

Council of University of California Emeriti Associations
Council of University of California Retirees Associations
Joint Meeting
October 30, 2019
UC Davis

Attending

UC Berkeley: Lynn Bailiff, Marian Gade, Amy Block Joy, Caroline Kane, Patti Owen, Cary Sweeney, Antonia Sweet, Louise Taylor, Kris Thornton
UC Davis: Marjorie Ahl, Sue Barnes, JoAnne Boorkman, Michael Chandler, MRC Greenwood, Marcia Kasabach, Barry Klein, John Meyer, Diane Mundy, Stephanie Shimada, Kyle Urban
UC Irvine: Craig Behrens, Jeri Frederick, George Miller, Emil Nguyen, William Parker, Pat Price, Marianne Schnaubelt
UC Los Angeles: Sue Abeles, Sue Barnes, John Dahl, Ayesha Dixon, Adrian Harris, Dan Mitchell, Richard Weiss
UC Riverside: Lynn Bailiff, Darleen DeMasson, Joan Dillon, Mary Johnson, Douglas Mitchell, Patti Owen, Raymond Russell
UC San Diego: Shem Ablakaof-Clow, Richard Attiyeh, Henry Powell
UC San Francisco: John Greenspan, Gail Harden, Ernst Newbrun, Sandra Norberg, Rodney Seeger, William Wara,
UC Santa Barbara: William Ashby, Robert Mann, W. Douglas Morgan
UC Santa Cruz: Roger Anderson, Barry Bowman, Christy Dawley, Lee Duffus, Frank Trueba, Todd Wipke
LBNL: Robert Cahn, Janis Dairiki
LLNL: Jeff Garberson
UCOP: Jim Dolgonas (PARRA), Kendra Eaglin (RASC), Joe Lewis (PARRA), Ellen Lorenz (RASC), Rachael Nava (OP), Damian Plebuch (RASC), Stephanie Rosh (RASC), Gary Schlimgen (Retirement Programs & Services), Anne St. George (RASC), Scott Sylva (RASC), Michael Waldman (RASC)

Call to Order and Campus Welcome

The meeting was called to order at 12:30 p.m. by co-chair Caroline Kane, who thanked our UCD hosts.

Approval of Minutes

Caroline Kane called on Gail Harden, who presented the minutes of the April 25, 2019 Joint Meeting. The minutes were unanimously approved.

Health Benefits Advisory Committee Update

Caroline Kane called on John Meyer, chair of the Health Benefits Advisory Committee. John began by reviewing the history of the committee. The HBAC has replaced the earlier Retiree Health Insurance Design Working Group, although some of the members of the earlier group (including John) are continuing to serve on the new HBAC. The HBAC has a broader mandate, that is to evaluate health benefits for active employees as well as for retirees.

The HBAC was involved in initiating the Request for Proposal (RFP) for Medicare Advantage plans. The HBAC recommended that only one existing health plan option be replaced by a Medicare Advantage plan, at least initially. That recommendation was accepted by UCOP, with the result that a new Medicare Advantage Plan (UC Medicare Choice) will replace the Health Net plan. John anticipates that there will be no further changes in retiree medical plan offerings for at least a couple of years, as UCOP will need to study both the effectiveness of the new plan as well as its impact on the other plans.

Going forward, the HBAC will be addressing other issues that affect active employees as well as retirees. One of these is the issue of “underserved campuses,” such as UCSB and UCSC, where there is a limited number of medical providers.

John referenced the JBC Report, which offers additional details on the workings of the prior and current advisory committees. An important contribution of the JBC has been to articulate the design principles that should determine the selection and administration of health care plans.

John complimented the OP on the excellent staff members it has provided to the HBAC. The HBAC will be changing its consulting firm.

John then invited questions. Richard Weiss noted that the cost of the new Medicare Advantage plan is much lower than the cost of the other plans. He wondered whether costs were set this way in an attempt to encourage members to migrate to the new plan. John replied that the HBAC is not involved in the administration of contracts to medical care providers. He did agree that there were some major cost changes in some of the health care plans this year and encouraged members to follow advice given in the Open Enrollment booklet: not simply to default, but to carefully study the costs and benefits of each plan. John

does not believe that the UCOP has deliberately manipulated costs so as to drive members to elect the new plan.

Louise Taylor expressed our collective appreciation for John's service on the HBAC.

Caroline Kane asked how we should contact the HBAC. John noted that both groups have representatives on the HBAC (Frank Treuba for CUCRA and Roger Anderson for CUCEA). There is also an e-mail address for HBAC: hbac@ucop.edu.

Spring Meeting at UCSB

W. Douglas Morgan and Robert Mann distributed a flyer announcing the Spring 2020 meetings at UCSB. Concurrent meetings of CUCRA and CUCEA will take place on the afternoon of Wednesday, April 29. The Joint Meeting will take place on the morning of Thursday, April 30. The meetings will be held at the Mosher Alumni House on the UCSB campus.

