A HISTORY
OF
RETIRED FACULTY
AND
ADMINISTRATIVE OFFICERS OF UVM

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DEDICATION

This is the story of an organization that started almost by accident but survived to become a helpful force for both retirees and the University. The history should not be taken as the last word, the writers were dependent on records which jump and skip, and sometimes confound and confuse. For example, some talks at the semi-annual meetings were reported generously while others survived in title only. Then, too, reports of changes in benefits should be seen as trend lines, not permanent positions. Nothing is written in tablets of stone.

What survives clearly is a record of a handful of people determined to take some of the uncertainties out of retirement by creating a vehicle for both stability and sociability. All of us benefit from their deeds and example.

Of these pioneers, none is more worthy of recognition than Esther Knowles, a retired home economist who almost single-handedly willed the organization into being and then kept it focused during its formative years. During her career, Esther did extensive research on helping the handicapped become and stay independent. It was only natural then that she should recognize a void and work mightily to fill it.

In appreciation, the Executive Board dedicates this history to her memory.
Our First Lady

An unsolved problem in 1977 was the genesis of our Emeriti organization, a grain of sand that produced a pearl in a year when capital punishment resumed after an 11 year hiatus, the Energy Department was created and President Jimmy Carter pardoned 10,000 Viet Nam War draft evaders, the top stories according to the World Almanac. Home Economist Esther Knowles was trying to get information on retirement benefits and wasn't having any luck. Moreover, she knew that her problem wasn't unique, several peers shared her concern. Fortunately, she wasn't the type of person to throw up her hands. Eventually, her concerns would lead to an organization that benefited generations of retirees both socially and financially and provided a talent pool that a future president would call the University's most important resource.

1978

In the fall of 1978, she persuaded presidential assistant Bob Stanfield, with President Lattie Coor's assent, to survey the Emeriti and determine what they knew about retirement benefits. The 60 replies indicated mass confusion. People had different information, or no information, on guaranteed retirement income, medical insurance and various fringe benefits covering such things as tickets for Royal Tyler, Lane Series and sports.

In response to follow-up mailings, Emeriti backed the idea of a formal organization and recommended various individuals to head it.

(In a 1994 memo recalling the origins of the organization, Professor Knowles stressed that it had a dual purpose right from the start. It was not only to act as a clearing house for vital information but also to be a vehicle of service to the University by the retirees.)

1979

At the very first meeting of what was called the Emeriti Organization, 30 people met in the Dewey Lounge June 13, 1979. [Purists may object to calling this the first meeting, should the date be proposed as a national holiday. President Lattie Coor had been hosting an annual summer dinner for Emeriti since 1976. However, this was the first organizational meeting.]

Truman Webster chaired a nominating committee which presented a slate that was elected unanimously: Chairman, Reginald Milbank; Associate chair, Helena Ure; Secretary, Ellen Morse; Treasurer, Charles Hoilman. Two members-at-large of the Executive Board were nominated and elected from the floor: Harold Collins and George Kidder.

Records are hazy on the cause and effect of a sequence of events but it seems that retirees
were unhappy to learn that major medical coverage for faculty had dropped from $50,000 to $10,000 on retirement. It was soon increased to $350,000 for active faculty and $50,000 for retirees. A little later the million dollar coverage was made available.

Ure, Collins and Knowles published a list of benefits and privileges in October, the first time that everyone knew what was available. Dues of $1 a year were assessed to cover expenses but costs were soon absorbed by the president's office.

The board, along with Agnes Powell, met in September at Esther's apartment. Chairman Milbank reported that he and Helena Ure had met with officers of the Senate to discuss having a retiree as a non-voting member of the Financial Policy Committee. This was seen as a reasonable request but no action could be taken. The group voted to study the Senate constitution on committees and, if necessary, ask a current member to propose an amendment to allow the appointment of Emeriti to appropriate committees.

Professor Hoilman reported that 88 Emeriti had signed up and that the treasury now had $86, with a bill outstanding of $1 for file cards. Apparently encouraged by this wealth and solvency, the group voted to have a general membership meeting October 10.

With Knowles as chairwoman, a special committee was appointed to explore the idea of active status in the Faculty Senate for Emeriti and representation on the Fringe Benefits Committee. Members were Eleanor Luse, George Dykhuisen, George Wolf and Helena Ure.

Eventually, the group met with Prof. Virginia Clark, Senate chairwoman, and Prof. David Howell, vice chair, to discuss an amendment to the constitution that would give Emeriti the freedom to participate in Senate discussions. Professor Clark had some reservations about communication problems with the dispersed Emeriti but agreed to discuss the matter with the Senate Executive Council as well as President Coor and Vice President Arns. She also offered the services of the Senate office and arranged to have Senate notices mailed to anyone who signed up for them.

Later, when she discussed the proposed amendment with the executive council, it was decided that Emeriti would not have the privilege of election to Senate committees. However, because members of the Fringe Benefits Committee were appointed rather than elected, this limitation would not bar representation. This became the council recommendation to the full Senate in February.

Twenty-six Emeriti turned out for the October meeting. Ben Forsyth, substituting for Vice President Arns, said that there was a 99 percent chance that medical benefits, which had been cut to $10,000 for Emeriti, would be restored to $50,000. He also expressed the hope that a surviving spouse would be able to get extended coverage beyond the current two years.

Horticulturist C. Lyman Calahan was named chairman of the Emeriti Fringe Benefit Committee to press for membership on the matching Senate Committee. Esther Knowles was to work for
active Senate membership.

1980

In January, 1980, Chairman Milbank notified the membership that Dr. Forsyth's prediction had come to pass, the ceiling on Major Medical Benefits had been increased from $10,000 to $50,000. What's more, it had been discovered that some Emeriti were not receiving any Major Medical or dental benefits. The Personnel Office was trying to locate such people and determine the problem. Milbank asked any such people to send relevant information to him so that the organization could work on the problem. Seven letters were received from people not receiving benefits, indicating the possibility of an even larger group. In April, a general letter went out to all Emeriti.

Despite the major thrusts undertaken, the organization was nothing if not financially stable. Minutes of the June meeting disclose a balance of $76.79 despite runaway expenses of $19.73 for the year, up from $1 of the previous year.

Esther Knowles continued to be a driving force, recommending that the list of benefits and privileges be updated every year as well as the mailing list. She also pushed to have references to Emeriti written into the Senate constitution and for membership on the Fringe Benefits Committee.

