from CSU associated employment will continue to receive free A permits.

In FY20 those who will be working and made more than \$10K from CSU in FY19 will not receive a free permit, and they must purchase a permit at regular price. Again, those not earning more than \$10K from CSU will receive free A permits; however, if their income will drop below \$10K from one year to the next, this must be substantiated in writing.

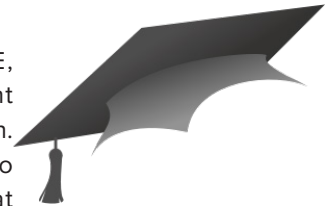
Transfort Benefits

Beginning summer 2017 all CSU retired faculty and AP staff will receive a free Transfort pass for any city bus route or MAX. Starting August 2017, Transfort will provide service 365 days a year, including Sundays and holidays on Routes 2, 3, 8, 14, 16 & MAX. Your activated CSU ID Ram Card acts as the pass. To determine whether your card has been activated hold it against any entrance scanner on campus. If the scanner beeps red or green the card is activated. If not, go to the Ram Card office in the Lory Student Center, Room 271, for a new card or to arrange activation.



AROHE Perks

SSS is a member of AROHE, the Association for Retirement Organizations in Higher Education. As a member, we have access to a wide range of programs that enhance retirement for academic retirees. On the web site <http://arohe.org/> you can link to copies of past newsletters, publications from past conferences, resource exchange fairs, resources other academic retirees have created, surveys about retiree activities, volunteer projects, service opportunities, mentoring suggestions, etc.



Library Privileges

All CSU retirees retain full library use privileges at Morgan Library. They can also access library resources through the Prospector inter-library loan system from the Poudre River Public Library District.





**Editorial Meditation:
Late Life Contributions**
Robert N. Meroney, Editor

Mark Zuckerberg claimed at a Y Combinator School event at Stanford University in March 2007, that older citizens were not as creative because, “young people are just smarter,” and “as people grow older, their ideas grow staler.” But examination of the record

reveals that late-life contributions in art, science, writing and many other fields are actually substantial.

The U.S. Patent Office statistics show that most patent applications are granted between ages of 46 to 60, and the number granted between 46 to 80 exceed those granted to holders between 26 to 45 by a factor greater than 2 (71% vs. 29%)!

It is amazing how many kudos seniors have earned. For example, in the April 7, 2017, New York Times, one finds the article “To Be a Genius, Think Like a 94-Year-Old.” Dr. John Goodenough just filed a patent for a new kind of battery that will revolutionize electric cars. At age 57 he co-invented the lithium-ion battery.

But just as significant are personal old-age triumphs that don’t necessarily make headlines: starting a new hobby, learning a new language, learning a new musical instrument, writing a family history, etc.



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Colorado State University:**
For Curious Minds of All Ages with Special
Attention to Those Ages 50 and Better



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those ages 50 and better. Osher offers the excitement and joy of learning in a stress-free atmosphere. There are no tests, no grades, and no prerequisites.

Take part in a wide variety of courses, lectures, field trips, and social events. Osher offers programs in every area of interest, including: arts, history, science, nature, and more. Try your hand at a new hobby, brush up on current events, share your expertise with others, and explore new places and ideas. All Osher programs are led by experts in the field – from professors, to professionals, to enthusiasts.

Osher members come from all kinds of backgrounds, professions, and places. We welcome anyone with a desire to learn and engage. Fall classes are open for enrollment – join us now! Visit www.Osher.colostate.edu or call [970-491-7753](tel:970-491-7753) for more information.

Jean Morgenweck, Osher Director

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