Welcome and Remarks

Caroline Kane introduced Kyle Urban, the Director of the UCD Retirement Center, who then introduced Chancellor Gary S. May.

Chancellor May began by recognizing and thanking our associations for their ongoing contributions to UC. He also thanked UCD Emeriti Association President Barry Klein and UCD Retiree Association President Mike Chandler for their contributions, as well as Kyle Urban and the staff of the UCD Retirement Center. UCD is a campus "on the rise," as reflected in recent ratings. Davis was opened in 1908 as the University Farm, a research-based extension of Berkeley. Agriculture retains its prominence on the Davis campus. The Robert Mondavi Food and Wine Institute is a prominent asset of UCD, and its programs in viticulture and oenology are world renowned. UCD has recently launched a Podcast called "Unfold," which concerns the challenge of feeding a growing world population in an era of rapid climate change. UCD is home to almost 40,000 students and is more diverse than ever. Aggie Square is an innovation hub in Sacramento designed to "encourage cross-disciplinary collaborations in the life sciences, food systems, mobility, government, civic technology, arts and communications." Aggie Square was launched on August 30. It will become an incubator for startups. Its first industry partner is IBM. It will also include housing and retail. Proposals have been invited for building the first phase of Aggie Square, which is expected to break ground in 2020-21. Chancellor May described Aggie Square as one of UC Davis's Big Ideas,

which are “forward thinking, interdisciplinary and transformative.” The Big Ideas will be the focus of the next fund-raising campaign at UC Davis, which will be launched in October 2020.

Discussion with Office of the President

Caroline Kane introduced Rachel Nava, UC Executive Vice President and Chief Operating Officer and the Chief of Staff to President Janet Napolitano. (Provost Michael Brown, who was also scheduled to attend, will instead attend either the Spring or Fall 2020 meeting.)

Vice President Nava began by noting the disruptions to the operations of several campuses and laboratories caused by the recent wildfires. This experience will help inform disaster preparedness.

Vice President Nava then addressed the following topics that were suggested by CUCEA and CUCRA leadership:

- The new pension administrative system. The Redwood software system was launched in March 2019. On behalf of UC, Vice President Nava apologized for the problems in implementing the new system. An external peer review is studying the software problems. In the meantime, RASC has a customer service challenge. RASC has increased its staffing by 40%, but the system problems persist. UC is committed to fixing the problems
- Presidential transition. President Napolitano will leave office on August 1, 2020, but will join the faculty at the UC Berkeley Goldman School of Public Policy to teach and write in fall 2021 after a yearlong sabbatical. The Regents are charged with selecting her successor. A search committee comprised of Regents has been appointed, with the goal of proposing a candidate to the full Board in March or June of 2020. Vice President Nava and her team will “make sure” that emeriti and retirees will have “lots of opportunities to interface with the new leadership.”
- Retiree health care. Vice President Nava thanked and praised John Meyer for his service as chair of the HBAC. She was concerned that members have expressed a lack of trust in the process of adding a Medicare Advantage plan to the portfolio of choices. Stakeholder input and feedback are important and welcomed; UC will continue to work with the HBAC and other advisory groups. Advice from CUCEA and CUCRA is always welcome. Cheryl Lloyd, newly appointed Acting Vice President of Human Resources, has met with CUCRA and CUCEA leadership and has committed to meeting on a more frequent basis. Vice President Nava then turned to the process for monitoring and reviewing the new Medicare Advantage PPO. As with all plans, performance of the new plan will be

carefully monitored by the Vendor Management group at UCOP. Member feedback is important to this process.

- Emeriti and retiree support for UC. Vice President Nava encouraged us to become advocates for the University and drew our attention to the University of California Advocacy Network (UCAN): <https://www.universityofcalifornia.edu/support-uc/ucan> Governor Newsom, who served on the Board of Regents, has been supportive of UC; but there remain challenges. The State is not favorable to a tuition hike. Growth is at its highest rate since World War II, but funding has not allowed for commensurate growth in faculty and staff. Some in the Legislature continue to question UC's efficiency, asking why UC needs to compete with top tier research universities. Vice President Nava argued that UC *is* efficient, in that it is operating with the same core funding it had twenty years ago, despite serving 90,000 more students. Some in the Legislature are even questioning UC's constitutional autonomy. UC needs to fight to preserve its research mission. Emeriti and retiree advocacy can help UC address these threats.

Vice President Nava then invited questions. John Greenspan asked about Senate involvement in the Presidential search. Vice President Nava responded that there is a Regents policy that outlines the search procedures. The longstanding policy specifies that Regents constitute the search committee. However, the Regents are activating advisory groups, one of which will be the Academic Senate. The Senate Chair (currently Kum-Kum Bhavnani) will be setting up a Senate advisory committee. Similar advisory committees for staff and for alumni will be assembled.