Calahan reported contact with Senate committee chairman Heath Riggs who agreed to give priority to the problem of the two-year limitation on benefits paid to a surviving spouse.

A new group of officers was announced: Chairman, Dr. George Wolf; Vice-chair, Helena Ure; Secretary, Ellen Morse; Treasurer, Milbank. Members of the Executive Board were Harold Collins and George Kidder. Blair Williams agreed to be secretary to the membership, alerting them to the organization and its benefits, with the Senate paying postage and handling the mailing. Tom Bassett was named to write a constitution for the organization.

In an August letter to the general membership, Dr. Wolf suggested that the organization had a double mission. 1. To keep the membership informed and not suffering from some soluble problem. 2. To keep future Emeriti from facing some of the problems that the present group faced. He enclosed a survey that asked for a status report on retirement.

At the October meeting in Dewey Lounge, President Wolf reported that 88 questionnaires went out and 58 were returned. Eight people were not covered by major medical or dental. (Their coverage was recommended.)

Many respondents asked that spousal coverage be continued until death or remarriage instead of the current two years. It was reported that the administration had planned to act on this problem several years earlier but that nothing had been done.
There also was a discussion of the poor performance of Teachers Insurance and Annuity Association (TIAA) which does not change with inflation. College Retirement Equity Fund, invariably called CREF, based on stock values, was running low. The questionnaire found that the percentage of income that people got from TIAA and CREF (21 percent) was less than from Social Security (36 percent) or private investment and work. A slightly different formulation, showed TIAA at 16 percent of the total and CREF at 9.6 percent. This shattered the previous belief that CREF was a hedge against inflation and raised the question of indexing.

More than half of the respondents were working at least part-time and a similar number were doing volunteer work. One in six was unable to work because of poor health and one in seven felt that income was inadequate.

Tom Bassett's proposed constitution won unanimous approval.

Professor Pope reported that only one emeritus marched in the commencement procession, although some attended as part of the audience.

It was discovered that permanent I.D.'s were needed for athletic events. Theater Director Ed Feidner sent word that theater invitations were good any night, not just the first night. Dr. Wolf agreed to look into permanent I.D. cards for Emeriti and spouses and investigate the adjustment of TIAA funds for inflation.

Continuing its tradition of fiscal responsibility, the organization showed a bank balance of $75.47 plus $5 in cold cash.

1981

Timothy O'Brien, director of the benefits program for the University, spoke at the general membership meeting in May, 1981. He reported that the University had moved to Blue Cross from TIAA Major Medical. After explaining this and Medicare, he reported that the third stage, Medicomp, is not yet in place but coming. He also announced that the plan is for life and that spousal survivor coverage could continue if they paid for Medicomp.

[The question of paid major medical benefits beyond two years for surviving spouses is shrouded in controversy. George Clerkin, who presented the proposal to the trustees in 1963-64, insisted that spouses were covered for life and so stated in a 1979 letter. Gordon Paterson, who reviewed the question after becoming treasurer, found the minutes ambiguous and referred the matter to the university attorney who opined that they were not covered. Copies of Clerkin's and Paterson's letters are in the files.]

The retirees also learned that they, but not spouses, could get permanent I.D. cards.

The Executive Council recommended that the present officers be retained for another year then turn over. It was also reported that a Senate committee was working on a program to prepare
faculty for retirement.

At the general meeting in October, the name of the organization was changed to Retired Faculty and Administrative Officers.

A nominating committee was asked to report at the spring meeting. Members were Dr. A. Bradley Soule, chairman; Willard Pope and Blair Williams.

Director Heffernan of the Fleming Museum described a plan to train interested Emeriti to coordinate an exhibition program around the state. Each exhibition would have a particular theme such as health care, agriculture, art culture or other topics. She felt that the experience would give the volunteers a better understanding of the resources and objects of their own communities.

1982

The year 1982 saw an increase in the call for Emeriti volunteers. At the May meeting, three appeals were made:

Willa Harris described the Fleming Museum Cultural Network Program and looked for volunteers for the new season starting in September. People who took the course would be qualified to do volunteer work for the Museum and plan projects for other parts of the state;

Janet Brown was seeking retirees to pair off with students as part of a course at the Living and Learning Center focused on the physical aspects of aging;

Margaret Whittlesey of the Social Service Program needed people to staff a conference on Research on Aging;

Helena Ure, in response to a request from President Coor, asked the membership to help with the United Fund drive, which had been lagging on campus.

Nominated and elected were: President, Helena Ure; Vice President, C. Lyman Calahan; Secretary, Fred H. Taylor; Treasurer, Selina Webster. Joining them on the board were the two previous presidents, Reginald Milbank and George A. Wolf. It was also moved and carried that Esther Knowles be invited to the board meetings when available.

At the October meeting, President Ure called attention to various changes in the fringe benefits. Retirees with a valid I.D. could be admitted to athletic contests. She also reported that retirees were welcome at all University dining halls.

The principal topic for discussion was: "TIAA-CREF: How Well Are Our Needs Being Met?" Panelists were Lee Stewart, assistant director of Personnel Benefits; Prof. James Gatti, director of the School of Business Administration; and Norman Winde, a former Dupont executive.
Esther Knowles acted as spokesperson for the group, expressing shock at how little of the benefits were tax-free, wonderment at how difficult it is to fathom the "roll forward" policy and concern over the differences in benefits depending on dates of entry.

Stewart reported that TIAA-CREF was created because schools were unable to staff individual plans. It is different from insurance companies. TIAA is reliable and conservative, dealing in bonds, solely for annuity purposes. CREF invests in the stock market but tempers its speculative nature with such blue chip stocks as General Motors and Mobil.

He had an explanation but not a solution to the discrepancies between earlier retirees and more recent ones.

CREF units, it was explained, are accumulated during one's active career through contributions of the faculty member and the University. The amount available at a given time is influenced by a variety of factors including stock market fluctuations, life expectancy, dividend accumulation, etc.

The huge size of TIAA provides the stability of a large organization and promotes a feeling of security. On the other hand, sometimes individuals can get lost.

Gatti said that older participants are bound to be locked into lower rates [due to inflation]. TIAA-CREF has low management charges. Moreover, its performance hasn't been bad, given its policy of average risks. TIAA is obligated to pay a fixed income and guarantees a certain percentage yield over time. Mutual funds do not make such a guarantee. It's up to the investor to decide whether to cash in periodically to provide a living.

Secretary Taylor reported these discussion points:

1. Older participants are receiving a pension equal to about one third of their final salary while people entering now [1982] may get 60 to 75 percent. Shouldn't older participants get a share of the good times in compensation for service during bad times?

