Osher at Carnegie Mellon University

28th Annual Report
July 1, 2019 - June 30, 2020
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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 25 most prolific living study leaders.

### Celebrating Pioneering and Prolific Study Leaders

<table>
<thead>
<tr>
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<th>Total # of Courses</th>
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<td>Rapp</td>
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<td>Robinson</td>
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<td>Averbach</td>
<td>Rosa Barnett</td>
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<td>Crow</td>
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<table>
<thead>
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<tr>
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<td>Barone</td>
<td>Loretta</td>
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### Academy for Lifelong Learning

**Living Founders and Charter Members**

1992 - 1995

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<thead>
<tr>
<th>Name</th>
<th>First Name</th>
<th>Date of Joining</th>
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<tbody>
<tr>
<td>Mary D. Benke</td>
<td>Janet Kamon</td>
<td>1995</td>
</tr>
<tr>
<td>Barry Berman</td>
<td>Alison Kresh</td>
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</tr>
<tr>
<td>Paul Caswell</td>
<td>Edgar Landerman*</td>
<td>1995</td>
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<tr>
<td>Helen Eaton</td>
<td>Thomas Lazaroff</td>
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</tr>
<tr>
<td>Suzanne Flood</td>
<td>Carol Lewis</td>
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</tr>
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<td>Marcia Frumerman*</td>
<td>Myrna D. Prince</td>
<td>1995</td>
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<tr>
<td>Carolyn Goldberg</td>
<td>Rita H. Reese</td>
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</tr>
<tr>
<td>Alexandra Greenberg</td>
<td>Helen-Faye Rosenblum*</td>
<td>1995</td>
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</tbody>
</table>

* denotes founding member

This list is compiled from the Osher membership roster and contains all the current members whose date of joining the Academy of 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.
Schedule and Agenda

28th Annual Meeting
Thursday, September 24th

7:00 pm  Minutes of 2018-2019 Annual Meeting
7:03 pm  President’s Report
          Cyert Hall Remodel Status
          Staff Appreciation
          Recognize Departing Directors
          Welcome New Directors
7:13 pm  Bylaws Revisions for Approval
7:23 pm  David Finegold, Chatham University President
7:44 pm  Other Business
7:45 pm  Adjournment
8:00 pm  Entertainment - *Comedy vs. The Apocalypse* a lecture by David Misch
8:40 pm  Conclusion
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:
1. Acquire contiguous study, activity, and office space.
2. Launch 4.0 Fund Project for new space development.
3. Deliver robust curriculum to meet member expectations.
4. Engender a strong sense of community among the membership.
5. Promote active volunteerism.
6. Ensure that technology effectively supports our organization.
7. Implement policies and procedures to guide activities.
8. Develop guidelines for optimal staffing.
9. Develop guidelines for membership conduct.
10. Establish board designated funds and annual giving mechanism.
## Osher Membership Retention by Year

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| Totals | 2,005 | 2,109 | 2,417 | 2,270 | 2,276 | 2,186 | 2,110 | 1,887 |

**Because of classroom space reduction, the Board voted to limit the 2020 membership to 2000.**

Because of space reduction, board voted to limit membership to 2,000
A Proclamation

Please join your Board of Directors in special recognition for the following Osher at CMU Staff for their tireless work, behind the scenes, working from home, in the most challenging circumstances of our times; ensuring the success of our world class lifelong learning organization. The transition from ALL on campus classes to ALL virtual classes was rapid and seamless.

Chelsea Prestia – Administrator/Publications

Olivia McCann – Administrator/Programs

Kate Lehman – Administrator/General Office

Lyn Decker – Executive Director and Registrar

To recognize their many contributions, we proclaim 2020 to be:

“The Year of the Osher at CMU Staff”
Minutes from the 26th Annual Meeting

Osher at Carnegie Mellon University
27th Annual Meeting
Kresge Auditorium, College of Fine Arts
September 26, 2019


Board of Directors Absent (Excused): Rosalie Barsotti, Gary Bates, Jane Cordisco, Jeff Holst and Raja Sooriamurthi

Call to Order at 6:20 p.m.