Marian Gade reinforced the idea that emeriti and retirees could help the effort to spread UC's message. She expressed frustration that, somehow, the University has not been able to get media attention to its successful story. Vice President Nava agreed that this is a challenge. Many Californians have affinity for particular campuses, but don't relate to the UC as a system. Some 50 to 70 news stories about UC are sent out each day, but this is definitely an area where retirees and emeriti can help. Any input is welcome.

Marianne Schnaubelt noted that UCRAYS will have a provision for emeriti and retirees to enter their email addresses, which will make it easier to contact those who may be interested in advocating for UC. Marianne also wondered why the good UC stories don't have more public impact. Vice President Nava added that one problem in public perception is that UC campuses are obliged to turn down many applicants, which may lead to some resentment.

Lee Duffus asked how many emeriti and retirees are currently members of UCAN. The answer is that there are few.

In response to the question, “Is UC still honoring the Master Plan?”, Vice President Nava answered in the affirmative. The State has imposed a cap on the number of non-resident students, and California residents are still favored.

Barry Klein noted the success of the National Labs and wondered whether UC should be developing more. Vice President Nava replied that there was no plan, but that this is under consideration.

Roger Anderson asked about the recent policy change pertaining to the professor emeritus title. Vice President Nava will refer the issue to Provost Michael Brown.

Ernest Newbrun asked about the increasing number of transfer students (currently 28% of enrolled students). Vice President Nava spoke of the 21 “transfer pathways” to UC that have been negotiated between UC and community colleges. UC admission as a transfer student is slightly easier than as a freshman.

Joint Benefits Committee Report

Roger Anderson, JBC chair, briefly reviewed the five points of concern expressed in the Joint Benefits Committee Report, which had been distributed and was posted on the CUCEA and CUCRA websites.

His oral presentation focused on the recent problems pertaining to RASC and on the RFP process.

Roger referenced the many problems involving RASC, summarized in Appendix 1 of the Report. Louise Taylor noted the involvement of the Center Directors in compiling information for the JBC Report, and thanked them for their help. Roger also acknowledge the help of the Center Directors, but noted that data for the Report also came from other sources.

Roger then offered some brief comments about the RFP process. He referenced Appendix 2 of the Report, which was written by the CUCEA and CUCRA representatives to the RFP review committee. The criteria for evaluating plans submitted via the RFP were not discussed with emeriti and retirees, nor did the evaluation of the RFP involve emeriti/retirees. Roger expressed hope that in the future there will be a more open and transparent process.

Retirement Programs & Services, UCRAYS

Marianne Schnaubelt introduced Gary Schlimgen, Executive Director of Retirement Programs and Services. Gary began by introducing members of his staff who were present: Ellen Lorenz, Director of RASC; Michael Waldman, Member Services Director; Kendra Eaglin and Anne St. George, Acting Operations Managers; Stephanie Rosh, Manager of Retiree Insurance Program; Damian Plebuch, Survivor unit supervisor; Scott Sylva, manager of Retirement Policy Unit.

Gary then gave an update on the pension plan. The Regents have recently approved some changes in actuarial assumptions underlying the plan. An outside consultant recommended that the assumed earnings rate be lowered from 7.25% to 7.0%. The Regents requested alternatives including an even lower assumed earnings rate and an increase in member contribution. In September, the Regents approved an assumed earnings rate of 6.75% and an increase of 3% in the employer contribution. The impact of the approved 6.75% assumed earnings rate, together with an improvement in mortality, is substantial: an increase in plan cost of 3% per year and an increase in plan liability (\$7.2 billion). At the November Regents meeting, OP will present a plan for an increase in member contributions. Several alternatives will be presented.

Gary then addressed a list of questions and concerns submitted by Caroline Kane and Marianne Schnaubelt. The first of these pertained to problems resulting from the transition to the new software system implemented by RASC. While transitioning to a new system always presents challenges, Gary acknowledged that RASC did not expect the magnitude of the problems that have ensued. The biggest problem for RASC has been that the correspondence module had to be shut down, requiring staff to enter retirement data manually. Nonetheless, 95% of retirements have been processed on time. Of more direct concern to current retirees, the self-service function of UCRAYS has not been fully functional. This has led to increased call volume, long call waiting times and longer processing times. Gary agreed that this was “unacceptable” and offered his apologies. RASC is committed to fixing the problems as quickly as possible and welcomes our continuing input.

Scott Sylva discussed the development of and challenges in implementing the Redwood system. It was a major challenge to reformat data from a 35-year old system. On a positive note, monthly payments have been made on time via the new system. The new system has allowed for actions that were not possible before, e.g., issuing retroactive benefits on a weekly cycle; and efficiency has improved. Challenges remain and are being addressed. Feedback is appreciated.

