



# Osher at **Carnegie Mellon University**

29<sup>th</sup> Annual Report

July 1, 2020 - June 30, 2021



# Osher Lifelong Learning Institute at Carnegie Mellon University

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## Celebrating Pioneering and Prolific Study Leaders

Without our dedicated Study Leaders there would be no Osher Lifelong Learning Institute at Carnegie Mellon University. Without their dedication and wisdom and gift of their time, we would not have achieved the success we have. While we recognize all of our Study Leaders, we want to draw particular attention to the following prolific living Study Leaders who have taught 25 or more courses.

Last Name	First Name	Total # of Courses	1st Year Taught
Rosenblum	Helen-Faye	255	1993
Landerman	Edgar	107	1994
Limbach	Elsa	68	2009
Olmsted	John	57	2014
Robinson	Judith	49	1999
Miller	Errol	49	2006
Rapp	Connie	47	2003
Werner	Sheila	47	2006
Averbach	Rosa Barnett	46	2008
Glassmire	Charles	43	2005
St. Clair	Gloriana	43	2004
Crow	Judith	41	2006
Kossowsky	Ram	39	2004
Pollack	Connie	39	2012
Cantor	Owen	37	2004

Last Name	First Name	Total # of Courses	1st Year Taught
Block	Richard	35	2002
Frumerman	Marcia	35	1996
Schinhofen	Mary	35	2011
Schexnayder	George	34	2010
Cornes	Cleon	32	2004
Antonoff	Bruce	32	2010
Fortun	Dave	29	2007
Symons	Ron	27	2010
Cohen	Richard	27	2003
Gottfried	Byron	27	2007
Barone	Loretta	25	2011
Gemeinhart	Maureen	25	2013
Goldberg	Art	25	2015
Green	David	25	2012

## Academy for Lifelong Learning Living Founders and Charter Members 1992 - 1995

Mary Benke  
Paul Caswell  
Helen Eaton  
Suzanne Flood  
Marcia Frumerman\*  
Carolyn Goldberg

Alexandra Greenberg  
Janet Kamon  
Alison Kresh  
Edgar Landerman\*  
Phyllis Peisakoff  
Myrna Prince

Helen-Faye Rosenblum\*  
Selma Ryave  
Dolores Stowell  
Nancy Sussman  
Barbara Tisherman  
Carole Wolsh

\* denotes founding member

This list is compiled from the Osher membership roster and contains all the current members whose date of joining the Academy for Lifelong Learning is 1995 or earlier. We believe it is complete, but please let us know if we have omitted any members from those initial years who are still active with us, and we will acknowledge them appropriately.



at **Carnegie Mellon University**

## Schedule and Agenda

**29<sup>th</sup> Annual Meeting**  
**Thursday, October 28<sup>th</sup>, 2021**

- 7:00 Minutes of 2019-2020
- 7:03 President's Report
  - Cyert Hall Status
  - Recognition of Departing Directors
  - Welcome New Directors
- 7:13 Treasurer's Report
- 7:23 Other Business
- 7:45 Adjournment
- 8:00 Entertainment - TBA
- 8:45 Conclusion

# Osher Lifelong Learning Institute at CMU

## Mission, Vision, and Goals

### **Mission & Vision (Board Approved April 19, 2017)**

The mission of Osher at CMU is to provide its members with learning and social enrichment opportunities that increase their knowledge, enhance skills and interactions with peers, and increase cultural and social awareness, complementing CMU's leading role in educational, intellectual, and cultural life in the Pittsburgh region.

Osher at CMU's vision is to be a premier quality source of lifelong learning for its members through cost effective, short-term, non-credit courses, lectures, field trips, special interest groups, and other events supporting its mission.

### **Goals (Board Approved January 24, 2019)**

Key Assumptions. We have:

- Continuing active support from Carnegie Mellon University
- A strong financial position
- High quality programs that meet the needs of our current and future members
- A dynamic and interactive Osher community

Specific Goals:

- Acquire contiguous study, activity, and office space.
- Launch 4.0 Fund Project for new space development.
- Deliver robust curriculum to meet member expectations.
- Engender a strong sense of community among the membership.
- Promote active volunteerism.
- Ensure that technology effectively supports our organization.
- Implement policies and procedures to guide activities.
- Develop guidelines for optimal staffing.
- Develop guidelines for membership conduct.
- Establish board designated funds and annual giving mechanism.