Minutes of the 26th Annual Meeting held on August 27, 2018 (included in the annual report) were approved as written.

Proposed changes to the By-Laws were reviewed and approved.

The current status of the new campus location was reviewed by Jim Reitz, President. Two representatives of the project discussed the planned approach and early ideas for space design: Jan Held, project manager from CMU Campus Design and Facilities, and Danielle Terrio of Next Architects. Jeffrey Swoger, chair of the 4.0 Steering Committee, presented an overview of the capital requirements, thus initiating the formal launch of the fund-raising campaign.

Adjournment at 7:02 pm, followed by performance of Beethoven In the Face of Adversity by Monique Mead, violinist.

Prepared by Jan Hawkins, BOD Secretary
September 26, 2019

2019-2020 Executive Committee

Top Row, Left to Right
Marcia Taylor - Treasurer
Lyn Decker, Executive Director and Registrar
John Olmsted - Immediate Past President

Bottom Row, Left to Right
Allan Hribar - Vice President
Jim Reitz, President
Jan Hawkins - Secretary
Each year the Board of Directors sets goals that we intend to accomplish during the year. At the time the goals for July 1, 2019 through June 30, 2020 were established, no one had heard of the coronavirus, Covid-19. What a curveball it inserted in the lives of all members of Osher at CMU. The last four months of the Osher year – March to June — were significantly impacted.

Due to the ability of our Osher program to rapidly respond to unanticipated setbacks, we actually had some positive outcomes resulting from the virus. Prior to March of 2020, Osher at CMU had NO courses offered via Zoom. Look what has opened up for us all.

But what of the 2019-2020 goals? Here is an update:

1. Acquire contiguous study, activity, and office space - The virus has caused a setback, however, we still anticipate meeting this goal by this time next year, if not before.
2. Launch 4.0 Funding Project for new space development - The 4.0 project was launched, and members responded extremely well. More than $500,000 has been donated toward our estimated goal of $1.3 million. The Covid-19 pandemic necessitated a temporary hold on the project. Look for the effort to resume soon.
3. Deliver robust curriculum to meet member expectations - Goal accomplished, although the delivery mechanism changed dramatically.
4. Engender a strong sense of community among the membership - Efforts were being made. Member feedback clearly shows that online-only course delivery has temporarily put a crimp in community-building aspects of our program.
5. Promote active volunteerism - Our volunteerism continues to be exemplary.
6. Ensure that technology effectively supports our organization - We are using technology (Zoom), a tool that few of us knew existed five months ago.
7. Implement policies and procedures to guide activities - Our policies and procedures are continuously reviewed and upgraded. The approval of Charters for all standing committees and the executive committee was a huge step forward for our program this year.
9. Develop guidelines for membership conduct - Our existing Code of Conduct was replaced following feedback gathered in focus groups. New Values & Expectations are now observed and are posted on our web site (and classrooms when in use).
10. Establish board-designated funds and annual-giving mechanism - In light of the pandemic and fund-raising activities for the facilities upgrade project, progress toward this goal was moderated. Financial challenges remain an important focus for the Board.

As I step aside from my two-year role as president of Osher Lifelong Learning Institute at CMU, I feel an enormous, almost overwhelming, sense of privilege. To exchange ideas and work with so many talented people: our CMU Provost; the lead architect for our new space in Cyert; the President of Chatham University; our Executive Director; the Osher Executive Committee, Board of Directors, Task Forces and Committees; our indispensable Study Leaders; Osher members; and, of course, our wonderful, dedicated staff. They somehow get everything done on time, despite obstacles thrown in their way. This is an incredible program of which we should all be very proud and grateful.

Jim Reitz
TREASURER

Summary: Osher at CMU ended the year with a small positive balance of $8,798. Even with the turmoil caused by the pandemic, Osher managed to stay within its reduced means. Revenues fell short of budget by $33,019 with ordinary expenses $29,417 less than budget. The positive year-end balance was generated by net investment earnings. There was no draw on reserves needed to complete the fiscal year.