Ellen Lorenz reported that RASC has added twenty-five temporary staff, and that additional temporary and permanent staff will be added. Wait times and processing times are improving, but are still not good enough. A call-back feature will eventually be added. A recent re-organization has resulted in appointing Anne St. George and Kendra Eaglin as Operations Managers, with the goal of improving staff training. Monthly calls with Emeriti and Retiree Center directors have been implemented. Stephanie Rosh has taken on the role of liaison to the Retirement Center directors, as well as liaison to the Health Care Facilitators. RASC will endeavor to communicate more regularly with CUCEA and CUCRA. Feedback on operations is welcome.

Kendra Eaglin gave an overview of UCRAYS, which was launched on September 27. Despite the problems, 25,000 registrations were successfully completed via

UCRAYS without any assistance (95% of registrations). UCRAYS has self-service options that were previously not available, most notably the possibility to opt-in to sharing one's email address with the campus retiree/emeriti centers. There is also a secure message feature, which allows the retiree to communicate with RASC. UCRAYS will in the future provide individuals a timeline of their personal retirement process. Unfortunately, there was a delay in implementing the retirement estimator feature, which resulted in an increased number of phone calls. There have also been some data conversion problems. Future enhancements will include more efficient uploading of documents.

Michael Waldman then invited questions and discussion. In the process, we learned that:

- There is currently no “prompt” inviting retirees to share their email; the email opt-in is available as an option in the personal profile settings. Until now, retirees were not offered the opportunity to share their email addresses. Michael suggested that *New Directions* might be a vehicle for encouraging not only new, but longstanding retirees to opt-in via UCRAYS. A prompt may be added in the future when the retirement feature of UCRAYS is fully implemented.
- The associations will not directly receive the emails. The reports that go out three times per year will continue to go to the campus retiree/emeriti centers. These reports will now include the email addresses of those who have opted in to sharing this information. The retirement centers can then decide whether to share this information with the associations.
- A review of the implementation of the Redwood system, involving an outside consultant, is in process.
- If a retiree has been given misinformation informing his/her retirement decision, resolution is handled by RASC on a case-by-case basis.
- Identity verification procedures in UCRAYS meet widely recognized standards. The outside service provider meets or exceeds UC cyber security standards. The service provider needs to know member Social Security numbers and date of birth in order to generate security questions from their data bases. It would be prohibitively expensive for UC to develop its own security standards without going to an outside vendor.
- RASC is improving staff training, so that more consistent and complete answers can be provided.
- Once fully implemented, the new system will be much more efficient than the old system. It will be some time before this efficiency becomes fully evident.
- RASC has developed a business continuity and disaster recovery plan, coordinated with the OP plan, to improve communication with campus groups.
- A new website, myucretirement.com, aims to make comprehensive information widely available.

William Parker noted that four campuses currently have Faculty Retirement Liaisons. He holds this position at UC Irvine. He spoke to the need to provide expert counselors at the campus level. He urged the OP to recognize this as an essential local service that is complementary to RASC.

Louise Taylor spoke to the importance of campus associations and centers again receiving death reports.

Adjournment

The meeting was adjourned at 4:10 p.m.

Respectfully submitted,



William J. Ashby
CUCEA Secretary

First draft: 11/10/19
2nd draft: 11/18/19
3rd draft: 11/19/2019

Council of University of California Emeriti Associations (CUCEA)

Minutes of Meeting

April 24, 2019

UC San Diego

Attending:

CUCEA Officers: William Ashby (SB) Secretary/Campus Representative; Caroline Kane (B) Chair/Campus Representative; William Parker (I) Treasurer; Henry Powell (SD) Chair-Elect /Campus Representative; Louise Taylor, Information Officer/Past Chair (B)

Emeriti Association Presidents and Vice Presidents: Victor Lippit (R) EA President/Campus Representative; Ronald Mellor (LA) EA President/Alternate Campus Representative; Phyllis Mirsky (SD) EA President/Alternate Campus Representative; G. Tom Sallee (D) EA President/Campus Representative; Todd Wipke (SC) EA President/Campus Representative

Emeriti Association Representatives and Alternates: Barry Klein (D) Alternate Campus Representative; George Miller (I) Alternate Campus Representative; Dan Mitchell (LA) Campus Representative; Douglas Mitchell (R) Alternate Campus Representative; John Schechter (SC) Alternate Campus Representative; William Wara (SF) Alternate Campus Representative

JBC Chair: Roger Anderson (SC) JBC Chair/Past Chair

Emeriti Survey Chair: John Vohs (D).

Past Chairs: Richard Attiyeh (SD); Ernest Newbrun (SF)

Center Directors and Liaisons: Ayesha Dixon (LA); Cary Sweeney (B)

Call to Order and Welcome:

Chair Caroline Kane called the meeting to order at 12:30. She began by welcoming participants, especially those attending for the first time. She then recognized and thanked our hosts at UC San Diego. Introductions followed.

Officers' Reports:

Chair's Report:

- Health care

Caroline Kane serves as the CUCEA representative on the UC Committee on Faculty Welfare. She provided an update on issues and concerns recently discussed at the UCFW.

