

LINCOLN ASSOCIATION OF PROFESSORS EMERITI: LAPE

Emeritus Professor Angela Thody commenced a study of emeriti professors in 2006 when she herself had become an emeritus in 2003 and was seeking to establish an Association for emeriti at her university at Lincoln. By 2008, the literature review was finished and a pilot study of emeriti professors at Leicester University was underway. This presentation was one of several to Lincoln University's College of Professors to encourage their support for the formation of the association and to report on the research .

**For more information about the author
or to book her to lecture to or about your emeriti
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WHY BOTHER TO ENCOURAGE EMERITI ACTIVITY? THEY'RE JUST 'old timers who toil away in comparative isolation' (Stahl, F.A. (1999) 'Sic Semper

Professores...' *College Teaching*, 47 (1)); **" albatrosses harking back to some 'mythical' golden age when all students could spell'**



Grumpy old men excluded from committee voting rights, feeling alienated and unappreciated, cut off from office support, computer access, library facilities. 50% abandoned all teaching and research

(survey of 61 emeriti, Danton, J., 1991, 'Role and Status of Faculty Emeriti', *Library Quarterly*, 69 (2), pp. 142-172).

'free lance intellectuals who eke out a living on the fringes of academe'

Cohen, P. (...) "A Place to Think?: Some Reflections on The Idea of The University in The Age of the 'Knowledge Economy' ", *New Formations*, Vol No : 12-27.

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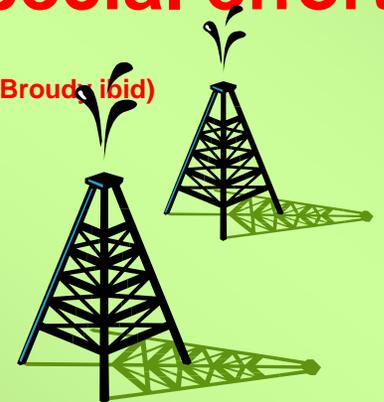
WHY BOTHER TO ENCOURAGE EMERITI ACTIVITY?

‘ the impression is strong that roughly half of the depts surveyed were... not really interested in the views and opinions of the emeriti...the administration and still-active colleagues are quite indifferent to them (Danton, 1999:161)

Emeriti are ‘oil fields abandoned after the first gushing flow has been drawn off and marketed’. (Broudy, H.S.,1981 ‘Variations on a Theme by Plater: A New Role for Professors Emeriti’, *Change*, 13 (4): 6-7, p. 7).



BUT ‘They often hold much more oil that with some special effort could be extracted’ (Broudy, *ibid*)



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LAPE AIM TO ENABLE EMERITI TO BE ACTIVELY ENGAGED WITH THE UNIVERSITY TO MUTUAL BENEFIT

What can the university gain?: research

USA evidence - emeriti publish more in the five years immediately post-retirement than in the five years just before retiring and take more intellectual risks

UK evidence - academics who published in the first three years post retirement had also published in their last three years in employment; those who did not publish in the three years prior to retirement did not do so afterwards

Emeriti

• are ideal for conducting 'independent, curiosity-driven scholarship and research' (Gilbert, A.D. (2000) 'The Idea of a University Beyond 2000'. *Independent Studies in*

Australia and New Zealand. St Leonard's Centre for Policy 16 (1): 31-36, p.35)

• have freedom to write what we like - we're the only UK academics with tenure!

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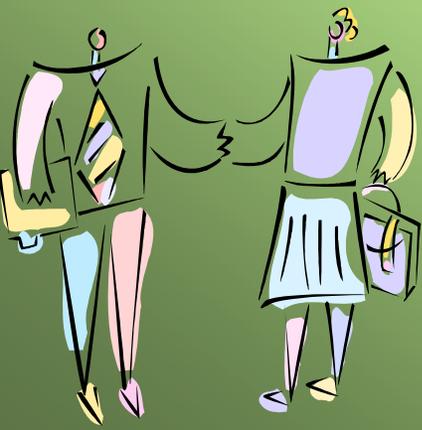
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WHAT CAN THE UNIVERSITY GAIN? TEACHING

‘far from there being problems with cognitive aging, there are virtues that are brought to the classroom by mature faculty’ University of Toronto (Retired Academics and Librarians of the University of Toronto, 2002, *Academic Productivity in Retirement*, Memorandum to the University Provost. www.ralut.ca, consulted 29/07/06, p.3).