2. Why can't people manage their own money if they think that they can do it better?

3. The value of CREF units, which change daily, can be obtained from the personnel office, also daily.

4. The CREF rate is established in the spring and stays stable for the year.

5. The enormous increase in interest rates has boosted TIAA. CREF could increase if the stock market stays up.

Overall, the panelists gave the impression that the pension plan was working reasonably well. Those present seemed to accept this assessment, a few with reluctance. A discussion described
as "sprightly" continued until the 4 o'clock adjournment.

A handout attached to the meeting minutes explained that TIAA dividends are declared for a year at a time as additional interest credited to annuity premiums and accumulations. These additional amounts beyond the contractual rate of three percent are "rolled forward" each month, tax-deferred.

1983

At the May meeting in 1983, President Ure again called for volunteers to help with United Way and reported that President Lattie Coor had been pleased with Emeriti support in the last campaign. A fixed meeting schedule was adopted, the second Tuesday in May and second Wednesday in October, to insure participation by people who winter away. [This practice seems to have been abandoned in succeeding years.]

Members discussed the desirability of a two-year term for officers to give them experience. The idea was well-received but could not be acted on without warning of a potential change in the by-laws. Reginald Milbank, Esther Knowles and George Wolf were named to a special committee with Helena Ure, ex-officio, to report at the fall meeting.

A message from Willard Pope deplores the perennial problem of poor attendance at commencement by Emeriti was challenged by the comment that the criticism should be directed at the active faculty.

The main event concerned a topic that was still being discussed as this history was being written, hospital costs. Dr. Edward Francisco, executive director of the Vermont Professional Standards Review Organization, reviewed the history of Medicare and Medicaid. The plan emphasized local hospital leadership in investigating each case and checking on eligibility and length of stay. The Standards group will take over if the hospital does not wish to continue.

A new law replaced the voluntary system and put it on a contract basis. This established reimbursement limits and medical categories called Diagnostic Related Groupings to estimate the proper length of hospital care. At the state level, Vermont created the Governor's Commission on Health Care. A House move toward a hospital maxicap was deleted by the Senate.

Audience concerns foretold future worries. Would bureaucratic decisions replace the judgment of doctors? What about the lack of payment for the terminally ill? Could another insurer do a better job than Blue Cross?

Continuing the medical theme, Tim O'Brien, benefits director, explained Medi-Comp III, a plan that took effect in July. This paid the portion of the percentage allowed but not paid by Medicare. Major medical pays the difference between this amount and the total. The overall effect was umbrella coverage for UVM people. O'Brien added that UVM was moving toward a
self-insurance system, setting aside funds and building its reserves. Blue Cross administers the plan, which is protected by an insurance policy.

The main event of the October meeting was the amending of the constitution. This set the term of office at two years, established the fall as the time of the annual business meeting "for the convenience of those who winter elsewhere" and granted the power to assess dues as needed.

The motion to adopt was made by past president Milbank. Of particular interest was the seconding, done by Lyman Rowell, past president of the University. Rowell's return to a professorial role reminded one latter-day reader of the minutes of the return of John Quincy Adams to the House of Representatives after serving in the White House.

The ubiquitous Esther Knowles congratulated Helana Ure for her work as president, reminded other members that they too were expected to be active and reported that the Lane series was granting a 20 percent discount to Emeriti and retired administrative officers. Soccer, basketball and hockey tickets were free.

The afternoon's speaker was Marguerite Hurrey Wolf, author and wife of past president George Wolf. She told of finding letters and other materials of the Revolutionary era Fay family in the crawl space of her first Vermont home. One of the letters described a visit to Philadelphia and a talk with Thomas Jefferson. Another letter, stressing the importance of the invention of writing in accumulating and transmitting knowledge, destroyed the myth of the crude frontiersmen. Mrs. Wolf noted that the Fays were well-read and basically well-educated.

Coincidentally, a Mr. Tracy from Chicago arrived to visit the home, which his research indicated was his ancestral home. His visit increased her knowledge of the Fay family and the era. Adding to the small world feeling was the discovery that Tracy was related to Dr. John Maeck of the College of Medicine. (An excellent account by Secretary Fred Taylor giving more details of the talk is in the organization archives for October 12, 1983."

1984

Two familiar topics kicked off the May, 1984, meeting in Memorial Lounge. Bob Stanfield, University marshal, urged Emeriti to participate in commencement exercises and in the United Way campaign.

In passing, he also expressed a need for help in managing the commencement weather which, he claimed, often was blamed on him.

Tim O'Brien was the main speaker. He told members to disregard what he called the "AARP bombardment." The national senior organization had sounded the alarm about changes in Medicare. But O'Brien assured the group that the current benefits package would take care of any increase in premiums.
He then explained the nuts and bolts of the various programs and invited anyone with a question to contact his office.

President Ure announced the appointment of a nominating committee consisting of Chair Blair Williams with members Martha Caldwell and Willard Pope.

It was noted that the expenses of the organization were being paid by the Senate leaving our funds untouched. In view of this solvency, it was voted to give gifts of appreciation to President and Mrs. Lattie Coor and secretary Lynn Carew.

The major business of the October meeting was a discussion of whether the organization needed a treasurer. [In 1987 funds of the defunct Faculty Club were transferred to the organization and the position of treasurer continued to the 90's.]

President Ure thanked the outgoing officers for their cooperation and called for a report from the nominating committee. The slate, adopted by acclamation, named C. Lyman Calahan, president, Samuel Bogorad, vice president, Sister Evaline Barrett, secretary and Kay Strassburg, treasurer.

President Calahan announced plans to broaden the committee system, upgrade the mailing list and survey the membership for suggestions on activities of the organization.

President and Mrs. Coor made a brief appearance and were given several recent Vermont books in appreciation of their support of the Emeriti

1985

President Calahan reached out to the membership with a March letter reporting that the results of the survey were being tabulated and would be published soon. He also wrote that the mailing list was being updated, that Tom McCormick, Sr., had agreed to start a newsletter and that three committees had been formed with the following chairmen: Benefits and Privileges, Heath Riggs; Health Benefits, George Wolf; and Newsletter, McCormick.

Survey results showed that members preferred May and October for meetings, liked 1:30 as the time, preferred Memorial Lounge as the meeting site but, paradoxically, thought that May should be a picnic or a pot-luck supper.

Respondents supported the idea of committees concerned with medical insurance and other benefits, program, newsletter [overwhelming vote] and, marginally, activities and hospitality.