The Chair of UCFW recently wrote a letter to the Chair of the Academic Council and to President Napolitano requesting and encouraging “due diligence and consultation” before making any changes to retiree health care insurance for retirees or for active employees. The letter emphasized the role of shared governance in the UC.

The UCFW has lent support to a petition by faculty at UCSF regarding a potential partnership with Dignity Health. While the UCFW did not formally endorse the UCSF petition, it urged that UC never partner with an organization that does not support the values of the UC.

- Scheduling of CUCEA and CUCRA biennial meetings

At the Fall 2018 CUCEA meeting, a proposal to hold the Fall meetings on a *southern* campus and the Spring meetings on a *northern* campus was unanimously approved. However, CUCRA did not approve this proposal. Consequently, there will be no change to current practice of holding the Fall meetings at a *northern* campus and the Spring meetings on a *southern* campus. The schedule of meeting locations through 2024-25 prepared by Louise Taylor, our Information Officer, is posted on the CUCEA website. Host campuses are urged to begin planning well in advance of the meeting date. <http://cucea.ucsd.edu/meetings/CUCEALocations.shtml>

- Via Benefits

A survey of retirees and emeriti enrolled in Via Benefits (those residing outside the State of California) conducted by RASC was discussed at the Fall 2018 meeting. The survey showed overall satisfaction with Via Benefits, but some enrollees were highly dissatisfied. Via Benefits is following up with those individuals who expressed dissatisfaction in the survey, in order to resolve the issues. A recent anecdote related by William Ashby suggests that there is still work to be done.

Secretary's Report:

William Ashby presented the minutes of the October 25, 2018 meeting. The minutes were approved unanimously.

Treasurer's Report:

William Parker distributed a CUCEA financial statement, which he deemed "quite satisfactory." Income consisted of fully paid dues of \$3,000 and the Academic Council contribution of \$2,000. Assets were \$12,641 as of 4/24/19, with a projected year-end balance of \$7,641. In response to a question from Dan Mitchell, William Parker noted that for the past several years, the reserve has been declining modestly in order to keep dues stable. William Parker believes that \$6,000 is a reasonable reserve balance. With the addition of the contribution from the Academic Council, he believes that dues can remain stable in the foreseeable future. Caroline Kane stated that the Academic Council contribution is expected to recur annually. CUCEA now has a Federal employer identification number (EIN), which was required so that the Office of the President could issue a check on behalf of the Academic Council. William Parker raised the question of whether CUCEA should attain status as an officially recognized 501(c)(3) non-profit organization. This would allow donors to make tax-deductible contributions to CUCEA. His understanding is that applying for 501(c)(3) status is without monetary cost, but with some considerable paperwork. William Parker recommended that the Executive Committee discuss this in the future. At present, CUCEA can accept donations, but donors cannot receive income tax credit for them. Caroline Kane noted that the UC Berkeley Emeriti Association is now recognized as a UCB support group. Donations to the Emeriti Association are made via the UCB Foundation. This means that donors can receive income tax credit for their donations, but it also means that the UCB Development Office takes a 6% cut.

The Treasurer's report was accepted by unanimous vote.

Information Officer's Report:

Louise Taylor noted that the report had already been distributed by email¹. She drew attention to the spreadsheets that accompanied the report, especially the

¹ It has also been posted on the CUCEA website:
<http://cucea.ucsd.edu/reports/documents/Info.Officers4.24.19report.pdf>

schedule for meeting locations. She urged host campuses to begin planning three years before the date of the meetings, as the meeting location schedule should be maintained for at least three years.

Roger Anderson asked whether CUCEA has established contact with UC Merced. Louise stated that CUCEA does have a contact at Merced, who receives our information.

Roger also asked about the status of the Office of the President, in terms of hosting or co-hosting future meetings. Caroline Kane answered that PARA prefers to be the only entity to partner with the OP in hosting meetings, but that it has not yet decided whether it wishes to be placed in the regular rotation of meeting locations.

John Vohs urged that CUCEA reach out to UC Merced, even though it may be some time before they have enough emeriti to form a local Emeriti Association. Caroline Kane agreed to reach out to Merced. Henry Powell suggested that the Academic Senate at UC Merced could be helpful in this regard. Ernest Newbrun noted that it will be some time before Merced builds a critical mass of emeriti to form an Association robust enough to host CUCEA meetings.

Louise Taylor encouraged campus Associations periodically to send her information about awards and noteworthy developments that she could distribute to the campus Associations. On behalf of webmaster Marjorie Caserio, Louise invited members to look at the information posted on the CUCEA website. Marjorie would welcome the help of anyone interested in enhancing the website. William Parker noted that there is \$1,000 in the CUCEA budget earmarked for web redesign. John Vohs urged CUCEA to hire someone to redesign the website. William Parker stated that it would be best to hire someone at the campus where the website is hosted (currently UCSD). Caroline Kane will follow up on this.

