



February 22, 2018

Dear Towson University Colleagues:

TU Retired Faculty Association

Towson University
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The Towson University Retired Faculty Association (TURFA) recently completed a national survey of TU faculty and librarian retirees. The response to the survey was impressive and encouraging.

TURFA appointed a survey task force to conduct the survey and write the report. To them, we are greatly indebted. The members of this task force are as follows:

Ronald J. Matlon, Ph.D., Survey Task Force Chairperson, Professor Emeritus,
Department of Mass Communication and Communication Studies

Margaret (Peg) Benner, M.A., Retired Director, Writing Support Program,
Department of English

Frances Bond, Ph.D., Professor Emerita, College of Education

Florence Newman, Ph.D., Professor Emerita, Department of English

I am pleased to share the survey with you and hope you too are impressed when reading it.

In addition, thank you to all those generous retirees who took time to complete the survey and share their activities with us.

On behalf of TURFA, our best to the TU community!

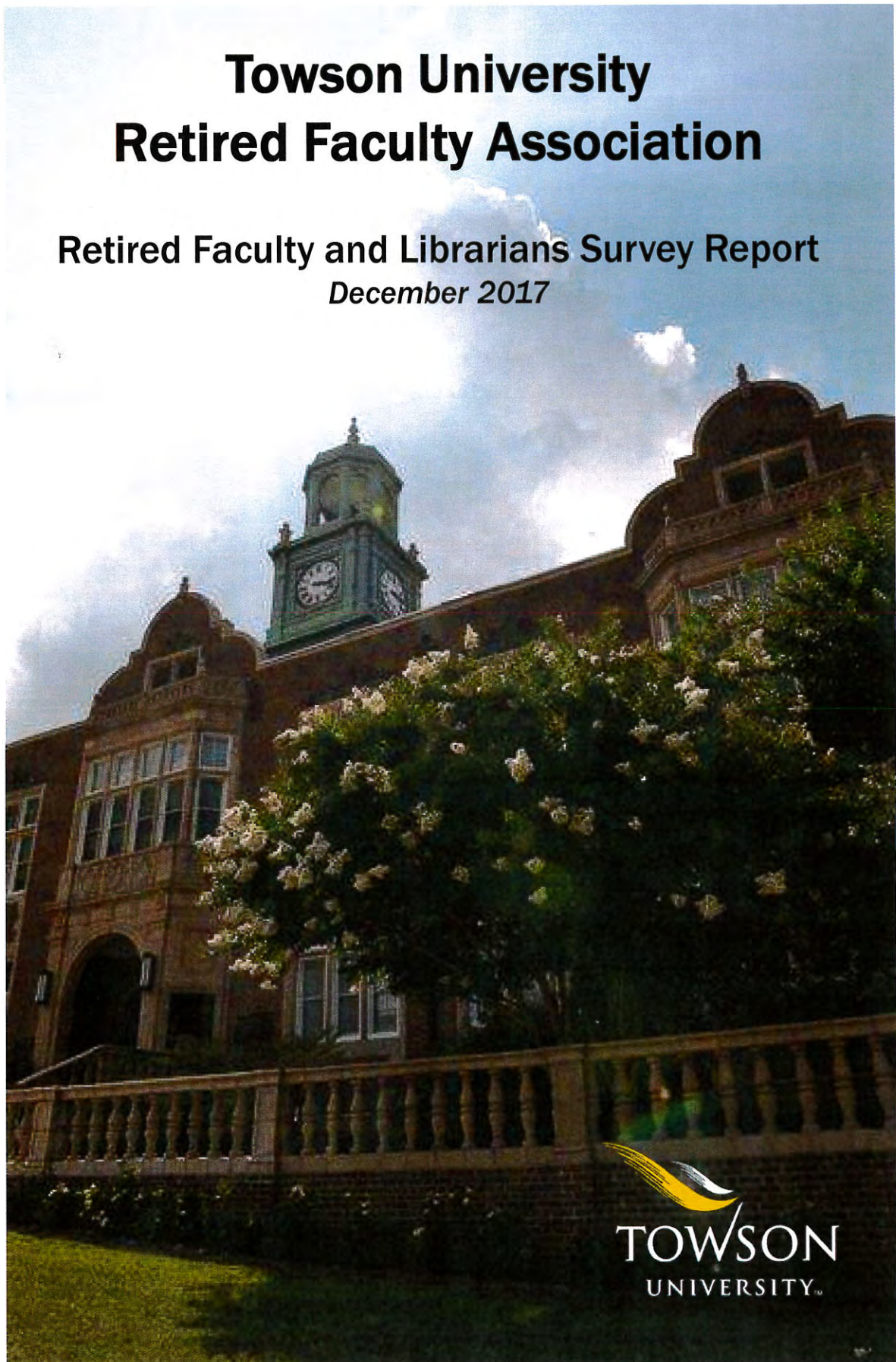
Sincerely,

Martha J. Siegel, Ph.D.
Professor Emerita

President of the Towson University Retired Faculty Association (TURFA)

Towson University Retired Faculty Association

Retired Faculty and Librarians Survey Report
December 2017



Towson University Retired Faculty and Librarians Survey

Fall 2017

Introduction

Many Americans today reach retirement age with the prospect of two or more decades of relatively healthy life ahead of them. As is the case with most faculty members, retirees who have devoted themselves to a career are especially reluctant to simply "withdraw" (the original meaning of *retire*) from professional roles and pursuits, even as they find themselves with more free time for recreation. In light of this demographic trend, the Towson University Retired Faculty Association, with the support of the TU Provost's Office, undertook a survey of retired faculty and librarians in Fall 2017. The goal was to learn not only the ways in which they spend their well-earned leisure hours, but also the extent to which and the ways in which they remain actively engaged with their disciplines, educational institutions, and communities. The responses in the survey illustrate that, far from turning their backs on teaching, service, leadership, and scholarly and artistic production, the majority of respondents continue to make significant contributions at local, regional, and national levels. The results of the survey demonstrate how Towson University's faculty and librarians reflect the changing nature of retirement in the 21st century: out-going, engaged, and vital.