Only one-quarter would be willing to monitor standing committees of the Board of Trustees but almost half favored participation as a group in commencement. Only 10 percent were in favor of participating in Parents Weekend. About two-thirds reported that their old departments no longer used their talents. Ninety percent approved membership to spouses of deceased faculty
who had not yet retired.

At least six of the nine suggested areas of additional benefits dealt with health issues. One person turned down all committee work with the comment that committee work was the reason he took early retirement. [Despite this, the persuasive Calahan signed him up as newsletter editor.]

At an Executive Board meeting in April, President Calahan announced that a table would be set up for Emeriti representatives in Harris-Millis on Alumni Day. He also gave the date of a memorial service for Dr. Donald Gregg.

The minutes of the May 14 meeting contained one disquieting note: of the 275 persons surveyed only 75 members replied. After the committee reports, the group saluted Lynn Carew of the Senate Office for her excellent service. Gordon Paterson reviewed the current financial status of the University. Dr. Wolf discussed the decrease in Medicare payments and the increased cost of care.

Members were urged to attend a reception in Royal Tyler Theater for Dr. George Kidder, recipient of the Ira Allen Award.

The first issue of the new newsletter, HERMES, was mailed in July. It gave the origins of the publication, promised to focus on areas of interest and assistance and requested personal information, [later a recurring request].

The meaning of the name [repeated intermittently in years to come] was given in this fashion:

Hermes served as herald and messenger of the other gods. He was also the god of science, eloquence and cunning, an admirable symbol of our several colleges. Then too, the busy Hermes was considered to be the protector of boundaries and commerce, a characteristic normally noted in department heads. We may assume, then, that he was nothing if not busy. That's apparently why he's normally depicted in winged shoes, much like his Roman cousin, Mercury.

"Fierce competition for meeting room space and parking" caused the fall meeting to be held in the President's Dining Room in Waterman but 50 members managed to find the place just the same. Dr. Tom Dowe, retired dean of the College of Agriculture, spoke about the UVM Honduras Project that emphasized work with small farmers plus help with health, nutrition and community development. Intensive courses were given on marketing, economics and livestock procedures as well as instruction on export marketing of fruits and vegetables.

In the business segment of the meeting, Carol Wright and Carol Lea explained the procedure for filing health insurance claims for Medicare, Medi-Comp and Major Medical. Materials were distributed.
RSVP (Retired Seniors Volunteer Program) folders also were distributed. [This was the first mention of a continuing linkup that has helped retirees use their free time for meaningful contributions to a wide variety of programs.]

The minutes also show the birth of what became a popular idea for change, a dinner meeting. The original thought of a Pot Luck Dinner, however, failed to generate much enthusiasm. Then a proposal to have the spring meeting at the Sheraton or similar place drew majority support.

The second issue of HERMES in December reported on the establishment of the new phone system that permitted automatic dialing and other features. It also listed some of the shuffling of various service agencies to different buildings.

A report on a talk by Dean Kidder before a full house at the President's Dinner in the Given dining room had this to say:

He [Dean Kidder] traced the history of UVM from his arrival at a 900 student institution with very little graduate work and only one doctorate to its present 9,000 plus comprehensive University.

He lauded President Bailey for steering the University through the depression, President Millis for rescuing it from the financial cliff and for starting a retirement fund, and President Borgmann for lobbying the university into [its] "instrumentality of the state" status. He credited President Fey with saving the Wilber Fund by lobbying Washington. He recalled his close ties with President Rowell and called President Coor one of the greatest things ever to happen to UVM. Currently, he said, the University enjoys great academic prestige and features an expanded sports program.

1986

January, 1986, saw the start of a series of Executive Board meetings, the first of them at President Calahan's home on Charlotte Street in Burlington. Members focused on the vote to hold a dinner meeting. Ideas ranged from a picnic at the UVM Horticultural Research Center, to the Ramada (very accessible for wheelchairs) to the Marsh Dining Hall for a Saga meal.

The board met again at the Horticultural Farm in March. This time it was decided to reserve Marsh Hall for the June meeting, based in part on the excellent parking facilities. Saga offered a choice of three luncheons ranging in price from $6.25 to $6.80. The group discussed but took no action on a letter from Dr. Wolf decrying a six-point series of federal and state actions and proposals which he felt curbed the financial well-being of retirees. "I am getting progressively concerned by the subtle attempts to raise money from retired people living on fixed incomes," he wrote. "Maybe we have been too quiet in an effort to retain our dignity."

Shortly after this, C. Lyman Calahan's energetic presidency was tragically cut short by his sudden, unexpected death. When the Executive Board met in emergency session in
April, Samuel N. Bogorad became acting president and Joseph Izzo agreed to serve as vice president.

Later, the patched-up Executive Committee was able to organize the spring meeting, a luncheon at Marsh Dining Hall.

This first luncheon proved very popular, attracting a record 70 members. After a moment of silence for deceased members, Sam Bogorad was elected president with Joe Izzo as vice-president. Others elected were: Secretary, Sister Evaline Barrett; Treasurer, Kay Strassburg; Executive Board members, Heath Riggs, Helena Ure and Reginald Milbank; ex officio, Tom McCormick. In subsequent years, the election of officers occurred at the spring meeting.

Helena Ure asked for volunteers for RSVP and complimented the membership on its contributions to United Way. Tim O'Brien gave an update on retirement benefits and reported that the medical package had been placed out for bids.

Jean and Bill Stone were the featured speakers, reporting on their three years in the Philippines and giving a fine rundown on the way of life there. To add authenticity, they wore clothes and jewelry from the region.

The October meeting in Memorial Lounge featured Dr. Philip Howard, professor of Pathology in the College of Medicine and director of the Vermont-New Hampshire Red Cross Blood Services. He reviewed the history of blood transfusions during World War II and the VT/NH campaign for donors. Then he gave an analysis of the current situation, the real and imagined fears regarding AIDS and hepatitis.

1987

An announcement for the February meeting of the Executive Board noted that Helena Ure would not be present because she was touring the Amazon by river boat. [What some people won't do to escape a committee meeting!]

At the meeting, what was to become an occasional topic made its first appearance: Who was eligible for membership? The designation of Emeriti was clear enough but not retired administrative officers. The committee made a classic committee decision. Decisions would be made on a case by case basis.

First mention was made of a practice that started in 1985, the sending of letters of condolence to families of deceased members.

