



It's All Talk

The Newsletter of Osher at Carnegie Mellon University

State of the Union

By Jim Reitz

It seems to be that time of the year when State-of-the-Union reports are made to members of countries, states, and organizations. Hence, a State-of-Osher at CMU report seems to be in order. The current State-of-Osher at CMU is excellent. Allow me to highlight some items:

- **Financial Health:** Each year, we prepare a budget which we are committed to live within. While our federal leaders proudly say that “we will have a smaller deficit this year,” we don’t have the freedom of the federal government to operate at a deficit. As you know, it was necessary for our Osher program to raise membership and term enrollment fees this year because of operating cost increases. Our financial health is sound.
- **Space:** What’s happening with our effort to obtain new and expanded space? I can be very brief here – read the article by John Olmsted on the Osher website. See the gray box after this article for details.
- **Courses:** Our curriculum committee is increasingly emphasizing the quality, not the quantity, of courses being offered. They continue to work hard and are doing a great job at this extremely daunting task. We are always on the lookout for new, interesting courses. This is where you may be able to help.

We have such active members with involvements in many civic, faith, social, and other entities around the city. I know at times you walk away from a presentation you just heard saying – “that

was such an excellent presentation.” WAIT, don’t walk away just yet. Go back, introduce yourself, and tell him/her you are a member of Osher at CMU. Explain briefly what the program is and ask if they might consider presenting a course for us.

If the response is yes or “I might be,” get the person’s contact information and pass it on to the Osher office to give to the Curriculum Committee for follow-up. Help make it possible to share some of the extraordinary experiences you have with the rest of your Osher members.

- **Strategic Plan:** Every good organization, which describes Osher, develops and updates a strategic plan to guide future goals. After more than a year of work, your Board of Directors recently approved a 3-year update to our strategic plan. Find and read about it in an article in this issue by Jeffrey Swoger.

I could write several more pages citing the positives of our state-of-the-union - but you likely wouldn’t read it. Attention spans, we are told, continue to get shorter. So I’ll stop here with a sincere statement that it is an honor and privilege to serve as your board president. I covet the opportunity to meet each one of you personally.

To read the article on Osher’s quest for space on campus, please visit our website at cmu.edu/osher and check out the *Weekly Essentials*.

Planning For The Next Three Years

By Jeffrey Swoger

In 2012, Osher published a strategic plan to guide its actions in the years ahead. Although that plan is still quite viable today, it needed updating with a new set of goals and specific action plans to accomplish those goals. These actions will be instrumental in guiding our organization over the coming years.

In early summer 2017, then President John Olmsted and I selected an ad-hoc committee to develop the specific goals for the organization to implement over the next three years. These goals would be accompanied by series of action plans to implement those goals that would involve each of the standing committees, the Executive Director, and Osher leadership.

To begin our work, we held a SWOT exercise that asked a group of members and staff to consider our organization's Strengths, Weaknesses, Opportunities, and Threats. Results from that exercise formed the foundation on which, over several months, we crafted a set of ten goals to be achieved over the coming three-year period. Those goals were approved by the Board of Directors the following October.

We then met with representatives from each entity that had responsibility for meeting the ten goals. We asked them to create action plans that would lead to achieving their particular goal. In a few instances, the mandate of a specific goal required responsibility for that goal be shared between two or more entities.

Goals for 2022

Key Assumptions: We have:

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

Each of the final action plans was created by the entity, or entities, that will take responsibility for its implementation. In addition to the lead entity accountable for a goal, several other entities may be asked to contribute to its completion. Specific timelines and deliverables are also to be included as part of each action plan.

Creating the many action plans, reviewing them, working with the various participants to fine tune their submissions, and the painstaking task of editing the final documents took over eight months. Then, we worked with the Executive Committee to fine tune the final document before submitting it to the Board of Directors. The Plan was approved on January 24th, 2019. Now, it's up to the Executive Committee and the Board to oversee the implementation of the plans.

I want to express my deepest thanks to everyone who helped produce the document, particularly my committee: Rosalie Barsotti, Randy Weinberg, Pat Schroder, Fran Abraham, and Lyn Decker. Thanks, also, to the Executive Committee: Jim Reitz, Alan Hribar, Roz Goorin, and Lee Fogerty, and to John Olmsted for setting us off in the right direction.

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.

