

**MINUTES OF SEPTEMBER 8, 2010
ARIZONA STATE UNIVERSITY RETIREES ASSOCIATION
BOARD MEETING**

Board Members Present: Gary Anderson, Jim Fordemwalt, Elmer Gooding, Dick Jacob, Doug Johnson, Jo Madonna, Connie McNeill, David Schwalm, Bill Stasi, Joy Shearman

Absent: Joyce Harman Diaz, Rose Minetti, Carolyn Minner, William Moor, Dave Scheatzle, Mary Stevens

Ex-Officio Absences: Gary Grossman, Sheree Baron, Robert Muscari, Eric Sloan

Committee Chairs Present: Jerry Aronson, Sue Blumer, Joan Leard, Wilma Mathews, Barry McNeill, Linda Van Scoy

I. CALL TO ORDER

President Connie McNeill called the meeting to order at 10:00am. She asked if there any changes needed to be made to the agenda. No one asked for any changes or voiced any concerns.

II. REVIEW AND APPROVAL OF THE MINUTES OF THE PREVIOUS MTG.

David Schwalm motioned that the minutes of the May 12, 2010 meeting be approved. Bill Stasi seconded the motion and the Board unanimously approved the motion.

David Schwalm motioned that the minutes of the August 17, 2010 Special Board Meeting be approved. Wilma Mathews seconded the motion and the Board unanimously approved.

III. FINANCIAL REPORT/TREASURER'S REPORT

After the Board reviewed and discussed the Financial Report, Elmer Gooding motioned that the following adjustments be made to the report. Doug Johnson seconded the motion and the Board approved the motion unanimously. The changes are: the Business Luncheons/Staff Appreciation budget will be \$750.00; the Retirees Day budget will be \$500; the Open Enrollment Orientation budget will be moved to Printing and Mailing Costs.

IV. EX-OFFICIO REPORTS

- Human Resources –No Report
- University Liaison – No Report
- University Senate – No Report
- University Staff Council – No Report

V. ***STANDING COMMITTEE REPORTS***

A. Community Outreach Committee – Sub-Committee Reports

- Adopt-A-Family – Joan Leard reported that she has been in contact with the social worker at McKemy School and also has been communicating with potential scholarship applicants.
- Emeritus College Liaison – Dick Jacob reported that the Emeritus College worked together with ASURA to extend an invitation to participate in the College's creative writing workshops. Their organization is at 360 members and they have been attracting associate memberships.
- Scholarship Committee – Sue Blumer reported that this year's scholarship recipient is Anthony Desimoto, Jr. Originally from Mexico and now a US citizen, he has an associate degree in Fine Arts degree from Coconino Community College and is now majoring in Intermediate Digital Art at ASU.
- University Club Liaison – Jim Fordemwalt reported that there is a new menu for the University Club Bistro that includes many organic products. He reports that the prices are slightly lower this year. The Club now has about 850 members. Tailgate parties will be open to non-members and High Tea will be served about 3 times per year. Friday Buffets will no longer be served.
- Video History Project – Linda Van Scoy reported that 12 interviews were conducted last year and all but one is still in raw form. There are now two new members on the committee. Agave does have transcripts for the 40 previous interviews and they will give those to us by yearend. The new equipment purchased over the summer is starting to arrive. The committee will establish a mail and return program for the DVDs.

B. Events Committee – Sub-Committee Reports

- Luncheons – Committee members are Arlene Westgaard, Pat Nay, Dorothy McAdan and Barbara Bradford. The committee chair has not yet been elected.
- Retirees Day – Barry McNeill reported that the committee had their first meeting. They will meet again in September with the goal of identifying 10 session topics by the end of September. Work has begun on selecting a keynote speaker. Retirees Day will be on February 26th.
- Travel – Bill Stasi reported that the committee has had their first meeting for this year and that there are three more members. Gary Anderson reported that the trip to China was very successful. Discussions are underway about a possible fall 2011 trip to Australia.