An April issue of HERMES spoke of an Emeriti Bill of Rights developed by a committee of the California Conference of the Association of University Professors. After reviewing it, our Executive Board decided that UVM had anticipated most of the points raised. One difference was the practice at the University of California of what was called transferring rather than
retiring a faculty member to emeritus status. The professor retains academic membership rather than later striving to regain it.

In an editorial aside, HERMES commented that the right to attend department meetings and serve on committees would be considered a mixed blessing by some.

The spring luncheon meeting proved to be even more popular than its predecessor with 133 persons attending. After a moment of silence for recently deceased members, two recurring notes were struck: Helena Ure spoke in support of the United Fund and Tom McCormick urged members to send material for HERMES. President Coor gave a status report on the University and emphasized the importance of retired faculty to the University.

James (Bud) Edgerton, a retired Extension program leader, spoke on artist Norman Rockwell, for several years his next-door neighbor in the Arlington area. Edgerton, who appeared in several Rockwell paintings, gave a slide talk on the history of his works. Many Rockwell posters were on display.

At the September meeting of the Executive Board, it was announced that $3,133.34 from the defunct University Club had been turned over to the Retired Faculty and Administrative Officers by Gordon Paterson, treasurer. It was agreed that the money would not be used for ongoing expenses currently provided through the Senate office. Suggestions included a happy hour at the annual meeting, reduced prices at the luncheon and Christmas gifts for Senate secretaries. No action was taken.

The trend toward larger meetings continued in the fall with 60 members attending. The Executive Board invited spouses of the deceased faculty and administrative officers who have served the University 10 years prior to death to attend meetings of the organization.

Tim O'Brien gave an update on medical benefits and was questioned about long-term care. Bob Stanfield, executive assistant to President Coor, spoke briefly on the future of the University. Prof. Robert Daniels of the History Department, the main speaker, outlined the history of the Soviet Union.

1988

In January, President Bogorad appointed a committee chaired by Gordon Paterson to review the current fringe benefits for retired faculty, especially long-term care. The need for such a committee had been identified during a discussion at the Fall meeting.

In April the Executive Board decided to subsidize the spring luncheon by $1 per person, a practice that was continued for several years.

The May HERMES touched on a controversial book of the times, The Closing of the American Mind by Prof. Allan Bloom of the University of Chicago. He charged that universities were
abandoning their foundation, the study of Western Civilization. A contrary view by Prof. Robert C. Wood, former president of the University of Massachusetts, was summarized. Wood accused Bloom of an elitist focus on the dead past, ignoring the explosion of knowledge in the 20th century. The disagreement would be a continuing one in the 90's.

Mention also was made of Tom Clairmont's continuing campaign to secure Hall of Fame status for his old UVM coach, Larry Gardner, called the best third baseman in history by his teammate, Babe Ruth. [In 1995 Clairmont turned over his files to the local chapter of SABR, a group of baseball historians who seek to perpetuate Larry's fame.]

The spring luncheon in Harris-Millis Dining Hall attracted 143 members. Lynn Carew, who served as the organization secretary in the Senate Office, received a gift of appreciation.

President Coor discussed the turnover of deans, the construction program, the 1991 bicentennial of the University, and the status of the University in general. Chairman Gordon Paterson gave a status report from his "Ad Hoc Committee on Health Benefits." Prof. Frank Bryan of the Political Science Department gave a Mark Twain type talk, "A Plain Vermonter Speaks Plainly About Plain Vermonters."

Frank's material doesn't lend itself well to reporting, he creates a mood that gradually builds, a style that militates against quotes. The audience did, however, believe his claim that Vermonters always get the joke but seldom laugh. And the audience did appreciate this point that being a real Vermonter comes from the environment plus time.

--HERMES

At the fall meeting of the Executive Committee, it was suggested that the organization have an official representative to the Faculty Senate. President Bogorod will discuss this with Carl Reidel, chairman of the Senate.

Sam also outlined a program at the University of Southern California that makes an annual award to distinguished members from the Emeriti. His report stimulated many questions.

The fall meeting drew an attendance of 54. Ellen Turnbull was announced as the new secretary. Dr. John W. Hennessey, University provost, spoke on cultural diversity at UVM. The minutes reported that an excellent discussion followed.

Gordon Paterson continued to update his findings on long-term care with special attention to housing.

1989

The spring HERMES reported that most Emeriti were satisfied with current medical and dental benefits but faced problems if long-term care should be needed. Less than five percent had made provision for extended care. In further findings by Gordon Paterson's Benefits and Long Term
Care Committee, two groups were identified that were losing out on medical benefits. Eight persons who retired before 1964 as well as 68 surviving spouses were paying for their medicomp coverage at the current rate of $35 a month. The committee found that this was contrary to the original intent of the Board of Trustees and passed a formal resolution asking the University to close the loopholes. The cost would be $21,280 annually. Dr. Forsyth assured the group that the proposal would be taken up during the budget planning process.

In April, the Executive Board made plans for the spring luncheon. The Marriott price was $8.95 a plate. The board decided to subsidize the affair from the Faculty Club Fund, bringing the price to $7.25.

Approximately 110 turned out for the June luncheon in the Marsh Dining Hall. Beal Hyde was named Emeriti representative in the faculty Senate. All were welcome to attend but only Hyde would have a vote. Gordon Paterson and his committee were thanked by President Bogorad for their work on long-term care and Tom McCormick for the newsletter, HERMES.

Dr. Robert Stanfield, representing President Coor, announced that Sam Bogorad had been awarded an Honorary Doctor of Letters by the University in recognition of his scholarship.

Barbara Marks reported on catastrophic care benefits and explained the relationship between UVM self-insurance and Equitable Life. The featured speaker, Charles Bonjorno of the Management Team, Visiting Nurse Association, explained its work and presented case studies. He gave suggestions on obtaining assistance from the VNA staff.

At the end of the meeting, Dean George V. Kidder introduced a two-part resolution thanking the officers of the organization for their work during the year and praising President Coor for 13 years of outstanding leadership while wishing him the best as he returned to his native Arizona to become president of Arizona State University.

The fall issue of HERMES carried news of joint meetings between the Housing Subcommittee of the Multidisciplinary Committee on Aging and the Long-term Care Committee. They made contact with other educational institutions, federal, state and local agencies, legislative members, UVM faculty and administrators. Chairs Janet Brown and Gordon Paterson proposed an intergenerational housing complex on UVM land for independent living, assisted living and dependent living that would be managed by an outside firm and be independent of University funding. It would include space for the center for the Study of Aging plus child and adult day care centers. Before leaving, President Coor suggested that the proposal should go to Facilities and Administrative Services as well as Residential Life.