Universities should have centres for ‘Ageing and Sageing’ to include older faculty-thinkers-wise-persons: ‘teacher-as-sage is the direction and path of a very good life’ (Sarles, H., 2001 ‘A Vision of the Idea Of a University’, *Organisation*, 8(2) 403-416, p. 413)



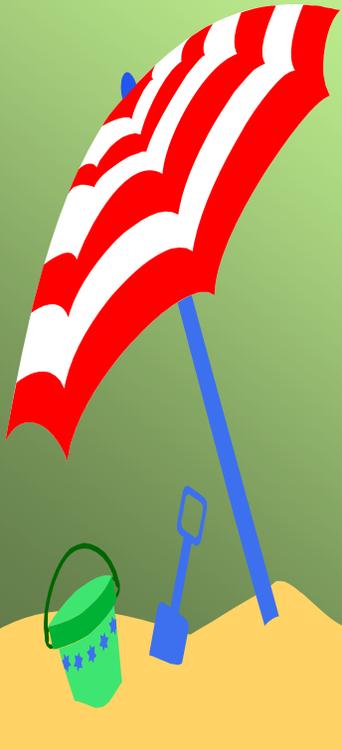
WHAT CAN THE UNIVERSITY GAIN?: PR
Emeriti can form nuclei of university speakers’ and consultants’ bureau, decorate university web sites to show that the university attracts loyalty from its best, talk to audiences that full time staff don’t have time for

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UNIVERSITY GAIN: HISTORICAL SYMBOLISM

in the same way that royalty adds prestige as patrons of charities so emeriti can add prestige as 'old retainers'; like Bagehot's view of monarchy, emeriti can 'encourage, warn, be consulted'.



Emeriti symbolise calm and bathos in modern universities viewed as complex chaos with fuzzy boundaries with the surrounding society

(Barnett, R., 2005 'Recapturing the Universal in the University', *Educational Philosophy and Theory*, 37 (6) 785-797)

See also pp 1-2 of briefing document

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MUTUAL BENEFITS TO EMERITI? See p. 2 of brief +

US research shows emeriti status as part of a planned progression to full retirement. It's a

- minor status symbol indicating that one's professional life was not just a waste of time**
- kind of 'thank you'**
- recognition that universities are about the wisdom of the ages**
- help to those who decide on a career in consultancy or research post retirement**
- Associations keep emeriti active on campus with discounts programs (eg bookstore, gym, tuition fee remission), office facilities, social and intellectual meetings**

AND...

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THE LONG
TERM VISION...

‘These centres are designed to honor those whose contributions created the present university, whilst ensuring a continued and esteemed place for them in the fabric of the institution’ (Glazer, S.D.,

Redmon, E.L. and Robinson, K.L. (2005) ‘Continuing the Connection: Emeriti/Retiree Centers on Campus’, *Educational Gerontology*, 31 (5): 363-383



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So what have we done since June 06?

Researched emeriti and established LAPE

Negotiated with the university for

- small research grants
- computer, email, parking and library rights
- rites of passage for emeritus status

Proposing emeriti as nucleus for university speakers and consultants' bureau

Urban morphology to keep ourselves on the ball intellectually

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Emeriti:

those who meet the criteria determined by this College

Scoring at trivial pursuit...

Emeritus

- can be both a prepositive and a postpositive adjective
- declines from the Latin verb *emereor* - to earn by service
- has become a noun since leaving Latin
- applies to both male and female professors in the singular
(but women can attach *emerita* to their names)
- in the plural, it changes to *emeriti* or *emeritae* according to gender
- symbolises the retention of authority post-retirement
- Lincoln was founded as a home for *miles emeriti* - retired soldiers
- Lincoln Uni is apparently the first UK University to have an emeriti association

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WHAT DO WE WANT YOU TO DO NOW?