# Osher Membership Retention by Year

# Yrs.	Year Joined	2021 Covid	2020	2019	2018	2017	2016	2015	2014	2013
29	1992	3	3	3	4	5	5	5	5	5
28, 27, 26	1993-95	15	23	25	30	34	38	45	55	58
25	1996	6	11	15	20	23	24	24	25	26
24	1997	10	14	18	21	26	28	34	40	41
23	1998	8	12	13	16	19	20	21	21	22
22	1999	26	34	37	52	57	62	68	71	102
21	2000	0	0	0	0	0	0	0	0	0
20	2001	6	10	13	19	19	22	23	24	27
19	2002	14	24	27	31	31	38	46	51	52
18	2003	28	40	48	56	68	77	91	95	99
17	2004	1	1	1	1	1	1	1	1	4
16	2005	51	67	74	88	99	103	112	118	118
15	2006	71	91	108	124	135	156	171	182	184
14	2007	56	74	85	97	106	112	133	143	145
13	2008	37	53	71	83	88	96	108	116	128
12	2009	79	99	121	164	179	192	229	238	268
11	2010	40	48	61	76	80	86	94	98	118
10	2011	42	54	60	75	80	88	99	105	118
9	2012	69	91	106	134	151	169	196	217	222
8	2013	54	63	74	94	103	113	130	150	155
7	2014	102	133	161	203	224	258	300	355	
6	2015	89	112	129	167	196	222	256		
5	2016	126	159	187	258	305	366			
4	2017	148	197	232	287	241				
3	2018	147	203	274	317					
2	2019	76	126	166						
1	2020	137	263							
0	2021	313								
	<b>Totals</b>	<b>1,754</b>	<b>2,005</b>	<b>2,109</b>	<b>2,417</b>	<b>2,270</b>	<b>2,276</b>	<b>2,186</b>	<b>2,110</b>	<b>1,892</b>

# Minutes of the 28<sup>th</sup> Annual Meeting

Osher at Carnegie Mellon University  
28th Annual Meeting via Zoom  
September 24, 2020

Board of Directors Present: Ann Augustine, Rosalie Barsotti, Lyn Decker, Jan Hawkins, Jeffrey Holst, Allan Hribar, Ann Isaac, Jim Reitz, Sankar Seetharama, Raja Sooriamurthi, Jeffrey Swoger, Randy Weinberg, Richard Wellins, Mark Winer

Board of Directors Absent (Excused) Marcia Taylor

Approximately 51 members attended the Zoom meeting.

Call to Order at 7:02

Minutes of the 27th Annual Meeting held on September 26, 2019 (included in the annual report) were approved as written.

Treasurer Report:

A summary of the treasurer's report was presented by Mark Winer, in the absence of Marcia Taylor, treasurer.

Cyert Hall Remodeling Project:

Progress of the project was presented by power point and elaborated on by President, Allan Hribar. Spring, 2021 is the tentative start date for construction; occupation of remodeled space is tentatively scheduled for Fall, 2021.

Campaign 4.0:

40% of the total funding goal (\$1.4 million) has been achieved. Restart date of the Campaign is dependent on the status of Covid 19 and the status of contributing foundations

Proclamation: 2020-21 has been proclaimed as the Year of the Osher at CMU Staff:

Lyn Decker, Executive Director and Registrar; Chelsea Prestia, Administrator/Publications; Olivia McCann, Administrator/Programs; Kate Lehman, Administrator/General Office are recognized for their tireless work during this time of transition and upheaval: working from home, transitioning from in-person classes to the Zoom format, offering support to Study Leaders and members.

Appreciation and Welcome:

Recognition and thank you to outgoing Board of Directors: Gary Bates and John Olmsted

Welcome to incoming Board of Directors:

Ann Augustine, Sankar Seetharama, Richard Wellins

Special Thank you to Outgoing President Jim Reitz with an Ode to Jim Reitz, read by Al Hribar.

Bylaws Revisions:

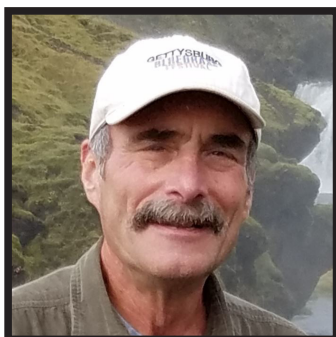
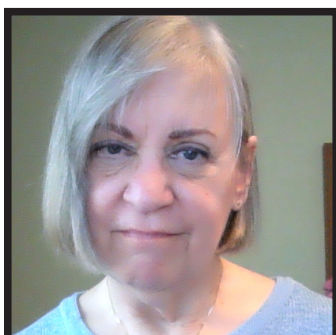
Proposed changes to the Bylaws were passed.

Chatham Partnership:

Al summarized the initiation and advantages of the partnership to both institutions. David Finegold, President of Chatham University presented slides highlighting Chatham's present and future goals, the Eden Hall Campus features, future phases for multigenerational expansion, including the Rachel Carson Ecovillage.

Adjournment at 7:59, followed by a Zoom presentation: Comedy vs. The Apocalypse by David Misch.