Our members continued to get around. John Lochhead, emeritus zoology, sent word from London that Lord Chorley of the Royal Geographical Society was proposing that Richard Weber '85 and his companions have their names emblazoned on the Society's walls, which honor Stanley and Livingston among others, for their trip on skis across the
North Pole to northern Canada.

The October meeting attracted 45 members to Memorial Lounge. Maya Pyskacek, coordinator for the Coalition of Vermont Elders, outlined COVE's campaign for long-term care in the state and national capitals.

1990

With Sam Bogorad presiding, the Executive Committee met in April and drew up a slate of nominees headed by Joseph Izzo. The committee group also voted a small subsidy for the meal, due to a price increase, and selected several possible speakers for the spring meeting, with the choice dependent on availability.

About 125 members were at the June meeting in Marsh Dining Hall and elected Izzo president along with Beal Hyde, vice president; Sister Evaline Barrett, secretary; Jean B. Milligan, treasurer. Board members chosen were: Julian Jaffe, Esther Knowles, Gordon Paterson, Heath Riggs and Helena Ure. Sam Bogorad, immediate past president, and Editor Tom McCormick were ex officio members.

Applause greeted the news that South Park in Burlington had been named for Horticulturist Lyman C. Calahan, who died in office as president of the Emeriti and who had been an advisor to the park department. Another bright spot was the news that Dr. Ethan and Dora Sims received honorary degrees for their contributions to the health and welfare of clients with diabetes. Adding to the upbeat tone was Dr. John Bland, who endorsed and explained the active, optimistic life in his talk Live Long and Die Fast.

A fine fall turnout of 85 people heard political scientist Garrison Nelson discuss "The Little State with the Big Message," a talk described in the minutes as "delightful and entertaining." The same minutes brought first mention of the newest president, George Davis. Bob Stanfield, who represented the president at the meeting, mentioned that he now had worked under three presidents.

In other business, Tim O'Brien reported that there was no change in benefits for retired faculty and Gordon Paterson gave an updated report on long-term care.

Dr. Bogorad served as chair of the Inauguration Committee for President Davis, just as he had for Dr. Lattie Coor in the 70's.

Meanwhile, Emeriti of other colleges were becoming active, particularly in the far west, where Sidney P. Albert, professor of philosophy at the California State University of Los Angeles, became president of a new organization, the CSULA Emeriti Association. This group, in turn, was meeting with Emeriti from other colleges in the region. Organizational literature stressed the interesting note, mentioned earlier by HERMES, that the University of California system transferred, rather than retired, a faculty member to emeritus status. This meant that a professor
would retain academic membership rather than strive to regain it. The overall idea was that the extension of vigor meant that retirement should be seen as a new opportunity for academic pursuits rather than a shelving of the weary. A bill of rights codifying such status was drawn up.

The 1990 archives also contain a photocopy of a letter from Esther Knowles to Sam Bogorad, who had sent her the bill of rights and support materials. It's an excellent summary of our organization's early history.

Dear Sam,

Thank you for sharing this article. It is especially encouraging for me to realize how much our organization has accomplished since 1978 when I was unable to get information from my department or the personnel office in Waterman about my retirement income and benefits or the procedure for negotiation.

Encouraged by the president's office I prepared a questionnaire to be sent to all the Emeriti. The results of this showed discrepancies in the benefits received, largely due to the difficulty in asking the right questions of the right people. As you well know, such discrepancies are not unusual at the University.

The majority of those surveyed were interested in forming an Emeriti organization and confirmed this by paying one dollar to cover immediate expenses. They also nominated several persons for chairman of the group resulting in the election of Reg Milbank.

Our first responsibility was to question various administrators about benefits available. The results were published and distributed to all Emeriti.

The next matter was the substantial decrease in major medical coverage which was provided for the faculty upon retirement. I believe that our questioning of the administration both as individuals and as a group played an important part in the change in our health insurance benefits.

The Bill of Rights prepared by the CSULA Emeriti Association would indicate that we are doing very well in all matters except for that section dealing with the rights of Emeriti wishing to continue academic activity and some form of representation on a legislative body. Both issues were given consideration in our early years but with no significant results. I expect that you will be able to make progress in the area of promoting and rewarding continued academic service and I wish you the best.

--Esther

1991

Meeting in April, the Executive Board drew up a list of potential speakers, set the time and place of the spring meeting and decided not to subsidize the luncheon, now at $6 a plate, a drop in
The group considered, but took no action, on the possibility of nominal dues.

The June meeting, with Joseph Izzo presiding and 116 attending, welcomed Mara Saule, executive assistant to the president, apparently the first woman to handle this duty at an Emeriti meeting.

Willard Stern Randall, visiting associate professor of history, gave a 'very interesting, fascinating and informative talk,' "Investigating the Past: Reexamining the Founding Fathers."

Tim O'Brien brought news that John Hancock Insurance would start processing medical benefits July 1.

HERMES resumed publication after a year of silence, offering the excuse that the editor had been elected to the Legislature. In a summary of recent events, the newsletter reported that 22 students had occupied the president's office in a dispute over the pace of the University's diversity program. President Davis climbed a ladder to tell them that there would be no negotiations until the occupation ended. After a standoff marred by vandalism, police removed the remaining eight students and one faculty member. The residences of Davis and trustee chair Luther Hackett were defaced by spray-painting and several buses took a $250,000 torching.

A happier report covered the retirement of Holocaust scholar Raul Hilberg attended by best-selling author Herman Wouk and Claude Lanzmann, producer of the documentary Shoah.

...Also from HERMES, the news that UVM's donation to the United Fund topped the $100,000 mark for the first time...And, finally, word that an Illinois professor who taught a course on the Art of Leisure was in deep trouble for not only being late with reports but also skipping classes and eliminating finals.

Meeting in September, the Executive Board heard a report by Gordon Paterson on insurance planning and proposed legislation. President Izzo announced that two members would receive honorary doctorates at the Bicentennial Convocation, Raul Hilberg and Wilbur Newton.

About 55 members attended the October meeting where Constance McGovern, the vice provost, spoke on the University's cultural diversity program and handed out a draft of the plans.

1992

The Executive Board met with Tim O'Brien and Dave Coseo in February to review health coverage and discuss proposals in Montpelier to revamp Vermont's health insurance system. At the close of the session, the board voted to send a letter of support to the president for the excellent job being done for Emeriti health benefits.