The Survey

The 18-item survey was mailed to 380 Towson University retirees; 149 completed surveys were returned; an impressive 39% rate of response. Most of the returned surveys came from Maryland (72%), although nearly a quarter of them came from elsewhere across the country: 20 other states plus the District of Columbia. The survey was sent to all current retirees with known addresses, irrespective of when they retired. The earliest retirement was in 1981, and the most recent retirements were in 2016. Years spent at Towson University ranged from 8 to 45, with a mean number of 34 years. In sum, the survey reflects information from respondents who worked at TU a total of 4,406 years (!) and represented 42 different departments from all of TU's colleges, as well as the library.

(For further information, see Appendix A.)

Once a Teacher, Always a Teacher

A majority of the respondents (52%) teach after they retire. Many of them continue to teach undergraduate classes at TU, typically two or three different courses, but often as many as four different courses. They teach online as well as in the classroom. Seventeen of the respondents who continue to teach at TU do so at the

graduate level. Retirees do not always just return to the courses they previously taught: one respondent has developed a new course in Computer Science, another, a new course in Psychology, and yet another, a new departmental graduate curriculum. Some supervise student teachers and student interns. And nearly a third teach adult learners through the Osher Lifelong Learning Institute or Elderhostel/Road Scholar.

Towson University emeriti faculty also teach at local and regional institutions, including Johns Hopkins University, the University of Maryland, Goucher College, Stevenson University, Loyola University Maryland, Notre Dame of Maryland University, Hood College, and community colleges in Baltimore County, Anne Arundel County, and Harford County. Universities across the country have TU emeriti as teaching faculty, including Pennsylvania State University, Old Dominion University, the University of Alabama at Birmingham, the University of Montana and the University of Phoenix. Respondents teach as far afield as Oldenburg University (one of TU's exchange partner institutions) and the University of Ghana.

Towson's retired faculty also teach seminars for teachers, private music lessons, gymnastic classes, and swimming classes. They guest lecture at Shriver Hall and Julliard; train Peace Corps volunteers in Nepal, Kazakhstan, Romania, and Tashkent, and hold master classes throughout the United Kingdom. Regardless of how many thousands of students taught over the years of full-time employment at Towson University, emeriti faculty have not stopped imparting knowledge, skills, and enthusiasm for learning to still more students wherever they go.

In addition, the survey demonstrates the respondents' continued commitment to supporting and mentoring students and junior faculty at Towson University and other academic institutions. Sixty-three percent indicate that they continue to write letters of recommendation for former students since their retirement, with 43 respondents writing more than three such letters, on which students rely in applying for jobs or graduate school. Eighteen emeriti mentor students at TU, through such activities as advising Study Abroad students, serving on Master's thesis committees, supervising student teachers, and helping transfer students adjust to campus. The same number have served as faculty mentors at TU. Twenty respondents mentor students or faculty elsewhere, such as new junior/senior high school teachers in Maryland; nursing students in North and South Carolina; and Computer Science faculty at Morgan University, the University of Maryland Baltimore County, and the University of Baltimore. Such one-on-one nurturing of students and younger colleagues is a hallmark of Towson faculty and a role especially well suited to seasoned veterans of the classroom and the promotion and tenure process.

(For further information, see Appendices B and C.)

Scholarship: Publishing, Presenting, and Performing

Most people who enter academia are passionate about their discipline, and the best proof of this passion among respondents is that so many continue to publish books, present conference papers, and create artistic works for public performance or display - even when their careers no longer require them to do so. Forty percent of those surveyed continue to publish books, book chapters, journal articles, or literary pieces since they retired. Publications to date total 55 books, 26 book chapters, and 86 journal articles. Respondents have also published over 50 short literary works (poems, short stories, scripts, essays, and the like) and reference works such as manuals and art catalogs. Seventy-five retiree articles have appeared in newspapers, newsletters, and magazines.

Twenty-one percent of those surveyed have works in progress. Book-length examples include a history of Maryland to be published by Johns Hopkins Press, a book on the British Indian Empire, a sixth edition of *Geographic Place Names of World Regions*, editions of the *Cambridge History of American Autobiographies* and the *Cambridge History of American Gay Autobiography*, a trial advocacy book entitled *Opening Statements and Closing Arguments*, and a book entitled *Uniting Body, Mind and Spirit Through Art Education* to be published by the National Art Education Association.

Close to half of those responding (49%) participate in professional conferences, with 10 respondents presenting once, 14 presenting twice, and 21 presenting three or more times. Respondents also organize conference sessions and/or chair sessions: 6, once each; 5, twice each; 3, three times each; and 9, more than three times each. Even when they do not have responsibilities as presenters or organizers, TU retirees continue to attend academic conferences, with 42 attending three or more times and 15 attending once or twice.