Balance Sheet: Assets (all current) total $1,168,379, including cash of $419,853 and investments of $688,634. The Board completed one-half of the $150,000 pledge to the 4.0 funding project by transferring $75,000 to CMU. The board reserve fund represents investments set aside for extraordinary expenses, losses or significant changes in the operating environment. The board designated fund is an investment account to be used as needed to supplement operations. Examples of potential uses of this fund are for support of the 4.0 project or to cover increased routine operating costs in future years.

Osher at CMU received a loan under the Paycheck Protection Program allowing the continuation of payments for payroll (staff) expenses. At year-end, it is expected that the entire amount of the loan will qualify for forgiveness but the final regulations and procedure for forgiveness have yet to be issued.

The net equity at Osher at CMU is $1,096,362 of which $763,634 has been reserved or designated by the Board for future use.

Income Statement: Total income for the year ending June 30, 2020 was $473,180 a reduction from the previous year of $54,321. Membership dues decreased $19,703 and registration fees decreased $34,618 from the previous year. The decrease in the registrations fees was due to the impact of the pandemic on the spring and summer terms.

Total expense for the year ending June 30, 2020 was $476,783, an increase of $19,458 from the prior year. However, this includes $75,000 transferred to CMU for the 4.0 funding project. If this amount, previously approved by the board, is not considered, the expenses for 2019-2020 are $55,542 lower than the previous year. This decrease from the prior year reflects the shutdown of campus activities and the transition to on-line classes. At the end of 2018 the Board budgeted $50,000 to begin the planning process for the 4.0 funding project. Of this amount, $31,000 remains unspent and has been re-budgeted in the 2020-2021 budget.

2020-2021: At its July 2020 meeting, and as amended at its August 2020 meeting, the Board approved a budget for 2020-2021 totaling $403,900, a decrease of $102,300 from the 2019-2020 budget. This budget has been adopted assuming no return to campus by members or staff in the upcoming year. Should a return to campus occur, the budget will be amended to include the additional expenses and revenues that would be generated by such a return.

Respectfully Submitted,

Marcia Taylor
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<td>Equipment and leasehold improvements</td>
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| LIABILITIES AND EQUITY | | |
| **Current Liabilities** | | |
| Accounts payable | - | 2,032 |
| Accrued payroll | 7,562 | 15,630 |
| Accrued paid time off | 5,275 | 6,881 |
| Benefits payable | 210 | - |
| Member advance payments | 4,668 | 1,646 |
| Accrued expenses | 1,000 | - |
| Paycheck protection loan | 52,700 | - |
| Other liabilities | 602 | 193 |
| **Total Current Liabilities** | 72,017 | 26,382 |
| **Equity** | | |
| Unrestricted - board reserve | 159,763 | 146,202 |
| Unrestricted - board designated | 528,871 | 519,740 |
| Unrestricted | 407,728 | 421,623 |
| **Equity** | 1,096,362 | 1,087,565 |
| **TOTAL LIABILITIES AND EQUITY** | 1,168,379 | 1,113,947 |
## Comparative Income Statement

### Year ending June 30, 2020 | June 30, 2019 | Budget 2019-2020

### INCOME

<table>
<thead>
<tr>
<th>Item</th>
<th>2020</th>
<th>2019</th>
<th>2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership dues</td>
<td>193,474</td>
<td>213,177</td>
<td>220,000</td>
</tr>
<tr>
<td>Registration fees</td>
<td>143,050</td>
<td>177,668</td>
<td>175,000</td>
</tr>
<tr>
<td>Contributions</td>
<td>11,308</td>
<td>17,587</td>
<td>11,000</td>
</tr>
<tr>
<td>Osher Foundation underwriting</td>
<td>125,122</td>
<td>119,006</td>
<td>100,000</td>
</tr>
<tr>
<td>Other revenue</td>
<td>226</td>
<td>300</td>
<td>200</td>
</tr>
<tr>
<td><strong>TOTAL INCOME</strong></td>
<td>473,180</td>
<td>527,738</td>
<td>506,200</td>
</tr>
</tbody>
</table>