- C. Finance Committee/Treasurer Report – A written report was submitted (attached). A book sale/fundraising effort to benefit ASURA may be coordinated through the Friends of the Phoenix Library.
- D. Government Liaison Council
 - 1. ASRS General – Dick Jacob reported that the ASRS financial assets are in good shape. He provided a written report about the 3 meetings he attended. He will be unable to attend the next meeting on October 15th and Doug Johnson will ensure that someone representing ASURA will be there.
 - 2. Legislature – Jerry Aronson reported that the Tri-university meeting is in limbo because the University of Arizona Retirees Association (UARA) has pulled out. Connie McNeill reported that their president has contacted her by e-mail and she will respond. Connie and Jerry will encourage UARA to stay involved.
- E. Health Insurance Liaison Council – Doug Johnson said that there wasn't much to report this month other than the good news that AZ is not in the worse shape. Rose Minetti submitted a written report.
- F. Membership and Communications Committee
 - 3. Membership Update – Elmer Gooding reported members did volunteer to speak about ASURA at the upcoming ASU pre-retirement seminars. He also reported that 160 ASURA members have not yet renewed their memberships for the current year.
 - 4. Prime Times – Wilma Mathews said that an October issue is planned. She asked those submitting articles to include contact information at the end of each article.
 - 5. Web and Technology – Connie McNeill reported that the underlying software was replaced over the summer. She will investigate moving the ASURA database to a commercial database site. David Schwalm is helping to update the website content.

VI. NEW BUSINESS

- A. ASURA Official Lobbyists – Jerry Aronson advised the Board that ASURA has official registered lobbyists and would like to add Dick Jacob to that list. Dave Schwalm motioned that Dick be added and Elmer Gooding seconded the motion. The Board unanimously supported the motion.

- B. Events – Connie asked for a discussion about whether the ASURA Board needs to pre-approve events and activities that committees are planning. The consensus was that this is not necessary and to continue to operate as committees have done in the past.

VII. *NEXT MEETING*

The next regular Board meeting will be on Wednesday, October 13, 2010 at 10am..

VIII. *MEETING ADJOURNMENT*

Jim Fordemwalt made a motion that the meeting be adjourned and Bill Stasi seconded the motion. The motion passed unanimously and the meeting was adjourned at Noon.

ASURA BUDGET
FY 2010-2011

	Actual FY 2010	Budget FY 2011	Comments
ASURA Operations - Income			
Balance forward	23,890	28,216	
Events Registration Fees Collected	63,875	4,000	Change in policy: 2010-11 FY travel will use travel agencies to handle money
Membership Donations ["Dues"]	16,135	14,000	Estimated membership of 700 @ \$20
General Operations Donations	2,942	3,000	
Total ASURA Operations Income	106,842	49,216	
ASURA Operations - Expenses			
<i>Printing & Mailing Costs</i>			
Events - Advertising	394	1,400	Partially covered by Public Affairs last year appx 7 events/yr*\$200=\$1400
Board Ballots	0	550	Not covered by Public Affrairs this year.
Annual Report	332	300	Printing costs.
Membership Drive	843	1,500	Additional \$665 cost was covered LY by PA.
<i>Other ASURA Operations Costs</i>			
Business Luncheons/Staff Apprec.	454	250	Tri-U Luncheon expensed last year, cost is shared every 3 yrs among universities.
Annual Meeting	813	850	Refreshments, speaker gift
Events - All Costs Except Advertising	68,875	3,000	Retirees Day + free/local events; Travel using agencies, High LY due to China trip.
Office Equipment & Supplies	3,634	3,500	Envelopes, priner catrtridges [LY keyboards were purchased]
Foundation Management Fees	3,401	800	% of transactions; LY higher amount due to China trip
Total ASURA Operations Expenses	78,746	12,150	
Uncommitted ASURA operation funds	28,096	37,066	
Public Affairs			
Expenses paid by Public Affairs			
<i>Printing & Mailing Costs</i>			
Events - Advertising	670	0	Covered 2010-11 FY in ASURA operations budget
Board Ballots	552	0	Covered 2010-11 FY in ASURA operations budget
Membership Drive	665	0	Covered 2010-11 FY in ASURA operations budget
Prime Times	1,771	2,700	LY 3 Prime Times sent/ normally we budget for 4 issues@ appx \$900/issue
Retirees Day	273	275	
Open Enrollment Orientation	338	325	
<i>Other Public Affairs Operations Costs</i>			
Office Supplies	631	0	covered 2010-11 FY in ASURA operations budget
Phone/Fax Service	1,930	3,700	Significant increase in phone costs expected=ASU charging policy change.
Total Operations Expenses covered by PA	6,830	7,000	