Thirty-six individuals undertake artistic projects after retiring from TU. The greatest number of these (17), engage in musical performances with ensembles, orchestras, and choirs, locally and in other states. Another 15 people hold exhibitions or shows of their work, such as an exhibition at the Walters Art Gallery in Baltimore, an art exhibition at Stanford University, and Art in the Park exhibits. Eight respondents are involved in theatrical productions, either directing or performing. Forthcoming artistic projects include opera premiers in New York City and Australia, a theatrical production to be published by Blue Moon Press, and a presentation at the Georgia Art Education Association. At the current rate, the names of Towson University emeriti will be appearing on title pages and conference, concert, theater, and exhibit programs for years to come.

(For further information, see Appendices D, E, and F.)

Follow the Money

Seventeen respondents have received funding for their research or artistic work. This funding comes from both campus sources and external sources such as agencies and foundations. The highest amount received was a \$3.5 million grant for returning Peace Corps Volunteers to enter Master's programs in the U.S. while continuing to serve underserved regions. Another respondent received a \$100,000 grant from Race to the Top, a competitive grant from the U.S. Department of Education. The Arizona Board of Regents conferred a \$30,000 grant on a respondent whose work has resulted in an appropriation of \$3.5 million to expand health programs in that state. A faculty retiree from Theatre Arts has received a total of \$24,000 in Ruby Project Artist Grants from the Greater Baltimore Cultural Alliance. Other grants awarded to respondents add up to well over \$64,000. Money from external sources has come from institutions such as the Fulbright-Garcia-Robles Foundation, the National Science Foundation, the DeWitt Wallace Foundation, and the Baltimore Gas and Electric Company.

(For further information, see Appendix G.)

Called to Serve

Like many institutions of higher education, Towson University evaluates its regular faculty on the basis not only of their teaching and scholarship, but also of their service to the University. Retired faculty and librarians fulfill the expectations of service in numerous ways, including by serving on committees, advising students and student organizations, organizing and participating in campus events, and holding administrative positions such as department chair. Despite the often considerable time and effort demanded by these pursuits, the retiree survey reveals that 20 respondents continue to serve Towson University at the department, college, and campus levels. Some are members of advisory boards, some are advisors to student clubs or honor societies, and some even continue to sit on departmental committees. Retirees provide leadership for the TU Alumni Association, the TU Retired Faculty Association, Osher, and the Study Abroad Program. Three report serving the University System of Maryland, either by assisting TU in getting programs accredited by the Maryland Higher Education Commission or by developing system-wide exchange programs between Maryland institutions and their counterparts in China. The survey makes it clear that TU faculty and librarians serve the university, its students, and their colleagues for the fulfillment it brings them, rather than for any external reward—even in retirement.

(For further information, see Appendix H.)

Experience at Work

Forty-seven percent of survey respondents put their expertise and leadership to work outside of Towson University in prominent positions, paid or unpaid. Most commonly, these positions are with professional organizations or societies. In these capacities, TU emeriti make major contributions to Baltimore City, Baltimore County, and the State of Maryland. For instance, one chairs the Board of Directors for both Pro Musica Rara, a Baltimore-based early music ensemble, and the Maryland State Boys Choir. Another is the Director of the Baltimore County Department of Aging Fitness Center. Retirees also report serving as the President of the Maryland/Delaware chapter of the Wildlife Society, the Vice-President of the German Society of Maryland, and the Vice President for Special Services and Events for the Baltimore Symphony Associates. Almost as frequently, TU emeriti take leadership roles in national organizations, such as the American Society of Trial Consultants, the American Anthropology Association, the National Board of the Episcopal Church, and the American Speech, Language and Hearing Association.

More than 36 respondents began second careers. Most of them go into consulting, applying their expertise to energy, engineering, or environmental projects, or to legal and educational programs, such as advising the Maryland Higher Education Commission on the development of a university in Shanghai and serving as an accreditation team member for the Middle States Association. Some work in entrepreneurial/business enterprises, administrative/management positions, editorial positions, and the like. Respondents report working for the Peace Corps, ESPN, and PBS. One owns and operates a restaurant. Another catalogues books for the Institute of Islamic, Christian, and Jewish Studies. Another is the senior editor of Brickhouse Books, Inc., Maryland's oldest literary press. Yet another has been elected to a city council. In short, over the first phase of their work lives, TU emeriti acquired a wealth of experience, abilities, and practical knowledge that they are now applying to the second or third phase of their careers.

(For further information, see Appendix I.)

Recognition: Wearing Laurels Rather Than Resting on Them

Thirty percent of emeriti faculty and librarians surveyed continue to receive honors or other formal recognition post-retirement. Six have received lifetime achievement awards from professional organizations. Seven have been inducted into halls of fame. Seven have received recognition or rewards from Towson University. The Fulbright Program, the Federal Republic of Germany, the Mathematical Association of America, the Maryland Senior Olympics, and the American Association of University Women are among the entities to honor TU retirees. Awards have also been granted to

TU retirees from institutions of higher education such as the University System of Alabama, the University of Maine at Machias, Rowan University, Mount Saint Agnes College at Loyola, and the University of Michigan. In addition, poetry, art, photography, and woodworking by faculty emeriti have won prizes in various competitions. For TU retirees, striving for excellence obviously knows no expiration date.