### EXPENSE

<table>
<thead>
<tr>
<th>Item</th>
<th>2020</th>
<th>2019</th>
<th>2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative services</td>
<td>53,171</td>
<td>65,192</td>
<td>68,500</td>
</tr>
<tr>
<td>Publications and communications</td>
<td>13,940</td>
<td>40,730</td>
<td>21,500</td>
</tr>
<tr>
<td>Membership</td>
<td>13,614</td>
<td>12,373</td>
<td>13,000</td>
</tr>
<tr>
<td>Curriculum</td>
<td>20,378</td>
<td>27,577</td>
<td>36,600</td>
</tr>
<tr>
<td>Payroll</td>
<td>285,011</td>
<td>303,156</td>
<td></td>
</tr>
<tr>
<td>Executive</td>
<td>1,945</td>
<td>8,345</td>
<td>13,350</td>
</tr>
<tr>
<td>Recurring events</td>
<td>9,724</td>
<td>3,815</td>
<td>14,994</td>
</tr>
<tr>
<td>4.0 start-up</td>
<td>79,000</td>
<td>14,902</td>
<td>35,100</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSE</strong></td>
<td>476,783</td>
<td>457,326</td>
<td>506,200</td>
</tr>
</tbody>
</table>

### NET ORDINARY INCOME

<table>
<thead>
<tr>
<th>Income</th>
<th>2020</th>
<th>2019</th>
<th>2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NET ORDINARY INCOME</strong></td>
<td>(3,603)</td>
<td>70,412</td>
<td>-</td>
</tr>
</tbody>
</table>

### OTHER INCOME (EXPENSE)

<table>
<thead>
<tr>
<th>Income</th>
<th>2020</th>
<th>2019</th>
<th>2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest and investment income</td>
<td>15,887</td>
<td>16,828</td>
<td>10,050</td>
</tr>
<tr>
<td>Realized gain on investments</td>
<td>50,243</td>
<td>10,214</td>
<td>-</td>
</tr>
<tr>
<td>Unrealized gain on investments</td>
<td>(49,490)</td>
<td>14,441</td>
<td>-</td>
</tr>
<tr>
<td>Depreciation</td>
<td>(3,317)</td>
<td>14,441</td>
<td>(5,050)</td>
</tr>
<tr>
<td>Investment fees</td>
<td>(4,239)</td>
<td>(4,545)</td>
<td>(5,000)</td>
</tr>
<tr>
<td><strong>TOTAL OTHER INCOME</strong></td>
<td>12,401</td>
<td>33,621</td>
<td>-</td>
</tr>
</tbody>
</table>

### NET INCOME

<table>
<thead>
<tr>
<th>Income</th>
<th>2020</th>
<th>2019</th>
<th>2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NET INCOME</strong></td>
<td>8,798</td>
<td>104,033</td>
<td>-</td>
</tr>
</tbody>
</table>
Last year I started my report by saying 2018-2019 was a year of major transitions and challenges for our organization. Little did I know then that the 2019-2020 year would make that year look easy.

In April of 2019 the university moved our offices from Hunt Library to around the corner from our classrooms in Wean Hall. With this move our space reduced from three to two designated classrooms. Making do with what we had, we turned 4707 into a multi-purpose classroom. Thankfully we had replaced the furniture in the room in early 2019 with chairs that were easy to move and stack. Because we lost our Hunt conference room, we adjusted by purchasing seven card tables that could be quickly set up or folded depending on the course requirement. One class was a lecture class, the next was a bridge class, and the next was a New Yorker class with attendees sitting around the “table.” Everyone pitched in and made it work. The university also lent us a small room down the hall which we were able to use as a meeting room. Since the room was too small for any of our classes, our committees were able to meet pretty much when they wanted all year. It was great and a lot got done. Both of these changes gave us new ideas on how to design and utilize our new space in Cyert Hall.

The university also moved the Osher staff into three separate offices in Wean Hall in May of 2019. The staff previously worked together in a common room. Doing so provided a lot of flexibility, camaraderie, and task sharing. With our new space and separate offices in Wean, we had to learn how to operate more independently. We could no longer see when someone was busy and needed their phone picked up. We could no longer jump in to help solve a problem. We could no longer “hear” what was going on with each other. Our daily chores became more defined. Little did we know that within months we would be working from home, under circumstances we would never have predicted. No phones, no copiers, no longer seeing each other except at our morning meetings over Zoom, no longer having members stop in to chat, and no longer personally helping study leaders except remotely.