## 2020-2021 Executive Committee



### **Top Row, Left to Right**

Allan Hribar, President

Jan Hawkins, Vice President

Ann Augustine, Secretary

### **Second Row, Left to Right**

Marcia Taylor, Treasurer

Lyn Decker, Executive Director/Registrar

Jim Reitz, Immediate Past President

### **Third Row, Left to Right**

Mark Winer, Board Representative to Executive Committee



# PRESIDENT

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Our Osher at Carnegie Mellon University organization exemplifies talent, loyalty, teamwork, and volunteerism. During this 2020-2021 year we furthered our partnership with Chatham University, initially at their Eden Hall campus, to expand the reach of Osher lifelong learning opportunities to the adult population in the northern part of the Pittsburgh region. Press releases and invitations were sent to the surrounding neighborhoods of Eden Hall to encourage membership in Osher at CMU. Because of Covid, no in person courses were able to be held. And amidst the continuing global Covid pandemic, with outstanding support from the staff, we continued to develop the curriculum and worked with dedicated Study Leaders to continue to effectively present online programs responsive to the interests of our members.

Even with the uncertainties related to the pandemic, the Project 4.0 committee continued their fundraising efforts to move us toward fully funding the extensive costs for renovating Cyert Hall creating our new, purpose-designed and constructed new Osher home on the Carnegie Mellon campus. With Carnegie Mellon permission, we were able to start the renovation at the end of the last spring school term. And now we are only a few weeks away from when the Osher staff can move into the new offices. However, our initial plans for resuming in-person classes in the new space have temporarily been put on hold because of the emergence of the Delta variant virus threat. Osher remains committed to returning to offering in-person classes as soon as it is safe to do so. Much appreciation is extended to each and every donor and to the member volunteers who have worked so diligently on the design planning and the fundraising for the new Osher on campus home.

Prompted by the Bernard Osher Foundation to update the working agreement between Osher and Carnegie Mellon, work proceeded during the year to update the existing Affiliation Agreement with CMU. A revised draft agreement has been developed for submittal to CMU and we anticipate that over the next few months Osher and CMU will reach final agreement and the final, revised document will be issued. Osher has and always has had a very positive working relationship with CMU and this agreement solidifies the evolution of this working relationship. As always, Osher is very thankful for the positive support that CMU provides.

Feedback from our membership is vital to ensure that Osher plans and actions are responsive to our member needs. We conducted an all-member survey during the year to assess opinions about online learning, future potential for in-person classes both at CMU and at Chatham's Eden Hall. The survey was followed up by personal contacts with several of the respondents. The many constructive comments and suggestions are being factored into future plans.

The pandemic has created challenges and times of uncertainty for Osher and its members. Adapting, making unanticipated changes in order to continue to thrive, as unsettling as it has been, has required flexibility, commitment and hard work. The talents of every person involved with this organization — volunteers, staff and members — have enabled us to persist and improve even in the face of adversity. Thank you for your understanding and continued working with us to make our organization the best possible.

Stay safe and healthy.

Respectfully submitted by Allan Hribar

# TREASURER

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**Summary:** Osher at CMU ended the year with a positive balance of \$158,312. This number is a bit misleading though as the surplus from operations was \$5,923. The additional balance was generated primarily by unrealized gain on investments (\$86,061) and the forgiveness of the first Paycheck Protection Program (PPP) loan (\$52,700). In preparing the budget for the 2020-2021 year there were many unknowns due to the pandemic. Osher predicted its impact on the organization well, as evidenced by the small operational surplus, and continued to live within its means without requiring a draw on reserves to operate.

**Balance Sheet:** Assets (all current) total \$1,339,155, including cash of \$481,679 and investments of \$797,934. Investments are all held in the Board Reserve Fund which represents funds set aside for extraordinary expenses, losses or significant changes in the operating environment, and in the Board Designated Fund which can be used as needed to supplement operations. Examples of potential uses of this fund are for the 4.0 Project or to cover increased routine operating costs in future years. In May 2021 the Board approved using \$300,000 of the Board Designated Fund to support the 4.0 Project. This brings Osher's total investment in the 4.0 Project to \$500,000.

Osher at CMU received two loans under the PPP allowing the continuation of payments for payroll (staff) expenses. The first loan has been forgiven and the second is expected to have forgiveness approved this fall.

The net equity at Osher at CMU is \$1,254,674, of which \$797,934 has been reserved or designated by the Board for future use. This amount will be decreased in the coming year by the contribution to the 4.0 fund mentioned above.

**Income Statement:** Total income for the year ending June 30, 2021 was \$443,696, a reduction from the previous year of \$29,484. Membership dues decreased \$44,665, but registration fees increased \$17,746 from the previous year. When the 2020-2021 budget was prepared, it had tried to anticipate the impact on memberships and registrations from Covid and the all-Zoom course platform. In total these two primary revenue sources were right on budget.

Total expense for the year ending June 30, 2021 was \$437,773, a decrease of \$39,010 from the prior year. This decrease from the prior year reflects the full-year shutdown of campus activities and the use of an on-line platform for classes. The primary expenses for 2020-2021 were payroll, service fees (accounting, credit cards, on-line software, and Zoom), study leader recognition, and items purchased for the 4.0 Project. Informational newsletters were still produced but the course catalog went on-line.