ASURA BUDGET
FY 2010-2011

	Actual FY 2010	Budget FY 2011	Comments
Special Projects - Income			
Balance Forward	30,280	18,989	
All General Special Projects Donations	870	0	"Community outreach" 2010-2011 donations are designated to specific projects.
Adopt-a-Family Donations	600	600	Received with membership enrollment.
Video History donations	750	900	Received with membership enrollment.
Golf Tournament; other fund raisers	0	5,000	Board approved holding a golf tournament at 8-17-2010 special meeting.
Total Special Project Income	32,500	25,489	
Special Projects-Expenses			
Adopt-a-Family	1,902	2,100	Unlike ASU, I think Joan should be rewarded for saving money from her budget
Scholarship	6,500	6,500	In Feb/Mar 2011 Board may consider taking \$2-3,000 from Endowment spending
Video History	5,017	11,000	Major expense LY was \$4500 to lease 5-yr data space/8-17-10 Bd approved 11K
Foundation Management Fees	93	150	% of transactions against our account
Total Special Project Expenses	13,512	19,750	
Uncommitted Special Project Funds	18,988	5,739	Board may use endowment spending for some/all or Scholarship if it chooses
Scholarship Endowment Fund			
Endowment balance July 1	19,738	21,550	
Invested funds gain [-loss]	1,916	1,509	Endowment funds are invested by the ASU Foundation ¹
Transferred to Scholarship spending acct	-781	0	Current Endowment Agreement does not pay out if 'under water'
Current year contributions	1,180	1,200	Received with membership enrollment as of 8-2010
Foundation Management Fees	-503	-493	Foundation fees for managing and investing funds
Total Scholarship Endowment Fund	21,550	23,766	depends on investent success
Scholarship Endowment- Spending			
Balance July 1	9,146	9,927	Payout accumulation since creation of Scholarshp Fund [in 2010 appx 780/yr]
Payout from Endowment	781	0	New contract does not pay out when we are "under water"
Total Scholarship Endowment Fund	9,927	9,927	
<p>¹Per the Foundation, "The long-term investment objective of the consolidated endowment pools is to earn an average annual real (i.e., after adjusting for inflation) total return of at least five and a half percent (5.5%), net of investment manager fees, over long time periods (rolling ten- or fifteen-year periods). Over shorter time periods (rolling five-year periods), the consolidated endowment pools will seek to outperform a composite of market indices reflecting the asset allocation policies and perform on par with other institutional funds with broadly similar investment objectives and policies."</p>			

Video History Project
September, 2010

During the 2009-2010 year 12 interviews were conducted. One has been fully edited and the others are in the "raw" stage awaiting editing this fall. Thanks go to Dave Scheatzle and John McIntosh for their videography expertise and to Elmer Gooding who conducted several interviews.

The Board recently approved a budget of \$11,000 for the Video History Project for the 2010-11 that will enable us to purchase equipment needed to set up an editing studio in the ASURA office. Once complete we plan to train members and staff to help with the editing process. In addition to general editing of the full interviews, we will also be able to edit these for highlights that can be used for public forums; similar to the clips you may have seen at the annual meeting.

Two new members have been invited to join the committee, Roger Carter and Richard Loveless. Roger has 17 years with the BBC as a trained videographer and a number of years at KAET. Richard has an Art and Technology consulting service and is currently working with a video production company to produce a documentary on Paolo Solieri.

The committee will meet in October to consider nominations for interviews this year. We have several individuals in the queue that have been approved and agreed to be interviewed. Those will be our first round of interviews this fall.

To make the current DVDs more accessible to our retirees we plan to announce that these will be available to members through the mail. We will pay the cost to mail the DVD and include a return label that the viewer can then place over their address label, affix the same postage (64 cents) and return the DVD to the ASURA office. This will be announced to those retirees on e mail first and if deemed worthwhile expanded to the full membership in the next issue of *Prime Times*.

Agave Production Company was contacted and agreed to provide the electronic transcripts for the 40+ DVDs that they produced. These have been completed and paid for they just need to collect them and send them to us. I have been assured we will have these by the end of December

Transcripts for the 12 videos we have done in house still need to be completed and we look forward to discussing this process with the committee at our October meeting.

Linda Van Scoy
Project Chair

REPORT OF THE FINANCE COMMITTEE
September 8, 2010

Committee Members present: Mary Stevens, Chair, Joyce Hartman Diaz, Doug Johnson, Joan Leard and Bill Moor. Guest present: Dave Scheatzle.