(For further information, see Appendix J.)

Giving Back Through Community Service

Sixty-six percent of respondents report participating in community service outside the University. Retirees are involved on the boards of the International Health Nongovernmental Association, the International Critical Incident Stress Foundation, and the Grassroots Crisis Center, as well as school boards, hospital boards, and alumni boards. Retired faculty also participate in service organizations such as the Maryland Senior Olympics, the Baltimore County Commission on Aging, Easter Seals, and Baltimore Neighbors, Inc. A number volunteer with historical societies or museums (e.g., the Jewish Museum of Maryland, the Baltimore Museum of Art, the Walters Museum, the Evergreen Museum and Library), often as archivists or docents. Some help manage and preserve the environment (fisheries, wildlife, parks), while others serve in faith-based positions, such as parish group leader, Sunday school teacher, church organist, or pastor. Many work with organizations to provide assistance to the disadvantaged by knitting blankets, bringing meals to shut-ins, serving food in homeless shelters, delivering furniture donated to the elderly, and building houses for needy families.

(For further information, see Appendix K.)

Home and Away: Hobbies and Travel

Given their impulse to continue working on behalf of others in one way or another, retired Towson University faculty and librarians would hardly seem to have time left for recreation. Nevertheless, the vast majority do engage in leisure activities and/or travel. Eighty-percent report pursuing old or new hobbies. The most popular activities reported are reading (including book clubs), gardening, aerobics, golf and other sports, photography, piano lessons, woodcrafts, quilting and sewing, farming, water coloring and oil painting, yoga, dog breeding, bicycling, knitting, investing, voice lessons and choirs, birding, swimming, cooking, writing, and learning foreign languages. Other hobbies include collecting vintage automobiles, football memorabilia, art, stamps, and fountain pens. Dancing, music, and home maintenance also make the list.

Eighty-seven percent of retirees report traveling, domestically and internationally. They head to Florida, California, Puerto Rico, Alaska, Hawaii, and many other Western

States. America's National Parks attract lots of retirees. One person has hiked the Appalachian Trail, while another has ridden a Harley-Davidson across Alaska.

Among retirees, international travel is perhaps even more popular than domestic travel. Altogether, they have visited every continent. The most frequently visited countries are England, France, Italy, Spain, China, Australia, Mexico, and Canada. Three retirees have visited remote locations such as Canary Island, Easter Island, Fiji, and the Galapagos. One respondent has participated in a semester at sea. Another has gone to Antarctica. Finally, two people have circled the globe.

(For further information, see Appendices L and M.)

Summary

The 2017 survey is the first inquiry made to retired Towson University faculty/librarians. The number of returns (approximately 39 percent) is larger than expected and reveals significant information about what retirees are accomplishing. It is gratifying to note that the survey respondents continue to be productive and active, and are acknowledged for their professional endeavors. A substantial number continue to teach both at TU and elsewhere through regular and online classes as well as at lifelong learning centers. Several emeriti engage in business ventures, consulting work, and administrative positions. Awards, honors and other recognitions are bestowed on TU retirees. Many report major contributions to research and scholarship and continue with creative/artistic activities, including performing arts, exhibits and writing. Not surprisingly, retirees enjoy their leisure time with extensive travel, volunteerism, and hobbies. The achievements of TU faculty and librarians after retirement should be recognized and applauded by Towson University and the University System of Maryland.

This survey was sponsored by the Towson University Retired Faculty Association (TURFA) with the support of the Office of the Provost. The survey was designed and implemented by the Retired Survey Task Force composed of the following TURFA members:

Ronald J. Matlon, Ph.D., Survey Task Force Chairperson, Professor Emeritus,
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Margaret (Peg) Benner, M.A., Retired Director, Writing Support Program, Department of
English
Frances Bond, Ph.D., Professor Emerita, College of Education
Florence Newman, Ph.D., Professor Emerita, Department of English

APPENDICES

Appendix A

Departments Represented

Survey respondents represent all of TU's current Colleges. In all, they represent 42 academic departments and the library.

Number of respondents for each department

- English - 14
- Music - 11
- History, Mathematics, Nursing, Psychology – 8 each
- Health Sciences - 7
- Elementary Education, Physics, Astronomy, Geosciences - 6 each
- Early Childhood Education, Library, Physical Education, Secondary Education, Sociology and Anthropology - 5 each

Departments with four or fewer respondents: Accounting, Art, Biology, Chemistry, Communication Science and Disorders, Computer Science, Continuing Studies, Dance, Economics, Educational Technology and Innovation, Environmental Science, Foreign Languages, Geography and Environmental Planning, Graduate School, Instructional Leadership and Professional Development, Instructional Technology, Kinesiology, Marketing and Management, Mass Communication and Communication Studies, Modern Languages, Occupational Therapy, Osher Lifelong Learning Institute, Philosophy and Religion, Political Science, Sport Management, and Theatre.

Appendix B

Teaching

Seventy-six respondents taught after retirement.

Undergraduate courses at Towson University

- 16 taught more than three different courses
- 52 taught two or three different courses
- 8 taught one course each

Graduate courses at Towson University

- 5 taught more than three courses

- 12 taught three or fewer courses

Number of courses taught at other institutions by retired TU faculty

- 17 undergraduate courses
- 14 graduate courses

Adult education classes (e.g. Osher, Elderhostel/Road Scholar, etc.)