I’ve been with Osher since 2012. Over these many years the topic of online courses has come up off and on. The topic never went far because everyone felt that one of the best parts of being a member at Osher at CMU was the opportunity to socialize – to go online would take that away.

Unfortunately in March of 2020 we were all introduced to Covid-19 and our world literally turned upside down. No longer could we hold in-person classes, or be on campus, or even be together face-to-face. Quickly our attentions turned to an online solution called Zoom and literally overnight we became Zoomers. Thanks to thirteen brave study leaders who willingly learned to teach over Zoom, at least a small portion of our second session winter term was salvaged.

In addition to the mentioned changes, we had a staff change. Chris Dashti retired from the staff in September and in December Kate Lehman joined us. We miss Chris and enjoy having Kate on staff.

One bright spot of the year is the partnership we recently formed with Chatham University. We have been asked to provide lifelong learning courses at their north hills Eden Hall campus for the communities surrounding their campus through the Osher Lifelong Learning Institute at Carnegie Mellon University. This will be a wonderful opportunity for both of our organizations. We will now be able to expand our courses offerings and social opportunities to a broader group of learners in Southwestern Pennsylvania. Please see our website for more information.

In closing, my hope and prayer is that in 2020-2021 Covid-19 goes away and when I write this report next year, it will tell you about even more wonderful accomplishments.

Respectfully submitted,
Lyn Decker
Following is a composite of registration statistics from Fall 2013 through Summer 2020. The significant drop in courses and attendance in Summer of 2020 is due to the impact of Covid-19. The virus also impacted the second session of the Winter 2020 term.

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

Respectfully submitted,
Lyn Decker
In the absence of a committee chair during the 2019-2020 year, the Curriculum Committee was guided by the Study Leader Support Group. This small sub-committee worked with committee members to achieve many accomplishments in a time of change.

During this year, the Curriculum Committee sponsored a total of 310 courses. (Please see the Registrar’s report for more detailed information). Unfortunately, 86 courses did not run because of Covid-19.

- The committee said good-by and thank you to:
  Byron Gottfried – 2008 to 2020 committee member and Curriculum Co-Chair and Chair from 2015 to 2017
  Jan Davis – committee member from 2010 to 2019
  Circe Curley – committee member from 2016 until 2019 and Curriculum Committee Chair from 2017 to 2019

- The committee welcomed three new members in March: Diane Pastorkovich, Antoinette Petrucci, and Stanley Winikoff

- When the Covid-19 crisis hit, the committee formed small support groups to help both the study leaders and members transition to online courses. One team focused on teaching everyone how to use Zoom, another team focused on obtaining free lectures for our members to watch, and another team focused on discussion groups and focus groups to determine the needs of the membership.

- With Special Interest Groups effectively on hold, we introduced Zoom Interest Groups to enable casual, online discussions of selected topics.

- In March, we immediately transitioned from all in-person, on-campus classes to all on-line Zoom classes. The change was instant and dramatic but thanks to everyone – we did it!!!

During the past year, the following people have served on the committee:

Gary Bates, Les Berkowitz, John Brown, Maureen Brown, Flip Conti, Jan Davis, Lyn Decker, Mary Duquin, Anna Estop, Byron Gottfried, Marilyn Maiello, Enid Miller, Diane Pastorkovich, Antoinette Petrucci, Helen-Faye Rosenblum, Judy Rubinstein, Rochelle Steiner, Jeffrey Swoger, Randy Weinberg and Stanley Winikoff

Respectfully submitted,
Lyn Decker, Registrar and Interim Committee Coordinator
On behalf of the entire Curriculum Committee