The Finance Committee met on June 11, 2010. The Committee reviewed a memo from President Connie McNeill dated June 7, 2010, in which she provided direction to the Committee. Connie distinguished between the roles of the Treasurer and the Finance Committee. See memo attached. Treasurer Joyce Hartman Diaz agreed with the responsibilities designated for her position. The Committee members agreed on the functions outlined for the Committee

The Committee reviewed the status of the budget as of May 30, 2010. Questions posed for Carolyn Minner, Business Operations Manager, were:

1. Did ASURA lose money on the China trip?
2. Can Carolyn pull out fees charged by the ASU Foundation, which manages ASURA accounts, for each event?

Carolyn responded:

1. "Pulling out the Foundation fees for each event would be very tedious. They are never identified that clearly. The way the overhead fees are done in Advantage, I can figure out which fee belongs to which transaction so I do apply those fees to the associated transaction."
2. On the China trip, the Board agreed to cover some of the Foundation fees rather than go back to attendees and ask for even more money. ASURA lost \$2017.19 on the China trip.

Bill Moor agreed to take the lead in conducting the annual audit required by the Bylaws after the Treasurer provides a request to the Committee. Doug Johnson will assist.

The Committee discussed the possibility of a two fundraisers this year: a golf tournament with sponsors and sales of books donated by members.

Golf Tournament

Board member Dave Scheatzle discussed the success of several golf tournaments he organized for ASURA in the past and the possibility of a golf tournament on Veteran's Day, November 11, 2010 at Karston golf course. Dave has a hold on slots with Karston. Mernoy Harrison, former Vice President of Business Affairs, is retiring. Mernoy has agreed to assist with the tournament by contacting potential sponsors who would make a donation in one of three amounts and have the opportunity to select members of their foursome or receive recognition on a golf tee, depending on the amount donated. Fernando Morales, Assistant Director of Trademark Licensing, would be contacted to donate prizes.

Dave provided flyers from previous tournaments, which stated how the proceeds would be designated. Joyce Hartman Diaz sent the materials to her contact in the ASU Foundation to determine if the language was acceptable.

Dave suggested that famous former ASU baseball coach, Bobby Winkles might agree to play and his participation would attract sponsors and players. Coach Winkles and his wife established a scholarship program that is administered by the ASU Foundation. If Bobby Winkles participates

ASURA should consider splitting the proceeds, after expenses, between the ASURA and Winkles scholarship programs.

The Board met in a special meeting on August 17, 2010, to discuss the golf tournament. Dave Scheatzle is organizing the event with assistance from Mernoy Harrison in locating sponsors. Non-sponsors may play for \$75 per person. The fee includes golf, cart, 19th hole, BBQ and prizes. Fernando Morales will locate prizes. Dave requests more volunteers for the tournament, which will take place on November 8, 2010. The Board approved sharing proceeds with the Winkles scholarship fund and proposed text on using ASURA's proceeds for the Living Video History Project and scholarships.

Book Sales

The Friends of the Phoenix Public Library (FPPL), is a non-profit organization that continually receives book donations and has a warehouse to store books. FPPL conducts sales on-line and directly through four annual warehouse sales. Board member Wilma Board is the President of the Board of Directors of FPPL. Wilma advised that the book sales program has brought substantial revenue to FPPL and suggested we explore collaboration with FPPL to sell books donated by our members.

On August 20, 2010, Mary Stevens met with Jason Peterson, Executive Director of FPPL at the warehouse to review the operation and a possible collaboration. The warehouse has about 40,000 books and sells daily on-line through eBay, Amazon.com and other sites, resulting in revenue of approximately \$30,000 to FPPL per month. Orders are received on FPPL computers. Volunteers locate the books in the warehouse, which are categorized, prepare the books for mailing and mail orders every day, Monday through Friday.

FPPL has agreements with other organizations that provide their books to the warehouse for sale. Other valley cities around Phoenix, DeVry Institute, the Nurses Auxiliary, and others use FPPL to sell their books. Jason provided a copy of the agreement form to Mary.

The challenges for ASURA are to determine whether our members have a sufficient number of saleable books and getting them to the warehouse. FPPL has a driver who picks up books at various locations, provided the volume is sufficient for a pick up, 35-50 banker's size boxes. The ASU Bookstore sells text and other books through FPPL so there are pick-ups at the Bookstore. Jason would also provide a pick-up at CSB if the number of boxes were sufficient.