**2021-2022:** At its May 2021 meeting, the Board approved a budget for 2021-2022 totaling \$509,890, an increase of \$109,390 from the 2020-2021 budget. This budget which projects a deficit of \$33,090, has been adopted assuming a return to campus by members and staff in the upcoming year. In addition, it includes a budget for potential debt service if a loan is needed from the university to fully fund the 4.0 Project.

Respectfully submitted,

Marcia Taylor

# Comparative Balance Sheet (all amounts in dollars)

COMPARATIVE BALANCE SHEET	<u>June 30, 2021</u>	<u>June 30, 2020</u>
<b>ASSETS</b>		
Current Assets		
Cash and short term investments	405,853	344,853
Restricted cash	75,823	75,000
Board reserve fund	218,422	159,763
Board designated fund	579,512	528,871
Osher underwriting receivable	59,503	59,503
Other assets	42	389
Total Current Assets	1,339,155	1,168,379
Fixed Assets		
Equipment and leasehold improvements	159,262	159,262
Accumulated depreciation	(159,262)	(159,262)
Net Fixed Assets	0	0
<b>TOTAL ASSETS</b>	<b>1,339,155</b>	<b>1,168,379</b>
<b>LIABILITIES AND EQUITY</b>		
Current Liabilities		
Accounts payable	15,928	-
Accrued payroll	8,535	7,562
Accrued paid time off	5,274	5,275
Benefits payable	-	210
Member advance payments	2,469	4,668
Accrued expenses	-	1,000
Paycheck protection loan	52,247	52,700
Other liabilities	28	602
Total Current Liabilities	84,481	72,017
Equity		
Unrestricted - board reserve	218,422	159,763
Unrestricted - board designated	579,512	528,871
Unrestricted	456,740	407,728
Equity	1,254,674	1,096,362
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>1,339,155</b>	<b>1,168,379</b>

# Comparative Income Statement

## COMPARATIVE INCOME STATEMENT

	Year Ending		Budget 2020-2021
	June 30, 2021	June 30, 2020	
<b>INCOME</b>			
Membership dues	148,809	193,474	170,000
Registration fees	160,796	143,050	137,700
Contributions	10,903	11,308	-
Osher Foundation underwriting	123,188	125,122	110,000
Other revenue	-	226	-
<b>TOTAL INCOME</b>	<b>443,696</b>	<b>473,180</b>	<b>417,700</b>
<b>EXPENSE</b>			
Administrative services	42,466	53,171	49,650
Publications and communications	2,787	13,940	3,100
Membership	13,383	13,614	13,000
Curriculum	24,337	20,378	31,750
Payroll	302,948	285,011	263,250
Executive	1,058	1,945	2,150
Recurring events	726	9,724	1,600
4.0 start-up	50,068	79,000	31,000
<b>TOTAL EXPENSE</b>	<b>437,773</b>	<b>476,783</b>	<b>395,500</b>
<b>NET ORDINARY INCOME</b>	<b>5,923</b>	<b>(3,603)</b>	<b>22,200</b>
<b>OTHER INCOME (EXPENSE)</b>			
Interest and investment income	14,756	15,887	10,100
Realized gain on investments	2,437	50,243	-
Unrealized gain on investments	86,061	(49,490)	-
Investment fees	(3,565)	(4,239)	(5,000)
PPP Loan Forgiveness	52,700	-	-
<b>TOTAL OTHER INCOME</b>	<b>152,389</b>	<b>12,401</b>	<b>5,100</b>
<b>NET INCOME</b>	<b>158,312</b>	<b>8,798</b>	<b>27,300</b>

# EXECUTIVE DIRECTOR

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2020-2021 – the year of isolation, disappointment, fear, masks, and VAFs; 2020-2021 –the year we could see our fellow students’ faces in class and knew exactly who they were. It was the year we learned to Zoom. As Zoom codes and passwords cluttered our class schedules and calendars, the questions and comments of: “Are you there?” “You’re on mute!” “Can you see me?” “We can’t hear you!” encouraged us to help each other. We adjusted to our new virtual reality and became pretty proficient doing so. So much so that the demand for Zoom courses is now strong enough to continue offering them in addition to our in-person courses.

For the staff and me, we learned how to work remotely – at home and away from each other. We learned to set up virtual classes and jump in to help when needed. We also learned to not copy or print documents. Instead, we now do a much better job of electronically filing everything. I’m proud to say that the Osher office is now 99.9% “Green”!

As we pack up to leave Wean for the last time there isn’t any feeling of sadness. Yes we experienced many wonderful classes in Wean, but we know that they are not being left behind. While many waited for classes to start while sitting in/on the “Wean lounge” consisting of one hard small bench outside of 4707 and 4708 with signs overhead begging people to be quiet, it was miserable compared to the experience that awaits everyone in our new lounge. The new learning center is big, bright, modern, and welcoming! The 4.0 team, led by Jeffrey Swoger, can’t wait for everyone to come and experience the space.