- 23 respondents taught adult education classes

Teaching activities

At Towson University

- Several courses in the Psychology Department
- Many sections of Geography 101
- New course in computer science
- Many online classes for the department
- Development of an Environmental Psychology class
- Curriculum development in department's graduate program
- Part-time librarian
- Eight OSHER classes
- Supervising student teachers
- Supervising student interns

Outside Towson University

- Teaching classes at these institutions - Anne Arundel Community College, Christopher Newport University, College of Notre Dame, Community College of Baltimore County, Embry-Riddle Aeronautical University, Goucher College, Harford Community College, Hood College, Johns Hopkins University, Johns Hopkins University-Montgomery campus, Loyola University Maryland, McDaniel College, University of Montana, Old Dominion University, Oldenburg University, Pennsylvania State University, Stevenson University, University of Alabama at Birmingham, the University of Ghana, the University of Phoenix, Wilkes University
- Seminars for teachers in Texas, New York, and Maryland
- Workshops at the Enoch Pratt Library in Baltimore
- Renaissance Institute at College of Notre Dame
- Guest lecturer at Julliard and Shriver Hall
- Humanities Master's program at Johns Hopkins University
- Private lessons at Peabody Institute of Johns Hopkins

- Music and art festivals throughout the United States
- Private gymnastic class instruction
- Master classes throughout the United Kingdom
- Swimming classes for coaches, parents and a national team in Grenada
- Peace Corps classes in Nepal, Kazakhstan, Romania, and Tashkent
- Public schools in Vermont
- Directing a junior high school band

Appendix C

Mentoring

Eighteen mentored TU students; 18 mentored TU faculty. Twenty mentored students elsewhere; 20 mentored faculty and others elsewhere.

Mentoring activities

- Helps transferring students coming into TU
- Supervises TU student teachers
- Advises TU student interns
- Helps develop the Study Abroad program at TU
- Advises TU swim and track team graduates
- Serves on Master's thesis committees at TU
- Helps former TU graduate students with their graduate school coursework elsewhere
- Tutors adjunct faculty at TU
- Peer learning partnerships at a community college
- Mentors nursing students in North and South Carolina
- Mentors nursing students and new faculty at Salem State University in Massachusetts
- Reviews colleague papers in preparation for publication
- Mentors faculty at Johns Hopkins University
- Assists computer science faculty at Morgan State University, UMBC, and the University of Baltimore
- Orientation and testing intake at a community college
- Helps in-service mathematics teachers
- Helps new junior/senior high school faculty in Maryland
- Individual voice lessons at various colleges
- Mentors inmates in jails and prisons

Appendix D

Publications

Sixty respondents published since retiring.

Books - over 55 books published by retired TU faculty

- 15 published one book each
- 5 published two books each
- 3 published three books each
- 1 published four books
- 4 published more than four books each

Book chapters/articles/literary and miscellaneous publications in print

- 26 chapters in books were published
- 8 respondents published one article each
- 1 published two articles
- 4 published three articles each
- 2 published four journal articles each
- 12 published more than four articles each
- More than 50 published poems, short stories, scripts, book reviews, essays, sermons, art catalogs, manuals, and agency reports
- Nearly 75 newspaper, newsletter and magazine articles as well as letters to the editor were published

Works in progress - 32 respondents have works to be published.

- A book on the history of Maryland to be published by Johns Hopkins University Press
- A book on the British Indian Empire
- A sixth edition book, *Geographic Place Names of World Regions*
- A book on organizational culture entitled *Why We Do What we Do*
- A book entitled *How to Find Pleasure in Poetry*
- A book on trial advocacy entitled *Opening Statements and Closing Arguments*
- A book titled *Uniting Body, Mind and Spirit through Art Education* to be published by the National Art Education Association
- A book titled *The Road Not Taken*
- A young adult book about growing up in rural Kenya and rural America
- A book on faith, ingenuity, and wisdom

- A book on the evolution of human consciousness
- A book on mathematical solutions
- A children's book
- Two books – a scholarly work and a memoir
- Two books on poetry
- An autobiography
- Two people are writing book chapters
- Several are writing book reviews
- Several are writing journal articles
- An article on climate change
- An article on monotheism, rhetoric and sophicism
- Editor, *Cambridge History of American Autobiographies*
- Editor, *Cambridge History of American Gay Autobiography*
- Several list themselves as future editors of publications
- An annual bibliography for a scholarly journal

Appendix E

Artistic Projects

Seventeen respondents engaged in musical performances after retirement.

- Guest conductor for the TU Percussion Ensemble
- Guest conductor, TU concerts
- University of Minnesota choral and orchestral performances
- Richmond, Virginia summer chamber series
- Concert and recital performances
- Solo performance with a local symphony
- Choir singing
- Production of a commercial musical CD

Fifteen respondents held exhibitions or shows and 8 were in theatrical productions.

- Exhibition at the Walters Art Gallery in Baltimore
- Art exhibition at Stanford University, Johns Hopkins University, and the University of Baltimore
- National and international art exhibitions
- Commissioned public and private art exhibits
- Artist in residence
- Art in the Park exhibits

- Woodworking exhibitions
- Clay sculpture exhibitions
- Quilt exhibit at the Baltimore Quilt Guild Show
- Museum slideshow creations
- Photography show
- Community theatre performances
- Director of plays at community theatres
- Poetry, prose and dramatic readings

Artistic projects in progress

- Future presentation at the Georgia Art Education Association
- Paintings using geometric compositions
- A theatrical production published by Blue Moon Press and another play with songs
- Opera premieres in New York City and Australia with another opera in production
- Musical compositions (scores and prints)

Appendix F

Professional Conferences

Seventy-three respondents participated in professional conferences since retiring.

