

## REM, Status of Racial and Ethnic Minorities in the Profession Committee

The Status of Racial and Ethnic Minorities in the Profession Committee is part of the AAR structure. It recommends policies and practices to assure the full access and academic freedom of persons from racial/ethnic minority groups within the Academy. It develops programs to enhance status in the profession. REM encourages joint intellectual work among the various racial and ethnic program units, sponsors special topics forums, and holds a reception at the Annual Meeting to encourage networking and deepen relationships.

## Retirement

It seems remarkable that so many women are now facing retirement in our field. This is not because women do not retire, but because a generation ago there were so few who reached that stage that it was hardly the subject of discussion. Now retirement plans and options, *emerita* status and *Festschriften* are regular parts of our concern, as they should be. Just as women are still often discriminated against in hiring, promotion, and tenure, there are problems with retirement as well.

The major stumbling block is income differential, a result of unequal pay, numerous leaves for family and personal reasons that fall disproportionately on women, and lack of proper financial planning (see **Money management**). All of these require correction long before retirement time.

The year before retirement is the time to be sure all such loose ends are tied up, that medical and other benefits are in order, that one uses any that will expire with the contract. It is the time to negotiate any post-employment benefits, such as an office or secretarial help. It is also the time to get one's own materials in order so that the move from an office can also be, if desired, a time to deposit things in an archive. Then enjoy the celebrations and mark the next academic year's beginning with a good vacation. After that is a fine time to begin the next career (one