For me, 2020-2021 has become the year of one really long day that offered little variation. The whole year seemed like it was always Tuesday or was it Thursday? Thank goodness we had the buildout of Cyert as a diversion. After years of hoping, and pitching the University for suitable space, along with months of planning, the buildout is coming to completion pretty quickly. We hope to have the keys by the end of September. Special recognition must go to all that embraced the vision and made a financial commitment to support the buildout to make our new space possible. \$1.4M was a huge commitment. Fortunately, many of our members recognized the value of supporting the creation of a Grade A Learning Environment and participated in the Osher 4.0 Capital Project for our current and future Osher members. While the goal is within reach, the fundraising isn’t yet over and there is plenty of space on the donor wall for last minute final donations – hint!

While few of us expect for Covid-19 and its Delta variant to totally disappear from our world soon, we made the effort to obtain proof of vaccinations to provide a safer physical environment for those returning to campus for classes and events once our center is open. We experienced little to no push back and just about everyone gave proof of vaccination.

2020-2021 was a major year of transition in so many ways – while some good and some horrible, we made it through. Hopefully by this time next year there will be a new normal established. My hope for 2021-2022 is that we will be able to once again be together and able to enjoy our wonderful new learning center in Cyert Hall.

Respectfully submitted,

Lyn Decker

# REGISTRAR

Following is a composite of our registration statistics from Fall 2013 through Summer 2021. During the 2020-2021 year, all courses were held on-line on Zoom due to the continuation of the Covid-19 pandemic. The switch to on-line courses occurred in the 1st week of the 2nd session of the winter 2020 term. Note that while the number of courses and number of students registered, we had higher than normal number of students registered.

Comparative Registration Information	Year	# of Students Registered	# of Seats Filled	# of Courses
Fall	2013	1,099	3,831	146
	2014	1,113	4,231	145
	2015	1,132	4,158	153
	2016	1,141	3,963	153
	2017	1,183	4,169	157
	2018	1,179	5,494	169
	2019	1,050	4,809	133
	2020	389	3740	95
Winter	2014	934	3,219	130
	2015	965	3,193	129
	2016	1,011	3,319	132
	2017	995	3,525	139
	2018	1,094	3,542	145
	2019	970	4,397	139
	2020	973	4,029	110
	2021	890	4,991	120
Summer	2014	862	2,724	107
	2015	939	2,640	111
	2016	870	2,718	105
	2017	866	2,530	104
	2018	950	2,846	115
	2019	866	2,744	112
	2020	574	2,681	67
	2021	717	3,340	93

Respectfully submitted,  
Lyn Decker

# CURRICULUM

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Stan Winikoff was appointed as the Chair of the Curriculum Committee for the 2020-2021 year. In the summer, Ann Augustine joined as co-Chair.

In February, the committee welcomed four new members: John Spear, Patty Lemer, Neelam Dwivedi, and Ann Augustine. During the year Lester Berkowitz departed from the committee after actively serving on the committee since 1995. I know we will all miss Les!

This last year the committee brought in 390 courses of which 308 courses ran on-line on Zoom. Unfortunately we lost 82 courses mostly due to the fact that we could not meet in-person.

The following dedicated curriculum committee members served on the committee:

*Jeffrey Swoger, Rochelle Steiner, John Spear, Judy Rubinstein, Helen-Faye Rosenblum, Antoinette Petrucci, Diane Pastorkovich, Enid Miller, Marilyn Maiello, Patty Spear-Lemer, Anna Estop, Neelam Dwivedi, Mary Duquin, Lyn Decker, Flip Conti, Maureen Brown, John Brown, Gary Bates, Ann Augustine, and Stan Winikoff*

## Committees and Chairpersons

Capital Campaign: Jim Reitz

4.0 Steering Committee: Jeffrey Swoger

Curriculum: Stan Winikoff and Ann Augustine

Finance: Marcia Taylor

Human Resources: Ann Isaac

Leadership: Allan Hribar

Lectures: Gary Bates

Membership: Ann Augustine and Rosalie Barsotti

Nominating: Jim Reitz

# 4.0 STEERING COMMITTEE

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The Osher 4.0 Project has two parts: the renovation of our new space in Cyert Hall; and raising the money necessary to fund that renovation.

## **Fundraising**

Due to the pandemic, we suspended our fundraising efforts in March of 2020. We began fundraising again in January, 2021 by mailing a series of eight postcards to our membership, featuring member donors who have given to 4.0.

In the Spring, we were challenged by a member who committed to match \$10,000 if the funds could be collected within six months. We did so in less than four. We also mourned the loss of a hard-working and much-loved committee member and friend, Jeffrey Holst.

Matt Weinstein of University Advancement (UA) initiated regular Zoom meetings with our committee in an effort to assist us in our fund raising activities. Jennifer Sobel, also with UA, worked closely with John Olmsted to identify foundations we could approach for grants. The Hillman Foundation has shown interest in our proposal. A representative from the foundation toured our new space in August. We await a decision. We have also applied for a grant from the Eden Hall Foundation.