Conference presentations

- 10 presented once
- 14 presented twice
- 4 presented three times
- 17 presented more than four times

Conference organization and service as chairs of sessions

- 6 organized/served as chairs once
- 5 organized/served as chairs twice
- 3 organized/served as chairs three times
- 9 organized/served as chairs more than three times

Conference attendance

- 8 attended once each

- 7 attended twice each
- 7 attended three times each
- 35 attended more than three times each

Appendix G

Funding

Seventeen respondents received funding for their research or artistic work from campus sources and external sources such as agencies and foundations.

Largest grants received

\$3,500,000	\$100,000	\$30,000	\$24,000
\$20,000	\$15,000	\$14,000	\$7,500

Sources named

- Arizona Board of Regents grant
- University of Montana grant
- University of Louisville grant
- Montclair State University grant
- University of Minnesota grant to the International Music Festival
- Oldenburg University (Germany) grant
- Towson University grant to evaluate a computer platform
- Towson University Department of Theatre grant
- Fulbright-Garcia-Robles Foundation grant
- Senior Fulbright grant to teach and do research in India
- DeWitt Wallace Foundation grant
- Continuing National Science Foundation grant
- National Association for the Education of Young Children grant
- Marion International Fellowship in the Visual and Performing Arts grant
- Ruby Project artistic grant
- A Federal grant prize
- Wenner Green Foundation for Anthropological Research grant
- Race to the Top district grant
- Baltimore Gas and Electric grant

Appendix H

Service to Towson University and the University System of Maryland

Twenty respondents provided College and/or department level service.

- Advisory Board for the College of Education
- Assistance with the College of Liberal Arts Lecture Series
- Advisory Board, Asian Arts and Culture Center
- Creation and funding of the Asian Studies Award
- Advisor to the Mathematics Education Club
- Advisory Board, Actuarial Science and Risk Management program in the Mathematics Department
- History Department Honor Society
- Performances with the Percussion Ensemble
- Departmental assistant in the evaluation of faculty for promotion and tenure
- Established scholarship endowments
- Master's thesis committees
- Service on several different department committees
- TU Alumni Association Board of Directors (two respondents)
- Chairperson, TU Alumni Association Scholarship Committee
- OSHER Lifelong Learning Institute Curriculum Committee
- Assists TU's College for Kids program
- Assists the Study Abroad Program
- Provides scholarship money to students who work on campus
- Volunteers at the Asian Arts and Culture Center
- Answers the hotline writing support grammar website
- Consults the university on matters concerning online teaching
- Sports analyst for TU basketball on radio and television
- Editor, TURFA Advocate newsletter
- Chairperson, TURFA Program and Events Committee
- Officer/ Board of Directors, TURFA (twelve respondents)

University System of Maryland Service (3 respondents)

- Assists Towson University obtain program accreditation by the Maryland Higher Education Commission
- Develops system-wide exchange programs between Maryland institutions and their counterparts in China

Appendix I

Professional Activities Outside Towson University

Seventy respondents engaged in service/professional activities outside TU.

Thirty-four respondents had positions in professional organizations or societies.

- Chief Staff Officer, American Speech, Language and Hearing Association
- Executive Director, American Society of Trial Consultants
- Director, University of Alabama at Birmingham Office of Health Professions
- Board of Directors, American Society of Trial Consultants Foundation
- Chairperson, a committee of the American Anthropology Association
- Committee service, American Public Health Association
- Member, National History Honor Society
- Chairman, Board of Directors, Pro Musica Rara
- Chairman, Board of Directors, Maryland State Boys Choir
- National Board, Episcopal Churches
- President, Maryland/Delaware chapter of the Wildlife Society
- Vice-President, German Society of Maryland
- Vice-President for Special Services and Events, Baltimore Symphony Associates
- Director, Baltimore County Department of Aging Fitness Centers
- MSA Newsletter and Scholarship Committees
- Mt. St. Agnes College Alumnae Board
- Service on various Boards of Education

Twenty-five respondents took consulting positions.

- Consultant to the National Energy Research Laboratory
- Advises MHEC on the development of a university in Shanghai
- Assists European and Middle Eastern institutions with accreditation in the United States
- Consults on an environmental management plan for endangered bog turtles
- Consults on the Maryland Route 30 highway project with the State Highway Administration
- Consultant to the HEI online teaching business
- Opens a national litigation services consulting business
- Offers litigation support as expert witness
- Leads seminars at the Wilson T. Ballard Engineering Firm
- Assesses a fine arts program at a private K-12 school in New York
- Chesapeake Writing Coach tutoring service

- Diversity consulting with various institutions
- Gives seminars about children to lawyers and judges

Nearly 20 respondents participated in entrepreneurial/business enterprises, administrative/management positions, editorial positions, and/or other activity.