The board met again in April to plan the spring meeting.
Rank-and-file support continued to grow with 150 present at the June meeting in Marsh Dining Hall. The new president, former governor Tom Salmon, welcomed the group and gave an update on University affairs... Tim O'Brien reassured retirees that they were not affected by changes in insurance that were being made, they were grandfathered in... President Izzo thanked Sister Barrett, retiring as organization secretary, for her past services.

As was customary, a moment of silence was held for recently deceased members. Letters of condolence were sent to family members.

Prof. Kevin Graffagnino, the principal speaker, gave an amusing and interesting talk on a colorful person special to UVM: "A Hard Founding Father to Love--Ira Allen and Early Vermont."

The officers and board were re-elected with Milton Potash replacing Sister Barrett as secretary.

In September, the Executive Board met to plan the fall meeting and discuss general business. Beal Hyde suggested that the Emeriti should have some project which would benefit the University. [This seed would later bear fruit with volunteer programs to help students and departments.]

Dr. Malcolm Severance was the main speaker at the October meeting, giving a faculty perspective on the Board of Trustees with particular emphasis on its structure and function. Interim Provost Robert Lowe, representing President Salmon, spoke on fiscal retrenchment, emphasizing that the University must understand its role in reshaping itself to do a better job of meeting the needs of its constituency.

Along with its occasional updates for out-of-towners, HERMES reported that UVM had been saluted for its United Fund contributions and that Emeriti donations had topped $10,000 for the first time... Research found that the chief decline in healthy seniors was the loss of the ability to perform several tasks at the same time by switching back and forth, the so-called executive function. However, people in their 60's and 70's are significantly better than the young in verbal intelligence.

1993

A February questionnaire asked Emeriti whether they favored starting an annual lecture by a member of their group. They also were asked whether they would volunteer to speak, whether they would attend and which topics they favored. Later HERMES reported that 75 of the Emeriti favored the idea with 16 opposed. A number of them volunteered to do the honors with topics ranging from aging to the history of the Shelburne Museum. President Izzo referred the matter to Beal Hyde's committee. [There was some confusion over whether the lecture should be scholarly, one might say footnoted, or whether it should be informal, more commonly called a talk.]
At the spring meeting in Harris-Millis that again drew 150, Provost Robert Low relayed President Salmon's comment that retirees had much to offer the University and that their suggestions would always be welcome at his office.

Dr. Wolfgang Meider, chair of the Department of German and Russian, spoke on proverbs, an area in which his several books have made him an authority. He traced the origins of several proverbs, sometimes showing their international roots. His provocative title was "Early to Bed and Early to Rise--From Proverb to Ben Franklin and Back."

Secretary Potash described Meider's presentation as "humorous, entertaining and enlightening."

Hyde reported the survey results and raised a broader question of how retired Emeriti and Administrative Officers might be of service to the University in additional ways.

In an update on benefits, HERMES said that there would be a change in the medical insurance benefit provided to active employees as of July 1, 1993. The change involved the selection of a primary care physician for each person covered. Otherwise, employees would pay 20 percent of the charges. However, people who retired before then would continue to receive benefits under the old plan until eligible for Medicare. That would remain the same with UVM picking up the balance not paid by Medicare and reimbursing 80 percent of the prescription drugs after a $100 deductible. UVM retained the right to alter, amend or terminate benefits in the future.

[Ed. Note: Although no vote was taken by the Executive Board, several had a different view, feeling that benefits could not be terminated after service had been completed. Happily, this disagreement has never needed to be resolved.]

The newsletter also noted that Bill Stone was named Volunteer of the Year for his work with RSVP in Chittenden County. He and Jean also were written up for their travels and service in Honduras, India and the Philippines... President Salmon told 240 Emeriti that they were the University's greatest resource and that the President's Dinner would continue to be an annual event.

And this gem from the proponent of the active life, Dr. John Bland:

"As far as I can see down the road I will remain enthusiastically interested in the study of arthritis, research, education and patient care, and will pursue intellectual and physical activity until the day I get up, looking in the mirror to shave and find that there is no one looking back."

Robert Lowe, speaking for President Salmon at the fall meeting, summarized the issues identified in the University's strategic planning as concepts of vision and direction, fiscal responsibility, quality and commitment to excellence, enrollment management and diversity.
Thomas Ragel gave a personal view of China based on his experiences while teaching there from 1989 to 1991 at the university level. He shared anecdotes and observations to convey a picture of China, its successes and problems.

1994

The Executive Board met in February and again in April to nominate new officers. The slate presented (and elected in June) had Jean Milligan, president; Julian Jaffe, vice president; and Milton Potash, secretary-treasurer. Named to the Executive Board were Faith Emerson, Donald Johnstone, Esther Knowles, Gordon Paterson and Helena Ure. Ex officio members: Joseph Izzo, immediate past president, and Tom McCormick, Sr., editor.

Beal Hyde reported in April that his committee had contacted those who had volunteered to speak but had no takers. He also reported a positive response to the survey requesting volunteers to assist in University projects and an equally positive response from the administration. Hyde announced that he would be meeting with Frank Foley of RSVP to set up a mechanism for handling the requests for volunteers.

At the June meeting, Provost Lowe summarized the problems and opportunities facing UVM in the near future. He said that he welcomed a dialogue with retired faculty and administrative officers.

The dean of the College of Arts and Sciences, Dr. Howard Ball, spoke on the subject, "How to Become a Justice of the Supreme Court in One Easy Lesson," summing it up in three words, "politics, politics, politics." Over 60 percent were friends of the president and over 90 percent came from the same party. Beyond that, it certainly helps to be a white, male, Protestant, socially-connected politician. Prior judicial experience is not required, almost half did not have it. Geography is no longer a factor but race, gender and doctrine are getting a new look.

Tim O'Brien outlined proposed health care legislation at the state and federal levels. He mentioned that those who retired before July 1, 1993, seemed pretty safe regarding possible changes in the program with the later group possibly being less secure. He also discussed the new mail-order prescription option.

Reporting for the Committee on Volunteers, Julian Jaffe said that the results of the survey had been organized and that RSVP, an organization of volunteers, would serve as a clearing house.