We were very pleased to have Sibby McCrady join our committee. She has hit the ground running and has been an enthusiastic addition to the crew. The Osher Board of Directors voted to allocate \$500,000 from our reserve funds to the 4.0 effort. Our latest effort involves members to make a 5-year pledge, for which they and we get full credit now, enabling us to minimize and possibly avoid a loan from the University.

## **Renovation**

The Landau Building Company, a family business, began work on our new space in early April and they have been incredibly sensitive to our needs. Despite some product backorders, the space was almost ready for the final city inspection in late August. However, three small, but vital parts for the HVAC system failed to arrive in time, due to supply-chain issues. They arrived in early September. Once installed the final inspection will occur in late September. We will take possession of our new home in early October.

We were very fortunate to have our CMU project manager, Jan Held, Landau, and our architects from Next Architecture on our team. Their dedication to quality is evident throughout our new home. Thanks, all!

AND, my sincere thanks to the 4.0 committee members:

Jane Cordisco, Lyn Decker, Bev Jones, Sibby McCrady, John Olmsted, Jim Reitz and Jan Hawkins.

It's an honor working alongside each one of you.

Respectfully submitted,  
Jeffrey Swoger



# FINANCE

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Over the course of the year, the Finance Committee discussed aspects of the 4.0 Project that affect the upcoming budget(s) including a potential loan from CMU to fund the project and the related future debt service needs, and the potential for increased operating costs for the new space. The committee discussed the board designated fund balance and made a recommendation to the board of how much of this balance could be contributed to the 4.0 Project. The committee met with the Investment Advisor to review investment performance and to determine if any fund rebalancing was necessary. The Treasurer reported financial position to the Board on a trimester basis (coincides with our class and registration schedule). The committee developed and recommended the 2021-2022 budget. During this process it discussed the impact of the pandemic and the relationship with Chatham.

The following individuals are now committee members or have been members during the past year:

*Marcia Taylor (chair), Mark Winer, Sibby McCrady, Judy Watts,  
Peter Oleinick, John Olmsted, Larry Choby, Lyn Decker*

# HUMAN RESOURCES

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Due to financial concerns brought about by the Covid-19 pandemic, all staff salaries were frozen at 2019 levels, and continued into 2021. To prepare for the 2021-22 budget, the Committee completed a data review of compensation surveys and forecasts to determine what adjustments to the salary structure, as well as salary and bonus options, would be appropriate going forward. Recommended adjustments were presented to the Executive and Finance Committees and approved to become effective July 1, 2021.

Issues surrounding the impact of Covid-19 on CMU and Osher at CMU continue, with protection of our members and staff of paramount importance. With the legal landscape unsettled with respect to vaccination requirements and other concerns, the HR Committee engaged outside counsel to ensure our policies comply with legal requirements.

The following individuals are now committee members or have been members during the past year:

*Lyn Decker, Janice Hawkins, Marcia Taylor, Ann Isaac (Chair)*

# LEADERSHIP

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The work of this committee in the 2020-2021 year was singularly focused on internal processes related to preparation and conduct of Board of Director meetings. The structure of agendas was slightly modified in order to emphasize consideration of strategic topics. Orientation was conducted for three new Board members.

The following individuals are now committee members or have been members during the past year:

*Sankar Seetharama, Rich Wellins and Jan Hawkins (Chair)*

# LECTURES

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The Lecture Committee offers a variety of programs to our Osher membership, their guests and the CMU community that complement course offerings, while augmenting the mission of Osher at CMU.

- **July 21, 2020:** “*Sophie: The Incomparable Mayor Masloff*”: In this informative lecture, Barbara Burstin discussed her latest publication on the topic of Sophie Masloff. Sophie Masloff’s journey to the mayoralty of the city of Pittsburgh was both uncharted and improbable.
- **August 11, 2020:** *An Evening with Dr. Bruce Rabin, “How to Reduce the Effect of Stress on your Health!”*: Dr. Bruce Rabin is a retired Professor of Pathology at the University of Pittsburgh and Medical Director of the Division of Clinical Immunopathology and the Healthy Lifestyle Program for University of Pittsburgh Medical Center. Dr. Rabin provided education on why stress can alter both mental and physical health, and how to reduce the effect of that stress.
- **September 20, 2020** (Annual Meeting) “*Comedy vs. the Apocalypse*”: David Misch, former comedian, screenwriter, author and teacher discussed “how comedy fights tragedy with a different kind of distancing: lightening frightening things by making them seem ridiculous.”
- **October 14, 2020:** “*Will Just 6% of Voters Decide the 2020 Election?*”: Doug Stowell gave a review and his insight on the last four elections turnout, number of votes cast and voting behavior.
- **December 1, 2020:** “*See You In Orbit? Our Dream of Space Flight*”: Alan Ladwig presented a unique look at how the dream of space flight has evolved throughout the years.
- **December 6, 2020:** “*Alexander Von Humboldt & the United States: Art, Nature & Culture*” by Smithsonian American Art Museum: Lee Ann Lawch, docent at the Smithsonian American Art Museum, presented a lecture on the Smithsonian’s current exhibition and how “Prussian naturalist & explorer Alexander von Humboldt (1769-1859) shaped American perceptions of nature.”
- **February 2, 2021:** “*Law Enforcement and the Events of January 6, 2021*”: Chief Anthony Cortazzo of the Baldwin Borough Police Department discussed the events at our Nation’s Capital on January 6, 2021.
- **March 9, 2021:** “*A Virtual Tour of An Astronomer’s Unique Tiny Abode*”: Dr. Diane Turnshek, lecturer in the CMU Department of Physics, coordinator of astronomy outreach in Western PA, and so much more, gave a virtual, live-guided tour about her 560 square foot tiny home.
- **March 31, 2021:** “*Breaking the Bronze Ceiling: Getting to Know...*”: Dr. Lisa Tetrault is an associate professor of history at Carnegie Mellon University and a leading scholar of the suffrage movement. Dr. Tetrault discussed an important topic of the day - monuments –and the fight over who gets represented and what they mean.