- Overseas training in the Peace Corps
- Develops educational materials for the National Association of Academies of Science
- Special assistant to the Secretary of Education in the United States Department of Education
- Accreditation team member, Middle States Association
- Catalogues a 5,000 volume collection of books for the Institute of Islamic, Christian and Jewish Studies
- Department of Anthropology chairperson at another university
- Brickhouse Books, Inc., Maryland's oldest literary press
- Clinical private practice in speech and hearing
- Rector of Episcopal Churches after going to a seminary and being ordained as a priest
- National History Honor Society participation
- Ready to Learn program, Public Broadcasting System (PBS), Alexandria, Virginia
- Basketball analyst for ESPN and other media outlets
- Adjudicates band and orchestra festivals
- President of a condominium board
- Restaurant owner (two respondents)
- Purchases a retail business
- Elected to a city council
- Article referee, European Journal for Philosophy and Religion
- Edits a monthly newsletter for an organization
- Edits a post-conference publication of presentations
- Ten respondents in the health sciences professions maintain their professional licenses to practice and 3 of them continue to do clinical work.

Appendix J

Honors, Awards and Other Recognition

Forty-four respondents received honors/recognition after retirement.

- Warren Blaney Lifetime Achievement Award, National Senior Games Association

- Lifetime Achievement Award, American Society of Trial Consultants
- Distinguished Service Award, Early Childhood Education Association
- Life-long Achievement Asian Studies Award, Mid-Atlantic Association of Asian Studies
- Living Legacy Award, Maryland Dance Educators Association
- Hall of Fame, Music Education National Conference
- Award, Federal Republic of Germany
- Kappa Delta Pi Award
- Fulbright Specialist Recognition
- Conrad Aronberg Award in Anthropology
- Service Award, Mathematical Association of America
- Board of Trustees Award, University System of Alabama
- Medal from the University of Oldenberg and honorary citizen of Oldenberg City
- Distinguished Alumnus, University of Maine at Machias
- Rowan University Hall of Fame
- Mount Saint Agnes College Alumna of the Year Award
- University of Michigan Honorary Research Fund
- Distinguished Graduate Award, Catholic High School of Baltimore
- Saint Pius Recognition Award
- International Piano Festival, Sedona, Arizona
- Inter-University Seminar on Armed Forces and Society Recognition
- Service Recognition Award from Maryland Senior Olympics
- Maryland Senior Olympics Hall of Fame Award
- Champion, National Senior Games
- Maryland Senior Citizen Hall of Fame Induction (two respondents)
- Colonial Athletic Conference Hall of Fame Legends Induction
- Hall of Fame, Maryland Music Education Association
- Volunteer Recognition Award from Anne Arundel County
- Service awards from Baltimore and Towson chapters of the American Association of University Women
- Instructor of the Year, Embry-Riddle Aeronautical University
- Sunday school teaching award
- Artist in residence in California, Oregon, Wyoming, and Virginia
- Photography prizes
- Woodworking competition prizes
- Poetry award
- Art awards
- Volunteer community service awards
- Spirit of Towson award

- Towson University Faculty/Alumni Service Award
- Towson University Chapter of Psi Chi Excellence in Teaching Award
- Towson University Hirshman-McWilliams Asian Studies Award
- Towson University Children's Dance Division Honorary Concert
- Recognition from the Towson University Foundation for establishing endowments (four respondents)

Appendix K

Volunteer/Community Service Outside Towson University

Ninety-nine respondents volunteered and/or performed community service outside of TU since retiring.

- Trains caseworkers and volunteers at the Council for Support and Advancement of Education
- Recruits and trains Peace Corps workers
- Goddard Space Center
- Radio Amateur Civilian Emergency Service
- Sierra Club
- Jane Austen Society
- Meals on Wheels (two respondents)
- Provides lunches and groceries for the homeless and their families
- Donates quilts to the House of Ruth and the Veterans Hospital
- Delivers furniture to seniors who cannot afford it
- Delaware Veterans Home therapist
- World Vision (knits blankets)
- Maryland Senior Citizen Hall of Fame
- Baltimore County Commission on Aging (three respondents)
- A Baltimore County senior center
- Teaches classes at Myerberg Senior Center
- Drives elderly and disabled people
- President, Baltimore Neighbors, Inc.
- Grow It Eat It Initiative
- Harford Family House
- Earl's Place (housing for men in recovery)
- Sister's Place
- Sheperd's Clinic
- Habitat builder

- A veterans service organization
- Easter Seals
- Maryland Department of Health
- Maryland Senior Olympics
- Parks and People
- Washington Ethical Society
- Mentors newly arrived citizens in the United States
- Mentors a travel agent
- Deer Isle Town Planning Board
- Town government in Colorado
- A local county planning and zoning commission (two respondents)
- Recycling project
- President, Maryland Music Educators Association
- Kentucky Center for the Arts
- Maine Fisheries Cooperative
- Colorado Department of Transportation and Wildlife
- Park ranger in Florida
- Baltimore Ecosystem Study
- Bird watching station in Harford County
- Patuxent Animal Welfare Society (PAWS)
- Local land preservation board
- Friends of Cedar Ridge Public Library
- Miscellaneous community-oriented board service (four respondents)
- Board of Directors at a local parochial school
- Pennsylvania State University Alumni Board
- Chairperson, University of Michigan Music Alumni Association
- Board of Directors, International Health Nongovernmental Association
- Board of Directors, Grassroots Crisis Center
- Chairperson and board member, Western Slope Conservation Center
- Board member, International Critical Incident Stress Foundation
- Board member, University of Maryland Hospital School of Nursing Alumni Committee
- Ethics Committee at Springfield State Hospital
- Board member, a health support organization
- Service on a hospital's Board of Directors
- Carroll Lutheran Village
- Flu clinics in schools, hospital, and community agencies
- Nursing home receptionist and activities assistant (two respondents)
- Cares for a totally disabled person