JBC Draft Report:

Roger Anderson noted that the report had already been distributed.² Roger noted that while the JBC focuses primarily on the welfare of emeriti and retirees, many of the issues it addresses also impact active UC employees. He also noted that as events sometimes evolve rapidly (e.g. healthcare insurance), the JBC Report (written on April 8, 2019) may not be entirely up to date.

Roger then summarized the main points of the Report.

² The JBC report is posted on the CUCEA website:
http://cucea.ucsd.edu/reports/documents/JBC8a_4_19forUCSDmeeting.pdf

- The oral response to the October 18, 2018 JBC Report offered by the OP representatives at the Fall 2018 meetings was very helpful, but the JBC is disappointed that its request for a subsequent written response to these concerns has not been received. It is important to have a written response for the record.
- *Retiree Health Benefits Design Working Group and Request for Proposals for a new Medicare Advantage Preferred Provider Organization medical plan.* The Working Group has not met since July 2018. A meeting scheduled for April 10, 2019 was abruptly cancelled. The JBC has subsequently learned that the University has issued a Request for Proposals (RFP) for a Medicare Advantage Preferred Provider Organization plan that could potentially replace one or more of the current retiree medical plans. The purpose of issuing the RFP was to determine whether there would be significant cost savings with an Advantage plan. More recently, the JBC has learned that the Retiree Health Care Benefits Design Working Group will be replaced by a new UC Employee Health Benefits Advisory Committee. The new Advisory Committee will review not only emeriti and retiree health care benefits, but also those of active employees. John Meyer (CUCRA) will chair the newly constituted Advisory Committee. Roger believes that current members of the Working Group will continue to serve on the new Committee, that there will continue to be representatives from CUCRA and CUCEA, but that the Advisory Committee will also include newly appointed members. One of the first tasks of the Advisory Committee will be to review the results of the RFP.
- *Access to retiree and retirement information.* The JBC is concerned about adequate access to retiree and retirement information during the transition to the new Redwood and UC Rays systems. Roger invited Caroline Kane to share information she had obtained from campus Health Care Facilitators on the issue of access. Caroline reported that the six HCF's who responded reported that they had experienced some difficulty in accessing information. They were told that all information accessible in the old system would continue to be accessible during the transition, but that has proved not to be the case. This has led to some serious problems, despite RASC's good intentions. Caroline has sent the information she obtained from the HCF's to RASC Director Ellen Lorenz.
- *Theft of pension payments.* The University has made good progress in addressing the theft of pension payments and in assuring that this will not

recur. There has been a total of four thefts (two of the same individual). The University now has insurance that will cover such losses. Multifactor login will now be required.

- *Allow UC retirement savings in either UC Total Return Investment Pool (TRIP) or UC Short Term Investment Pool (STIP).* The JBC recommends that the University offer retirees and active employees the option to invest savings in TRIP or in STIP. Currently, only STIP is available. Those who do not anticipate needing to access their savings in the short term could gain by investing in TRIP. William Parker recommended that the Pension Advisory Board be invited to consider the JBC proposal.
- *Comments, suggestions and questions about pension/savings choice.* The JBC is concerned about the lack of information about how and why newly hired individuals make the choice to enroll in the pension plan or the savings plan, or why they do not make a choice and thereby default into the pension plan. Roger drew attention to the chart on page 5 of the JBC Report, wondering how to account for the wide variation shown across campuses and medical centers. Perhaps this is due to the varying quality of education provided to those making the choice. Ayesha Dixon reported that at UCLA education on this choice is quite abbreviated, with the result that many are enrolled in the pension plan by default, without fully understanding the advantages and disadvantages of the pension and savings plans.

Following some further discussion, the JBC Report was unanimously approved and accepted.

UC Emeriti Activities Survey:

John Vohs distributed twenty copies of the 2015-2018 edition of *A Virtual Eleventh Campus* to representatives from each campus. John emphasized the importance of the survey in demonstrating the astounding amount of work that emeriti continue to produce (equivalent to that of a campus) and in reinforcing the presence of CUCEA. John urged campuses to post the survey on their websites; it has already been posted to the CUCEA website. John noted the usefulness of the survey as an introductory piece that can be presented to new campus administrators. Louise Taylor noted that campuses should also send a copy of the survey to current administrators. Caroline Kane will send a copy to President Napolitano. John noted that a story about the survey will appear in *New Dimensions* and urged anyone with contacts with the press to explore the possibility of coverage. Campus-specific data have already been sent to each

campus, and several campuses have produced handouts showing the campus results. Todd Wipke asked why information about emeriti donations and research funding was not included. John explained that the reporting of such information varied across the campuses, making any attempt to aggregate the data untenable. Campuses are free to obtain and distribute these data. Louise Taylor urged campuses to contact their Development offices now, asking them to begin tracking emeriti donations if they are not already doing so.