Committees and Chairpersons

<table>
<thead>
<tr>
<th>Committee</th>
<th>Chairperson</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital Campaign</td>
<td>Jim Reitz</td>
</tr>
<tr>
<td>4.0 Steering Committee</td>
<td>Jeffrey Swoger</td>
</tr>
<tr>
<td>Curriculum</td>
<td>Curriculum Steering Committee with Lyn Decker as Interim Coordinator</td>
</tr>
<tr>
<td>Finance</td>
<td>Marcia Taylor</td>
</tr>
<tr>
<td>Human Resources</td>
<td>Ann Isaac</td>
</tr>
<tr>
<td>Leadership</td>
<td>Allan Hribar</td>
</tr>
<tr>
<td>Lectures</td>
<td>Gary Bates</td>
</tr>
<tr>
<td>Membership</td>
<td>Ann Augustine</td>
</tr>
<tr>
<td>Nominating</td>
<td>John Olmsted</td>
</tr>
</tbody>
</table>
The Official Family 2019 - 2020

**Officers**

**President:** Jim Reitz  
**Vice President:** Allan Hribar  
**Secretary:** Jan Hawkins  
**Treasurer:** Marcia Taylor  
**Past President:** John Olmsted

**Board of Directors & Term Expirations**

<table>
<thead>
<tr>
<th>Name</th>
<th>Term Expire</th>
<th>Name</th>
<th>Term Expire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ann Augustine</td>
<td>interim</td>
<td>John Olmsted</td>
<td>2020+</td>
</tr>
<tr>
<td>Rosalie Barsotti</td>
<td>2021+</td>
<td>Jim Reitz</td>
<td>2021+</td>
</tr>
<tr>
<td>Gary Bates</td>
<td>2020+</td>
<td>Raja Sooriamurthi</td>
<td>2021+</td>
</tr>
<tr>
<td>Jan Hawkins</td>
<td>2021*</td>
<td>Jeffrey Swoger</td>
<td>2022*</td>
</tr>
<tr>
<td>Jeffrey Holst</td>
<td>2022+</td>
<td>Marcia Taylor</td>
<td>2021*</td>
</tr>
<tr>
<td>Allan Hribar</td>
<td>2020+</td>
<td>Randy Weinberg</td>
<td>2022*</td>
</tr>
<tr>
<td>Ann Isaac</td>
<td>2022*</td>
<td>Mark Winer</td>
<td>2022*</td>
</tr>
</tbody>
</table>

* Denotes First Term  
+ Denotes Second Term

The bylaws permit 11 to 17 members for two consecutive three year terms. The following people served on the 2019-2020 board but resigned during the year: Lee Fogarty and Mona Strassberger.

**Past Presidents**

<table>
<thead>
<tr>
<th>Name</th>
<th>Term Expire</th>
<th>Name</th>
<th>Term Expire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gretchen Lankford</td>
<td>1992 - 95‡</td>
<td>Lester Berkowitz</td>
<td>2003 - 05</td>
</tr>
<tr>
<td>Lucian Caste</td>
<td>1995 - 97‡</td>
<td>Patricia Swedlow</td>
<td>2005 - 07‡</td>
</tr>
<tr>
<td>John M. Feeney</td>
<td>1997 - 98‡</td>
<td>Rita Zecher</td>
<td>2007 - 08</td>
</tr>
<tr>
<td>Joseph Scorpion</td>
<td>1998 - 00‡</td>
<td>Julian Eligator</td>
<td>2008 - 10‡</td>
</tr>
<tr>
<td>Helen-Faye Rosenblum</td>
<td>2000 - 01</td>
<td>Betsy Martin</td>
<td>2010 - 12</td>
</tr>
<tr>
<td>Mary Lane Salsbury</td>
<td>2001 - 02‡</td>
<td>Jan Davis</td>
<td>2012 - 14</td>
</tr>
<tr>
<td>Gloria Kleiman</td>
<td>2002 - 03</td>
<td>Joe Shirk</td>
<td>2014 - 16</td>
</tr>
<tr>
<td></td>
<td></td>
<td>John Olmsted</td>
<td>2016 - 18</td>
</tr>
</tbody>
</table>

‡ Deceased

**Office Staff**

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lyn Decker</td>
<td>Executive Director</td>
</tr>
<tr>
<td>Olivia McCann</td>
<td>Administrator - Programs</td>
</tr>
<tr>
<td>Chelsea Prestia</td>
<td>Administrator - Publications</td>
</tr>
<tr>
<td>Kate Lehman</td>
<td>Administrator - General Office</td>
</tr>
</tbody>
</table>
At the annual meeting last September, the 4.0 Steering Committee began the drive to fund creation of a new home for Osher at CMU in Cyert Hall. Since then, the Committee has communicated a continuing sense of urgency through letters, personal appeals, and, prior to the shutdown, posters in classrooms.