- Neighborhood Watch
- President, a homeowners association
- Neighborhood association member (four respondents)
- Condominium management board (three respondents)
- Harbor House Condominium Landscaping Committee
- Speaker, Annual German-American Day at McDaniel College
- Pikesville Armory Project
- Locust Grove Historical Site
- Archivist, Jewish Museum of Maryland (two respondents)
- Archivist, Baltimore Museum of Industry
- Docent, Antique Automobile Club of America Museum
- Docent, Baltimore Museum of Art
- Docent, Walters Art Gallery
- Docent, Evergreen Museum and Library
- Curator at a town museum
- Society for the Preservation of Old Mills
- Serves at a local historical society
- Baltimore County and Carroll County Artist Guilds
- Serves at a local grandparents group
- Thrift shop volunteer for a local animal shelter
- Performs at services of the Towson Presbyterian Church
- Volunteers at the Church of the Nativity
- Villa Assumpta
- Parish group leader (three respondents)
- Vestryman
- Performs in a church choir
- Church organist
- Church grief sharing and pastoral assistance (seven respondents)
- Feeds and counsels at social service programs in a church
- Teaches Sunday school class
- Mission work for a local church (two respondents)
- Synagogue help
- Assists in blood drives (two respondents)
- Baltimore Symphony fund-raiser
- Teaches ballroom dancing to seniors
- Teaches adult fitness classes
- Teaches computer skills to seniors
- Ushers at musical performances

- Application juror for theatrical plays
- Golf tournament assistant
- Field trip leader for a conservation group
- Trail building and maintenance, Delta County Horseman's Council
- Title I reading program at an elementary school
- Educational outreach and developing interpretive material for North Lee County Schools
- Speaks about grand-parenting at senior centers, schools, and churches
- School talks about Africa and the Peace Corps
- Reviews and judges high school scholarships
- Second grade teaching assistant
- Elementary school volunteer (three respondents)
- Baltimore Teachers Supply Swap
- Election judge (two respondents)
- Political rally volunteer (two respondents)

Appendix L

Hobbies

One hundred and nineteen respondents started or continued hobbies after retirement.

Popular hobbies (in rank order of interest)

- Reading (including book clubs)
- Gardening
- Fitness exercises
- Golf
- Photography
- Piano lessons
- Woodcraft turning and carving
- Quilting
- Farming
- Water coloring and oil painting
- Yoga
- Dog breeding
- Bicycling
- Knitting
- Investing

- Tennis
- Singing (including voice lessons and choirs)
- Birding
- Swimming
- Learning foreign languages, especially Spanish and French
- Scrapbooking
- Jazz music
- Cooking
- Writing novels

Additional hobbies

- Arts and crafts: drawing, textile art, clay sculpturing, stained glass, sewing, model airplanes, toy furniture
- Writing: plays, county newspaper, short stories, blogs
- Dance: Scottish country, ballroom, line, square, folk
- Games: chess, competitive bridge
- Collecting: stamp, art, fountain pen, vintage automobile, football memorabilia, building a nature and spirituality library
- Sports: Tai Chi, horseback riding, racquetball
- In the community: participating in re-enactments, , joining a motorcycle club, being a political activist, heading up a dream team at church
- Music: guitar playing, clarinet lessons, playing church music, listening to classical music
- Other: amateur radio, astronomy, flying, reading the Great Books series, home maintenance

Appendix M

Travel

One hundred and twenty-nine respondents travelled within and outside the United States (listings in rank order by areas or countries visited).

Domestic

- Florida, especially Orlando and along both coastlines
- California and other Western States
- Puerto Rico and Hawaii
- The Appalachian Trail (hiking)

- Alaska (Harley-Davidson ride across Alaska)
- America's national parks
- And many other places

Europe

- Europe (no individual country specified)
- England and France
- Italy and Spain
- Germany and Turkey
- Netherlands, Scotland, and Switzerland
- Austria, Portugal and Sicily
- Czech Republic, Estonia, Finland, Iceland, Latvia, Lithuania, Norway, and Russia
- Belgium, Croatia, Denmark, Greece, Ireland, Luxembourg, Poland, Sweden, and Wales

Asia

- China
- Japan
- Asia (no individual country specified)
- Burma, Cambodia, Hong Kong, India, Indonesia, Thailand, and Vietnam
- Mongolia and Taiwan

South America

- Peru
- South America (no individual country specified)
- Argentina and Bolivia
- Brazil, Chile, and Ecuador

Central America

- Various Caribbean Islands
- Costa Rica and Panama
- Nicaragua
- Cuba, Grenada, and Guatemala

Africa

- South Africa
- Africa (no individual country specified)
- Egypt
- Ghana, Tanzania, Zambia, and Zimbabwe
- Botswana, Kenya, Morocco, and Sierra Leone

Middle East

- Israel
- Middle East (no individual country specified)
- Yemen

Other

- Canada
- Australia and Mexico
- New Zealand
- Canary Islands, Easter Island, Fiji, and the Galapagos
- Antarctica

Two people circled the entire globe, one of them in a semester at sea.