Joint Mission Statement with CUCRA

Caroline Kane presented a revision to the Joint Mission Statement that was discussed at the Fall 2018 meeting and invited discussion. John Vohs had previously noted that the four points listed under “Purpose” could be put on a business card and used locally. The Joint Mission Statement was approved unanimously.

Elsevier and overall Library Update

Caroline Kane gave an update on UC’s negotiations with Elsevier. After protracted negotiations with Elsevier, particularly involving open access, UC has announced that it will drop its Elsevier subscription. To date, Elsevier has not shut off access to its publications and continues to negotiate with UC.

Caroline Kane invited Todd Wipke to give an update on the removal and shredding of some 80,000 volumes from the UCSC Library. The plan to remove the books was established in 2013 and implemented in Summer 2016, when the library was closed for renovations. Apart from a brief meeting with the Senate Library Committee, no faculty members were consulted or informed of the plan; and many were surprised when they returned to campus in Fall 2016 and found the volumes missing.

A related issue is that the emeritus faculty member who did the research to understand what had happened to the missing volumes has been threatened with removal of his emeritus status and other privileges; and he has been barred from entering the library. The UCSC Privilege and Tenure Committee will hold a hearing on his case soon.

After some discussion, it was decided that removal of the books without adequate consultation, lamentable as it may be, was a campus matter not within the purview of CUCEA. CUCEA will continue to monitor the situation pertaining to the aggrieved emeritus faculty member, but will take no action at this time.

Campus Reports:

Campus Reports are posted on the CUCEA website. Since time was short, Caroline Kane proposed dispensing with oral summaries, but invited Campus Representative to discuss any particularly noteworthy items.

Victor Lippit announced that the Riverside Provost has allocated \$50,000 per year for a three-year trial period to establish a Retirees/Emeriti center. A building has been identified for this purpose. Victor praised the Center directors, particularly Sue Barnes, for their help.

John Vohs noted the passing of Charles Hess, distinguished past Chair of CUCEA. He asked whether CUCEA would like to send a letter to be read at the memorial service planned for him in May. Caroline Kane said that plans for such a letter were already under way, and that she had planned to say so under New Business. The letter may perhaps be written jointly with CUCRA. A link to Charles Hess's obituary has been posted on the CUCEA website.

Henry Powell drew attention to the UCSD Emeriti Association *Chronicles* that were placed in our packets.

Adjournment:

There being no further business, the meeting was adjourned at 3:30 p.m.

Respectfully submitted,



William J. Ashby
Secretary

1st draft: 5/11/2019

2nd draft: 5/13/2019

Council of University of California Emeriti Associations
Council of University of California Retiree Associations
DRAFT April 25, 2019 Joint Meeting UC San Diego Minutes

Attending

UC Berkeley: Lynn Bailiff, Marian Gade, Caroline Kane, Patty Owen, Cary Sweeney, Antonia Sweet, Louise Taylor

UC Davis: Barry Klein, John Meyer, Tom Sallee, John Vohs

UC Irvine: Craig Behrens, Jeri Frederick, Jill Halvaks, George Miller, Emil Nguyen, William Parker, Pat Price, Marianne Schnaubelt, Bernadette Strobel-Lopez

UC Los Angeles: Sue Abeles, Sue Barnes, John Dahl, Ayesha Dixon, Adrian Harris, Ronald Mellor, Daniel Mitchell

UC Riverside: Bob Daly, Mary Johnson, Victor Lippitt, Doug Mitchell

UC San Diego: Mark Appelbaum, Richard Attiyeh, Mae Brown, Alicia Burns, Joel Dimsdale, Nancy Groves, Robert Knox, Phyllis Mirsky, Rosemary Norling, Henry C. Powell

UC San Francisco: Gail Harden, Ernest Newbrun, Sandra Norberg, Rod Seeger, William Wara

UC Santa Barbara: William Ashby, Robert Mann, Karen Rasmussen

UC Santa Cruz: Roger Anderson, Christy Dawley, Lee Duffus, John Schechter, Lynda Tanake, Frank Trueba, Todd Wipke

LBNL: Robert Cahn

UCOP: Michael Baptista, Esther Cheung-Hill, Jim Dolgonas, Joe Lewis, Ellen Lorenz, Gary Schlimgen, Michael Waldman

Call to Order and Campus Welcome

The meeting was called to order at 8:30 p.m. by co-chair Caroline Kane. Logistics for the day were given.

Hosts' Welcome and Introductions

Phyllis Mirsky introduced UCSD Executive Vice Chancellor Elizabeth H. Simmons who spoke to us about transformations at UCSD, intellectually, physically and culturally. Intellectually, they are hiring a new generation of faculty and working with a new librarian to redefine the meaning of "library". Physically, Tata Hall is a new laboratory sciences building with research and teaching labs designed as non-traditional spaces. A new living/learning community is being constructed to house students from the two new colleges being built. Intellectually, there is a new CIO and an Enterprise System Renewal project in progress. Culturally, new programs include a Basic Needs Hub and Student Success Coaching. VC Simmons answered questions on funding, enrollment growth and transportation.