We have raised over $500,000, more than a third of the total amount needed to complete the project. A major leadership gift of $100,000 from past president John Olmsted and his wife Eileen, gave our efforts an early, and very welcome boost. In appreciation of that generous gift, the Olmsted’s names will appear prominently on our new Activities Room. A number of important naming opportunities remain available should you wish to make a leadership gift. To discuss opportunities, please contact a member of our 4.0 Steering Committee.

In early March, we made the difficult, but understandable decision to suspend our fund-raising efforts during the Covid-19 pandemic. Thankfully you have kept this effort in your sights and donations continue to be received. We very much appreciate your support to date and as we continue to cope with this horrific virus.

Beyond our Osher membership, we are reaching out to local foundations, businesses, corporations and non-profits for whom our demographic is an important, reliable source of revenue. We are working to establish relationships that are essential in fund-raising. If you have a friend, current or former co-worker, or relative who may be willing to introduce us to a potential donor, please let us know. One well-placed phone call or email could result in a vital gift. Please contact Lyn Decker at your earliest opportunity if you can assist in this way.

We appreciate the support of our valued partner, Carnegie Mellon University, and in particular, Dr. James Garrett, Provost, and his staff. Thank you also to Deborah Desjardins, Executive Director, University Initiatives, Angela Blanton, VP for Finance and Chief Financial Officer, and Laura Latini, Senior Associate Director, Annual Giving. We extend special thanks to the Osher volunteers and staff who assisted with mailings and numerous critical support functions. The challenging and important work of our 4.0 Steering Committee is recognized and appreciated. Through everyone’s unwavering dedication to this project, we will reach our goal of funding our new home.

The challenging and important work of the following members of the 4.0 Steering Committee is recognized and appreciated: Jane Cordisco, Lyn Decker, Jeffrey Holst, Beverly Jones, John Olmsted, Jim Reitz and Jeffrey Swoger, Chair

The Honorary Co-Chairs for the 4.0 Project are: Al Hribar, Marcia Frumerman, Ed Landerman, Helen-Faye Rosenblum

**FINANCE**

The committee met with the Investment Advisor to review investment performance. A revised Investment Policy Statement was developed and recommended to the Board of Directors. Further recommendations were made regarding a rebalancing of investments in the Board discretionary fund. The committee completed and recommended to the Board an Accounting and Finance Manual. A variety of topics were discussed within the committee including legacy funds, fixed assets, banking fees, use of outside suppliers, 4.0 funding issues, and membership timing. Reporting of the financial position to the Board on a trimester basis (coincides with our class and registration schedule) was discussed and agreed. The committee developed and recommended the 2020-2021 budget, including scenarios for revenue alternatives.

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

Lyn Decker, Sibby McCrady, Peter Oleinick, Judy Watts, Mark Winer and Marcia Taylor, Chair
The Human Resources Committee completed several initiatives, some of which had begun in the previous year. A new Values and Expectations statement was drafted by the HR Committee to replace the Member (Prospect) Guidelines and the Code of Conduct. Following approval by the Executive Committee and Board of Directors (BOD), the new Values and Expectations were communicated to Osher at CMU members.

Guidelines for Corrective Actions to address issues concerning membership adherence to the Values and Expectations, and to support consistent implementation, were drafted and discussed with the BOD.

The HR Committee completed revisions to the Human Resources Policy Manual, which was printed and effective as of September 1, 2019. With the emergence of Covid-19, no significant projects were undertaken by the HR Committee in the latter months of the year.