The following individuals are now committee members or have been members during the past year:

*Gary Bates, Anna Estop, Lee Fogarty, Antoinette Petrucci, Pat Schroder, Mona Strassburger*

# MEMBERSHIP/SOCIAL

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During the challenging year of 2020-2021, the Committee devised a Return to Campus Survey, which was responded to by a large number of Osher members. The information was compiled and will continue to be a touchstone to guide our actions, including the formation of focus groups that will address relevant topics requested by members. Committee and Board of Directors members made phone calls to personally interact with and hear the needs, concerns, advice, and opinions of members.

The 28th Annual Meeting was held by Zoom on September 28, 2020, followed by the presentation *Comedy vs. the Apocalypse* by David Misch.

The following individuals are now committee members or have been members during the past year:

*Sharman Brisson, Kathleen Carnicella, Carol Couvrette, Stephanie Fall, Roz Goorin, Marlene Haus, Jeffrey Swoger, Stanley Winikoff, and co-chairs: Ann Augustine and Rosalie Barsotti*

# VOLUNTEERS

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Osher at CMU's volunteers have made it possible for us to be able to offer courses online this year. Thank you, in particular, to Roz Goorin, Joan Gundersen, Robert Heilbronner, Randy Weinberg, Stan Winikoff, and our core group of Zoom Class Helpers for your generosity.

While the Front Desk position has been temporarily unavailable during the pandemic, volunteer support for classes has flourished. Zoom Class Helpers assisted Study Leaders with the unique needs of online courses, and Osher Ambassadors assisted Study Leaders with outdoor courses. Staff were uplifted to see volunteers – both new and returning – welcoming the opportunity to both support Study Leaders and build their Zoom skills. During this year of many changes, our volunteers have persevered and remained dedicated.

With gratitude,  
Kate Lehman

# The Official Family 2021 - 2022

## Officers

<b>President:</b>	Jan Hawkins
<b>Vice President:</b>	Marcia Taylor
<b>Secretary:</b>	Ann Isaac
<b>Treasurer:</b>	Mark Winer
<b>Past President:</b>	Allan Hribar
<b>Board Rep to Executive Committee:</b>	Sankar Seetharama

## Board of Directors & Term Expirations

Ann Augustine	2023*	Sankar Seetharama	2023*
Jan Hawkins	2024+	Jeffrey Swoger	2022+
Robert Heilbronner	2024*	Marcia Taylor	2024+
Allan Hribar	2022*	Randy Weinberg	2022*
Ann Isaac	2022*	Mark Weiner	2022*
Sibby McCrady	2024*	Stan Winikoff	2024*
Susan Morris	2024*		

\* Denotes First Term    + Denotes Second Term

*The bylaws permit 11 to 17 members for two consecutive three year terms.*

## Past Presidents

Gretchen Lankford	1992 - 1995‡	Patricia Swedlow	2005 - 2007‡
Lucian Caste	1995 - 1997‡	Rita Zecher	2007 - 2008
John M. Feeney	1997 - 1998‡	Julian Eligator	2008 - 2010‡
Joseph Scorpion	1998 - 2000‡	Betsy Martin	2010 - 2012
Helen-Faye Rosenblum	2000 - 2000‡	Jan Davis	2012 - 2014
Mary Lane Salisbury	2001 - 2002‡	Joe Shirk	2014 - 2016
Gloria Kleiman	2002 - 2003	John Olmsted	2016 - 2018
Lester Berkowitz	2003 - 2005	Jim Reitz	2018 - 2020

‡ Denotes Deceased

## Office Staff

Lyn Decker	Executive Director
Olivia McCann	Administrator - Programs
Chelsea Prestia	Administrator - Publications
Kate Lehman	Administrator - General Office

# Unrestricted Donors to the Annual Fund

July 1, 2020 - June 30, 2021

Barbara Abraham  
Robert Alberico  
Karl Albitz  
Alyce Amery-Spencer  
Ronald Angerman  
Anonymous  
Ted Arnn  
Ann Augustine  
Zivi Aviraz  
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Beverly Thornton  
Sybil Veeder  
Randy Weinberg  
Richard Wellins  
Mark Winer  
Stan Winikoff  
Susan Zelenak  
  