At the fall meeting of the Executive Board, Jaffe said that President Salmon and Provost Lowe were enthusiastic about the idea of volunteers serving as tutors, readers, etc. The group also discussed the desirability of compiling a history of the organization. Jean Milligan and Don Johnstone agreed to compile and collate archival material with Tom McCormick doing the writing. In further business, the board established guidelines for offering membership to administrative officers and considered, but rejected, the possibility of increasing the number of meetings.
Speaking at the organization's fall meeting, Ray Lavigne, interim vice-president for administration, subbed for President Salmon and brought word that in general things were going better for UVM. Finances were becoming stabilized and the budget balanced while tuition increases were being limited, despite decreases in the state appropriation. Centers of academic excellence were being set up. One area needed attention: retention of students. Returnees were 120 lower than expected.

In a humorous and informative presentation, Professor Emeritus Kenneth Rothwell of the English Department gave a history of Shakespearean performances along with the theaters and media used, covering everything from the original Globe Theater to silent movies to Nickelodeons to the modern multiplex cinemas and videos of today.

Meanwhile, HERMES was reporting on a far-ranging traveler, Dr. David Babbott, who, with his wife Meredith, did a volunteer stint with the African Medical Mission in Transkei in South Africa... Student unrest was a little milder than in some years past with the younger set blocking the bus service established for their own safety and convenience... Mentioned for the first time were Political Correctness and Deconstructionism, terms that set pulses racing in the first half of the decade.

The October issue focused on the call for volunteers, noting that readers were needed to tape-record textbooks for the visually impaired or learning disabled.

Also noted: Bill Daniels and Larry McCrory received honorary degrees in June... Julian Jaffe was profiled in the Free Press for his volunteer work... John Smith, the longtime university photographer, founded a new organization called the Hostile Elders that was meeting in Waterman the first Tuesday after the first Monday and promised to have absolutely no serious purpose.

1995

President Salmon attended the spring meeting in Marsh Dining Hall. He praised the general participation as well as the excellent programs during Commencement and Alumni Weekends. Less pleasant was the prospect of major difficulties that would arise under proposed cuts in federal funding for education.

Tim O'Brien reported that no changes have been made in benefits other than making available the services of Value Rx for prescription drugs. Minor problems, called gremlins, were being ironed out.

Author Marguerite Wolf delighted the attendees with a wide assortment of humorous anecdotes that ranged from interviews by the search committee for the dean's position to tales about living in Vermont. Maggie called the mix "From Piglets to Public Speaking."

During the business session, President Milligan noted that Gordon Paterson had completed his
term on the Executive Committee after five years of service. She praised his many accomplishments.

The Executive Committee, meeting in September, discussed the financial status of the organization, agreed that the membership labels would not be released to outside groups and mourned the death of Esther Knowles in Florida. It was agreed to ask for contributions in the next HERMES for a memorial tree planting. Active faculty who knew Esther will be contacted by Prof. Valerie Chamberlain, who was Esther's student.

At the fall meeting, Professor William Lipke of the UVM Art Department gave an illustrated talk on "The UVM Green: Some Art Historical Reflections." Puckishly conceding that he was opposed to most change, Lipke said that he relied on the Old Mill to be a constant in a sea of change. He then proceeded to show how even that building had undergone a host of changes through the decades. In fact he is actively promoting one change himself, he wants Lafayette's statue to be in front of the building, since he laid the cornerstone. He noted that the statue of Lafayette had originally been at the center of the green but, for political reasons, was replaced by one of Ira Allen with the French Revolutionary War hero being relegated to the northern periphery.

In keeping with the upbeat tone of the meeting, Provost Robert Lowe reported that undergraduate enrollment had increased significantly. Furthermore, every department recruiting new faculty got its first choice.

Finally, President Milligan announced that the Executive Council had voted to recognize Esther Knowles for her contributions to this organization. Contributions were being sought to plant a tree in her memory on campus.

And so this story stops, as it began, with the focus on Esther Knowles. However, this is not the end but a work in progress with a number of authors. As the October '94 HERMES put it:

All of us are part way between being seekers of history and being a resource for historians, no matter how humble our role. While researching our family history, we'd do well to jot down a bit of our own.

--Burlington, Vermont 10/25/95
MEETING PROGRAMS

October 25, 1982
James Gatti, Lee Stewart, and Norman Winde - "TIAA-CREF, How Well Are Our Needs Being Met?"

May 10, 1983
Edgar Francisco and Timothy O'Brien - "Medicare Changes and Quality of Health Care".

October 12, 1983
Marguerite Wolf - "Old Letters in Our Attic, Fun and History".

May 8, 1984
Timothy O'Brien - "Update on Benefits".

October 16, 1985
Thomas Dowe - "UVM Honduras Project".

June 9, 1986
Jean and William Stone - "Philippines Perspective".

October 8, 1986
Philip Howard - "Giving and Receiving Blood - An Update".

June 8, 1987
James Edgerton - "My Experiences as a Norman Rockwell Model, Neighbor and Friend".

October 16, 1987
Robert Daniels - "The Soviet Union - Then and Now".

June 6, 1988
Frank Bryan - "A Plain Vermonter Speaks Plainly about Plain Vermonter".

October 14, 1988
John Hennessey - "The Cultural Diversity Program at the University of Vermont".

June 5, 1989
Charles Bonjorno - "The VNA Story".

October 13, 1989
Maya Pyskacek - "COVE".

June 8, 1990
John Bland - "Live Long and Die Fast".
October 12, 1990
Garrison Nelson - "The Little State with the Big Message".

June 3, 1991
Willard Stern Randall - "Investigating the Past: Re-examining the Founding Fathers".

October 18, 1991
Constance McGovern - "Cultural Diversity on the UVM Campus".

June 1, 1992
Kevin Graffagnino - "A Hard Founding Father to Love: Ira Allen and Early Vermont".

October 23, 1992
Malcolm Severance - "Board of Trustees - A Faculty Perspective".

June 7, 1993
Wolfgang Mieder - "Early to Bed and Early to Rise - From Proverb to Ben Franklin and Back".

October 22, 1993
Thomas Ragle - "China - A Personal View".

June 6, 1994
Howard Ball - "How to Become a Justice of the United States Supreme Court in One Easy Lesson".

October 21, 1994
Kenneth Rothwell - "Shakespeare in Nickelodeons".

June 5, 1995
Marguerite Wolf - "From Piglets to Public Speaking".

October 13, 1995
William Lipke - "Art and the UVM Green".

PRESIDENTS
1979-80  Reginald V. Milbank
1980-82  George A. Wolf, Jr.
1982-84  Helena A. Ure
1984-86  C. Lyman Calahan
1986-90  Samuel N. Bogorad
1990-94  Joseph A. Izzo
1994-    Jean B. Milligan