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

Lyn Decker, Jan Hawkins, Marcia Taylor and Ann Isaac, Chair

LEADERSHIP

One of this year’s major efforts was identifying ways to resolve conflicts caused by lack of clear definition of responsibilities for tasks. Two specific actions were taken. The first of these was the development of written charters for each of the Osher committees.

These charters defined the membership, the operations and the responsibilities of each committee. They consist of information extracted from many different sections of the Osher Bylaws, creating a concise document providing clear direction to each committee of how to function to support the Osher mission.

The second action was the application of a tool identified as “R.A.C.I.” which stands for “Responsible, Accountable, Consulted, Informed.” For each task defined in the Bylaws, a table was filled out to define who was responsible for performing that task, who was accountable for it being accomplished, who was consulted in performing the task, and who should be informed when it was completed. This table created a guideline to help all involved Osher members and staff understand their roles for tasks performed to run the Osher organization.

In addition, a plan for education sessions for the Board covering operations and responsibilities of non-profit organization’s Boards and other relevant topics for effective governance was developed. Several such sessions were presented at meetings of the Osher Board.

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

Jan Hawkins, Randy Weinberg, Mark Winer, Lyn Decker and Al Hribar, Chair
During this year, the Osher at CMU lecture series has been strong in energy, substance and participation. As in years past, the series has covered many pertinent social, political, health and cultural issues of interest to our membership.

October 17, 2019: The Decline of U.S. Global Power and the Rise of China: George Savarese, an award-winning teacher and radio journalist, discussed the events of the last 20 years in the U.S. He posed and discussed the questions, “Is the U.S. disengaging from the world?” and “What are the effects of this policy shift on the U.S., its allies and rivals?”

October 29, 2019: Cognitive Disorders in Aging: Dr. Oscar Lopez, Director of the University of Pittsburgh Alzheimer’s Disease Research Center, provided an engaging evening of discussion. Dr. Lopez is conducting a large-scale study in the clinical diagnosis of mild cognitive impairment (MCI). His findings are relevant to an understanding of the symptom profiles and nosology of MCI.

May 28, 2020: The Aging Research Presentation Series: Dr. Steven Albert, Professor, Dr. Juleen Rodakowski, Assistant Professor, and Madeline Rigatti, Research Program Coordinator, a team of researchers from various disciplines at the University of Pittsburgh, presented a diverse overview of aging related topics.

The Lecture Committee extends sincere thanks to the Osher at CMU community for continued support and input, making the lecture series an important part of our programming.

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

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

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**Osher 4.0 Capital Project**

Please help build our new home in Cyert Hall by supporting the Osher 4.0 Capital Project.

Make your check payable to Carnegie Mellon University for the Osher 4.0 Project and mail your donation to:

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MEMBERSHIP/SOCIAL

The Membership/Social Committee has responsibility for organizing member events, approval of scholarships and acknowledging the deaths of members.

During this past year the committee organized and hosted the following events:

• Annual Meeting held in the Great Hall of Kresge Theater, September, 2019
• New Member Orientation held in the University Center, November, 2019
• Telephone calls to new members, Spring, 2020
• All-member letter, late summer, 2020

The dedicated efforts of the committee members, assisted and supplemented by the Osher staff, were the keys to these successful events.

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

Rosalie Barsotti, Diane Berman, Sharman Brisson, Roz Goorin, Marlene Haus, Alma de Leon, Jeffrey Swoger, Stanley Winikoff and Ann Augustine, Chair

VOLUNTEERS

Osher at CMU’s volunteers have been vitally important. Front Desk volunteers and Osher Ambassadors generously supported the office and classrooms with enthusiasm. Thank you, in particular, to Roz Goorin, Bob Heilbronner, Janet Hunt, and Jay Kardon.

When the office transitioned to operating remotely, the Front Desk and Osher Ambassador positions were made temporarily unavailable. A new position, the Zoom Class Helper, was created to support study leaders with the unique needs of teaching online. Staff were thrilled with how many volunteers welcomed this new opportunity to both support study leaders and build their skills while classes are held online. While a great deal has changed this year, our volunteers have been dependable.

With gratitude,
Kate Lehman
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