Rosalie Barsotti  
*in memory of Jeff Holst*  
  
Rose Ann Caveglia  
*in memory of Teresa L. Siwicki*  
  
Helen-Faye Rosenblum  
*in memory of Ray Rosenblum*  
  
Sally Schweitzer  
*in memory of Marian Treger*

**Please Note:** The donors reported here gave unrestricted donations to the Osher at CMU organization. Those who gave to the 4.0 Capital Project are being recognized in an upcoming special issue of the *A.L.L. Talk* Newsletter and for donations of \$1,000 and above on a donor recognition wall in our new learning center in Cyert Hall.

# 260 Volunteers

July 1, 2020 - June 30, 2021

Daniel Aleshire  
Peggy Amatangelo  
Vincent Amatangelo  
Susan Ambrose  
Stan Angrist  
Terri Anthony  
Bruce Antonoff  
Laura Arnold  
Christine Asenjo  
Ann Augustine  
Rosa Barnett Averbach  
National Aviary  
Elinor Avigad  
Pittsburgh Ballet  
Betsy Bangley  
Mark Banister  
Beverly Barkon  
Jennie Benford  
Thomas Benic  
Leslie Beres-Sochka  
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Diane Berman  
Sue Bertenthal  
Neal Binstock  
Judith Black  
Stephen Blank  
John Blazosky  
Marian Block  
Brian Bohn  
Ann Bridges  
Bryan Brown  
John Brown  
Maureen Brown  
Raymond Budd  
Anne Burnham  
Barbara Burstin  
William Cadwell  
Owen Cantor  
Alice Carnes  
Donald Carter  
Virginia Cassiano  
Flavio Chamis  
Alice Chen  
Mary Lynn Colabrese

Lynn Coleman  
Stephanie Colodny  
Stephen Colodny  
Joseph Connell  
Carol Couvrette  
Richard Daffner  
Janice Dash  
Adam Davis  
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Virginia Deasy  
Lyn Decker  
David DeFazio  
Dee Delaney  
Jackie Demetris  
Billie DeWalt  
Bernard Doft  
Kathleen Donnelly  
Anita DosSantos  
Amy Dresbold  
Seth Dresbold  
Mary Duquin  
Neelam Dwivedi  
Marilyn Egan  
Diane Eger  
Andrea Eller  
Maxine Eskenazi  
Stephanie Fall  
Steele Filipek  
Rachael Filippini  
Cheryl Fogarty  
Lee Fogarty  
David Fortun  
Jeff Gamso  
Maureen Gemeinhart  
Barbara Gengler  
Cathy Gialloreto  
Joseph Givvin  
Charles Glassmire  
Arthur Goldberg  
Karen Goldman  
Bruce Goldstein  
Sandy Golomb  
Roz Goorin  
James Gorton

Byron Gottfried  
Steve Gough  
Susan Goughler  
Brian Gray  
Bill Greenspan  
Richard Greer  
Mary Grimes  
Joan Gundersen  
Norton Gusky  
William Guy  
Suzi Hagen  
Melody Hannegan  
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David Konefal-Shaer  
Ram Kossowsky  
Cheryl Kubelick  
Carolyn Kubik  
Anita Kulina  
Alvin Kupersmith  
Anne Lackner

# Volunteers Continued

Thank you to all of the volunteers who donated their time and service totaling an estimated service value of \$69,884.86.

Lilan Laishley  
Suzanne Laurich-McIntyre  
Patricia Spear Lemer  
Eric Lidji  
Elizabeth Lim  
Elsa Limbach  
Ricardo Llovet  
Rich Lord  
Paulette Luczak  
Cherie Maharam  
Claus Makowka  
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Kerry O'Donnell  
Gene O'Sullivan  
Jack Ochs  
Peter Oleinick  
John Olmsted

Jack Patzer  
Brett Pechersky  
Theresa Pinsent  
Connie Pollack  
Callie Ponty  
Frederick Porkolab  
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Bob Reppe  
Paul Reznick  
Lynn Richards  
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Jill Rook  
Bryan Rosenberger  
Helen-Faye Rosenblum  
Paul Roth  
Carole Rubenstein  
Lois Rubin  
Zarky Rudavsky  
Arthur Sales  
Judy Sales  
Raymond Sanchas  
Joan Saroff  
Julia Scherb  
Mary Schinhofen  
Matthew Schlueb  
Veronique Schreurs  
Sankar Seetharama  
Janet Seltman  
Marcia Semper  
Russ Sheldon  
Barbara Siegel  
Carol Sikov Gross  
Samar Sinharoy  
Nico Slate  
Libby Smith  
Thalia Snyder  
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Sidney Soclof  
Arden Solomon  
Jeffrey Solomon  
Jack Soodik  
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