Welcome Class of 2019

218 New Members

Diane Adams	Richard DiBella	Deborah Kelly	David Ross
Kamlesh Aggarwal	Patricia DiRienzo	Lawrence King	Michelle Ross
Linda Almasy-Hohmann	Gary Diven	Stanley Klein	Karen Ross
Barry Alpert	Leonard Donaldson	Beverly Klein	Hal Rubinstein
Judy Alpert	Kathleen Dorman	Alan Kopolow	James Russ
Frank Augustine	Maureen Dougherty	Lois Kopolow	Michael Ryan
Joseph Baim	Amy Dresbold	Bobbi Kostyak	Linda Schifino
Nancy Baime	Margie Dubner	Sharon Kranjec	Jean Schmidt
Pamela Batz	George Dull	Donald Krastman	Gail Schmitt
William Batz	Susanne Dull	Nicki Kuhn	Laurel Schultz
Elaine Beck	Shelley Elovitz	Jan Kulchar	Paul Scott
Allen Beitman	Dennis English	Philip Landau	Sankar Seetharama
Dalia Belinkoff	Robert Fayfich	Rick Landesberg	Carol Selkovits
Diana Berendowski	Jill Fine	Jeff Langue	Bernard Selkovits
Sue Bertenthal	Cheryl Fogarty	Jill Langue	Howard Seltman
Don Beynon	Mark Freed	Patricia Laughlin	Khristan Shafer
Toni Bezek	Louise Fuller	Polly Lechner	Celia Shapiro
Jacobo Bielak	Elaine Gelb	Gregory Lehane	Lynn Shiner
Joyce Bielak	Charlotte George	Harold Love	Bernard Shunfenthal
Neal Binstock	Dorothy Getty	Susan Marchetti	Jitske Shunfenthal
Bernice Bishop	Bruce Gezon	Lisa Markowski	Paul Silver
Jim Blakley	Nolly Gibbs	Victoria McDonough	Linda Silver
Lisa Blakley	Virginea Gibson	Mary McIntyre	Fraydi Silverman
Mary Boyle	Robert Goehring	Fahmy Mechael	Patricia Sims
Nancy Brent	James Greenberg	Karen Merrick	Peter Smerd
Christine Brockmeyer	Bill Greenspan	Tracy Merrick	Jean Snider
Susan Campbell	Patricia Grieco	Sue Meyers	Peter Snitkovsky
Steve Caritis	Zipora Gur	Michael Mirra	Helen Stamatelos
Mackenzie Carpenter	Diane Guthridge	John Montini	Bruce Stephen
Norma Cheek	Suzi Hagen	Debbie Moses	Jan Swensen
Jean Chess	Andrea Harkins	Chris Motz	Cynthia Teramae
Joanne Chetlin	Daniel Harkins	Dean Mougianis	Linda Tobin
Jack Ciciarelli	Nancy Harrison	Alice Mulvehill	Gregory Toumey
Carl Cimini	John Hawrylak	Victoria Murphy	Richard Tribone
Susan Coble	Marilyn Hersh	Pamela Noblit	Jackie Umans
Mary Ellen Colella	Shelley Hilton	Sandy Och	Althea von Reyn
Thomas Colella, Sr.	Anne Houck	Katharine Ostergaard	Leslie Ward
Michael Colligan	Rudolph Houck	Paul Ostergaard	Susanne Warden
Kathleen Conlogue	Rachel Hovne	Debra Pacoe	Jeffrey Warren
Charles Conrad	Nancy Hubley	Gregory Paul	Thomas Wein
Deborah Corsini	Adrienne Irwin	Rosesharon Perdue	Deborah Wein
Jackie Cromeans	Maxine Isaacs	Cynthia Perry	Lee Weinberg
Marijo Crowe	Gilbert Isaacs	Steven Perry	Sarah Wertheimer
Joan Cucinotta	Joanie Isenberg	Diane Petronko	Susan Williams
Mary Anne Darragh	Judith Jenkins	Deborah Phillips	Deborah Winters
Janice Dash	Barbara Johnstone	Kathy Radkoff	Suzanne Wolfe
Marvin Dash	Bill Jones	Nagamalli Ramakrishna	Linda Wright
Virginia Davidovich	Mitchell Kardon	Renee Ramo	Bill Wright
Jonathan Decker	Maryam Karimkhani	Anuradha Reddy	Ellen Wright
Steve Denenberg	Rochelle Katz	Richard Reed, Jr.	Maylene Xie
Wendy Denenberg	David Katz	John Reid	Wenjing Ye
Maririta Devlin	Carolyn Kazdin	Susan Reiter	David Zeve
Mark Devlin	James Kelly	Richard Rhoton	Susan Zurawsky
Ellen Diamond	Janet Kelly	Laurie Roba	
Mark Diamond	Edward Kelly	Laurel Rosenberg	



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Roboburgh: A Conversation with Pittsburgh Technology Leaders

**Monday, March 18th
7:00 pm
McConomy Auditorium, CUC**

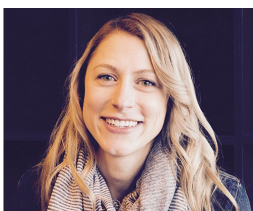


Courtney Linder
Business Reporter, Pittsburgh Post Gazzette

Osher at CMU invites you to join us for a panel discussion on technology in Pittsburgh moderated by **Courtney Linder**, business reporter at the Pittsburgh Post-Gazette.



Allen Bancroft
RE2 Robotics



Emily Duff Bartel
Uber



John Thornton
Astrobotic



Myra Awodey
Duolingo



Ryan O'Shea
BehAIvior

**Reservations Required: Members may register online for course ID 2925.
Guests are welcome; register by phone: 412-268-7489 or email: osher@cmu.edu**