The Finance Committee will meet in September to discuss this possible fundraiser further including: the need for a survey of our members to determine the availability and number of saleable books members would donate; possibilities for getting books to Bookstore; possibilities for getting books to CSB; and whether storage in CSB or a vacant space in CSB is feasible

This project could be a viable fundraising opportunity because the FPPL book sale operation is so well organized and established and FPPL does the heavy lifting, literally and figuratively. I believe the Finance Committee should continue to explore this possible fundraiser.

Mary Stevens
Chair, Finance Committee

June 7, 2010

TO THE ASURA FINANCE COMMITTEE FOR 2010-2011

Colleagues -

Thank you all very much for agreeing to serve on the Finance Committee. Mary says you'll be meeting later this week, which I think is very dedicated of you!

Per Mary's request, here are my thoughts on the roles of the Treasurer and of the Finance Committee. I believe the following roles are consistent with the roles defined in our Bylaws.

Treasurer: Be responsible for current-year oversight of our budget:

- Present a proposed budget to the Board in September.
- Pay particular attention to how things are going vis-à-vis the budget as the year progresses, and present a proposed revised budget if/when that becomes necessary.
- Make recommendations as needed to the Executive Committee and/or to the Board and/or to the Business Operations Manager on changes to procedures for handling, monitoring, and reporting on our financial transactions. Our financial procedures and reports should facilitate membership donations and Board/committee activities, while assuring that we maintain high standards of financial responsibility.
- Request the Finance Committee to conduct the required audit of the 2009-10 fiscal year books sometime in September or so.

Finance Committee: Consider how we finance our operations over the long term, and recommend any actions about our means of financing to the Board:

- Are we bringing in enough money to finance the things we are doing and would like to do? If not, what should we do about it (raise dues, hold fund raisers, ask Public Affairs for more support, reduce expenses, etc.)?
- If we have more than we need for on-going operations, what should we do about it (e.g., put money into the Scholarship Endowment fund, lower dues)?
- If we ought to hold fund raisers, what specifically should they be (golf tournament, book sales, etc.)? If we decide on a fund raiser, we can appoint a committee to actually carry it out.
- Perform the annual audit that the Treasurer requests.

For completeness with respect to financial management roles, I am including a list of what our Business Operations Manager currently does for us: **Business Operations Manager:** Handle all purchasing, mailing and other business transactions for the

Association, and also maintain the Membership database and the ASURA e-mail distribution lists. Prepare the monthly financial reports for the Board (currently, Financial Report and Trip Costs). Answer any questions about any item in the reports, for example about what specific transactions were included in a particular figure. □

Connie McNeill
ASURA President, 2010-2011

Report to the ASURA Board of Directors on Meetings of the ASRS Board of Trustees
September 8, 2010
Submitted by R. J. Jacob

ASRS Board of Trustees Meeting, May 21, 2010

1. New Trustees were introduced:
 - a. Dr. Dennis Hoffman, Business professor, ASU
 - b. Thomas Manos, Member at large, retired Maricopa County
 - c. Kevin McCarthy, taxpayer organization member
2. David Byers was reelected Board Chair and Tom Connelly was reelected Vice Chair.
3. The Board accepted the recommendation to continue with Assurant Employee Benefits as the ASRS dental provider. UnitedHealthCare and Employers Dental Services had also bid.
4. A thorough presentation was made of the status and policies of ASRS's International Equity Program. This portion of the portfolio is 17% of the total. "As of March 31, 2010...the ASRS International Equity Asset Class underperformed its custom benchmark for the trailing 12 months, primarily the result of poor performance by both large- and small-cap active managers. Inception-to-date performance for the ASRS IEA class has outperformed its benchmark by 0.4%."
5. A summary of retirement legislation had as its pertinent elements:
 - a. A modification of the Normal Retirement Date definition from 80 to 85 points for a member whose membership commences July 1, 2011 or later.
6. A modification of the Average Monthly Compensation which will now use the average of the highest 60 months in the last 120 months for a member whose membership commences July 1, 2011 or later.
7. The Fund total value as of April 30, 2010 was \$25,083,440,086.