- 1) Ratify the Committee's decision to recognise LAPE
 - 2) Volunteer – e.g. support our idea of a university consultants'/speakers bureau, become a speaker at LAPE events
 - 3) Use us - all ideas considered
- tkerry)
athody) @lincoln.ac.uk
ttaylor)
bwinston)

And remember

The oldest hath borne most; we that are young
Shall never so much see, nor live so long
King Lear



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We're climbing up retirement mountain
Where the chilly breezes blow
We're climbing up retirement mountain
Faces all aglow
We're looking to our next tomorrow
Reach up to the sky
We're climbing up retirement mountain
You and I, you and I...



Why LAPE?

Old age isn't for sissies -
so the university contact can benefit retirees

Old agers can benefit the university

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The university benefits because emeriti may be 'oil fields abandoned after the first gushing flow has been drawn off and marketed **BUT they often hold much more oil that with some special effort could be extracted.**



(Broudy, H.S., 1981 'Variations on a Theme by Plater: A New Role for Professors Emeriti', *Change*, 13 (4): 6-7, p. 7).

Research evidence shows about 50% of emeriti continue publication and 40% teaching

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REVISION – AND FOR NEWCOMERS TO THIS COMMITTEE THIS IS WHO WE ARE



Future
Emeritus?

Tony
Taylor
2006

Angela
Thody
2003

Trevor
Kerry
2002

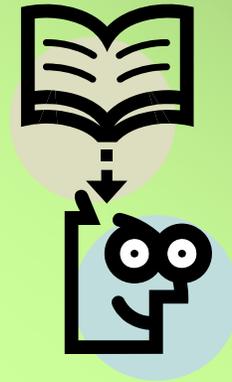
Future
Emeritus?

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LEISURE TIME UNIVERSITY RELATED ACTIVITIES SO FAR

ACADEMIC WRITING

- 3 books
- 3 chapters
- 7 conference papers
- 11 peer reviewed articles
- 28 professional journal articles



MAKING OURSELVES HEARD

- 3 Keynote speeches
 - 1 TV Programme for teachers
 - 2 External examinerships
 - 2 Visiting professorships
- Representing LAPE

DOCTORAL DIVERSIONS

- 3 candidates completed
 - 15 candidates ongoing
 - 5 courses on doctoral writing and presenting
 - 3 staff mentored as supervisors
 - 3 courses run for doctoral supervisors
 - 2 courses run on doctoral examining
- Various - EdD lecturing

MISCELLANY

- Midwives to CERD
- Gladhanding chains
- Staff selection panel
- Formed LAPE



WORK TIME...

- PLAYED THE INNKEEPER IN FIDDLER ON THE ROOF?
- GAINED INTERNATIONAL RECOGNITION FOR BLACK AND WHITE PHOTOGRAPHY?
- WON THIRD PRIZE FOR EMBROIDERY?

GUESS WHICH OF US:

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CLIMBING UP RETIREMENT MOUNTAIN



BASE CAMP

AGREED SO FAR:

EMERITI STATUS ENTITLEMENTS

Office, lab space, secretarial:

as deemed possible by faculties

Research grants: up to £1000 via PVC Research

Library, internet, car parking as for current staff

Retention on mailing lists

Observer status on Committee of College of Professors

LAPE recognised as a University association

APPOINTMENT PROCESS

Nomination, criteria, award

ASCENDING RETIREMENT MOUNTAIN – CLEANING THE ROUTE



Phased retirement options

**Emeriti enter the world of ‘free lance intellectuals’
for those who ‘eke out a living on the fringes of
academe’ !**

(Cohen, P. (....) “A Place to Think?: Some Reflections on The Idea of The University in The Age of the
‘Knowledge Economy’ ”, *New Formations*, Vol No : 12-27.)

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**We're climbing up retirement mountain
Now the gentler breezes blow
We're climbing up retirement mountain
While you're still below
We're looking to our next tomorrow
Reach up to the sky
We're climbing up retirement mountain
You and I, you and I...**