ASRS Board of Trustees Meeting, July 16, 2010

1. Total Fund performance was reviewed by Gary Dokes, Chief Investment Officer.
 - a. As of March 31, 2010, the total Fund had achieved a 1 year rate of return equal to 37.7%, in line with the rapid return of the equities markets, but slightly below the Asset Allocation benchmark of 38.4% The three-year rate of return is -1.1%, again, slightly behind the benchmark.
 - b. Investment Program Investment Goals have only been partially met.
 - i. Among those partially or not met were goals associated with fund rates of return.
 - ii. Met goals involved maintaining adequate monies to meet cash flow requirements.
 - c. Concern was expressed with respect to the prospects for long range inflation, but it was conceded that indicators are mixed in this regard.
2. The ASRS operations budget request for FY 2012/2013 was presented and approved.

3. An plan for implementing the Attorney General's recommendations regarding the hybrid retirement System was presented and approved. System members' retirement assets now enjoy the same protection and administrative advantages as does the Plan.
4. Director Paul Matson presented arguments for increasing the Fund's profile in the area of opportunistic private investments.
5. Director Matson announced the successful synchronization of ASRS and ADoA health plan enrollment and coverage calendars.
6. The Fund total value as of June 30, 2010 was \$23,085,449,944, a decrease of \$1,997,990,142 since April 30, 2010. The decrease is largely due to market fluctuations.

ASRS Board of Trustees Meeting, September 3, 2010

Two meetings of the Trustees occurred today.

Meeting 1

7. Director Paul Matson presented an abbreviated report.
8. The Trustees considered four appeals from ASRS members.
9. The Fund total value as of July 30, 2010 was \$24,075,985,825, a recovery of about ½ the loss suffered between April 30 and June 30.

Meeting 2

This was a planning and informational session, in which the Trustees considered the following issues:

1. Proxy Voting and Shareholder Activism. As with any shareholder of stocks and bonds, ASRS receives notices of corporate shareholder meetings and proxy ballots for the casting of votes. These amount to several tens of thousands each year, and consume considerable time and attention from ASRS staff. Means of coordinating proxy responses, as well as evaluating issues upon which to vote, were discussed with the help of visiting expert consultants. Political, social and economic activism by ASRS in conjunction with other shareholders was also discussed, the Trustees clearly favoring non involvement whenever possible.
2. National "pay-to-play" issues. In both both politics and finance, there have been recent headlines, the case of the ex-Governor of Illinois being a prime example, regarding pay-to-play. Visiting experts from TIAA-CREF and the New England Pension Consultants, lead a discussion of corporate, agency and board ethics and policies. The consultants were complimentary in their view of the level of ethical standards portrayed by ASRS at all levels. The Trustees were still admonished to be alert to any backsliding.
3. Investment and Actuarial Assumptions. Current assumptions regarding investment strategies and actuarial projections were discussed with the help of visiting expert consultants.

The Trustees went into executive session to discuss health insurance plan

LLC Report--September 8, 2010

Jerry Aronson

It is too early to speculate about the next legislative session. Perhaps we will have a better perspective in October or November. We usually rely on ASRS's participation in the TRI-U meeting in October to get some insight into the ASRS legislative agenda. Unfortunately this year's TRI-U meeting is in jeopardy with UARA's announcement that they will not be participating. Planning for the meeting is being held-up until we find out if UARA's position can be reversed! I am reluctant also to speculate about UARA's reason/s for pulling out of the meeting because different messages are being received depending on the source!

ASURA MEMBERSHIP TOTALS

2011 Membership Year

Counts	
Current-year Members	577
Renewals from Prior Years	519
New This Year	58
Paid for the Current Year, Now Deceased	3
Last Year's Members Who Have Not Renewed	173
Last Year's Members Who Are Now Deceased	13
Current Members by (Approx.) Length of Membership	
Members for 0-2 Years	226
Members for 3-5 Years	84
Members for 6-10 Years	69
Members for more than 10 years	198
Current Members by Communications Preference	
Prefer E-mail	294
Prefer E-mail with No Obituary Notices	55
Prefer US Postal (paper)	226
No Mail of Any Kind	2
Current Members by Former Employment Category	
Faculty	258
Staff	208
Academic Professional	38
Administrative	31
Service Professional	41
Non-employee	0
Unspecified	1

More Counts	
Current Members by Address Location	
Arizona (Zip 85xxx and 86xxx)	517
California (Zip 900xx - 961xx)	13
All other	47