Approval of Minutes

Bill Ashby presented the minutes of the October 24, 2018 Joint Meeting at UC Berkeley. The minutes, with one correction, were approved unanimously.

Retiree Health Insurance and Medicare Advantage RFPs

Michael Baptista began by giving us background information about the various types of Medicare Plan Types, the UC Plans included in each type of plan, and the current distribution by plan. Michael's main topic of discussion today will be Medicare Advantage (MA) PPO plans. UC does not currently have this type of plan. Due to the rising cost of health care, UC is looking for a new plan with significant savings and minor disruptions, and the MA PPO model has this potential. It is used by CalPers (among others) which has seen significant savings. This is accomplished through higher reimbursements from Medicare due to a higher Medicare star rating for MA PPO insurance.

Michael reviewed the project timeline, which is quite aggressive. It is expected that recommendations will be presented to the Executive Steering Committee in June. He reviewed the leading scenarios with their advantages and disadvantages. The various scenarios effect different numbers of retirees and have different prospective cost savings. The first scenario of replacing High Option, Medicare PPO and Seniority Plus with MA PPO plan has anticipated savings of \$40 million per year. The objective is to have the new Insurance Plan ready for January, 2020 open enrollment. Bidders proposals are only available this year. We will be signing a 3 year contract to insure stability in coverage.

A series of Questions & Answers were reviewed. There are differences between the current reimbursement practices and Medicare reimbursement. The intent is to cover benefits in the same way they are covered today, including those beyond Medicare standard coverage for example, behavioral health. In home care is not being considered in the contract. The goal is for retirees to see little change in their benefits. Finally, financial estimates indicate that staying with the status quo, the increases for the three higher cost plans could be in the low double digits and retiree contributions for those plans could increase by 20%. The MA PPO proposals all project savings over the status quo.

A question was asked "What is the major cost of increased premiums"?, and the answer was "Drugs". In answer to a question about combining with CALPers, Michael responded that the reason we do not combine is that they have a higher risk score, our networks are different, they have a different population (i.e. prisons), and they are geographically different, among other things.

Joint Benefits Committee Report

Report is available on the associations web sites.

Roger Anderson discussed the functions of the JBC which include looking out for the benefits of Emeriti and Retirees. Issues covered in the current report are: health care, RASC issues, the pension payments, investments in fixed income savings plans, and a new topic, the choices for new employees.

John Meyer spoke about recommendations made by the Retiree Health Benefits Working Group. Their interim report was made in July. The recommendations were modest and asked for the group to continue into next year. OP decided that the group should be augmented and its scope should be expanded beyond retirees, to look at all plans, active and retiree. John will be the new chair of that group, and a new CUCRA representative will be appointed. The group will address the question: how do you have

a robust benefit package that is attractive, useful, and attainable. Michael Baptista will provide support to this group, including information of the ongoing RFP progress.

Retirement Programs and Services Update

- * Marianne and Caroline identified a group of topics that we would like addressed at the meeting.
- * Ellen Lorenz introduced the group from OP.
- * Esther Cheung-Hill began with an update of the Redwood system, the replacement pension administration system that the RASC is using. Retirement functionality that currently lives in At Your Service Online will be replaced by Retirement At Your Service (UCRays). A new system called ROOTS will be used by benefits professionals, including Health Care Facilitators, to provide local counseling.
- * Redwood launched on March 5 to be used internally by the RASC. This brought data from a 37 year old system, plus other systems, with 60 years of data into the new system.
- * Esther covered the April 1 delay of pension checks being deposited into retiree accounts. This was a file transmission issue due to a new extra manual control which the RASC did not know about. The problem was quickly rectified and by 10:00 am banks did same day posting and by 2:00 pm people began to see deposits into their accounts. President Napolitano sent an e-mail to retirees explaining and apologizing for the problem. Changes are being made so this will not happen again. A second problem effecting CALPers members was also rectified quickly.
- * Launch of UCRays is scheduled to begin this summer. Communications will be done through New Dimensions and other publications.
- * Ellen discussed down stream effects of April 1 glitch. RASC voice mail filled up, creating a backlog that lasted 2-1/2 weeks. A question was posed on how the RASC can better communicate about problems in the future, including to retirees who are not on the Retiree Associations' data bases. A new communication plan is being written.
- * Ellen briefly reviewed the 5 year history of the Redwood project, using change management methodology.
- * Communication needs to occur about the changes to At Your Services that reduce functionality, both to the Sites with Centers, and to those without Centers who get calls also.
- * Michael Waldman discussed the problem with the tax withholding application which was not available on At Your Service during implementation of UCRAYS. It was available after the implementation, but RASC was not aware that ~500 change requests were in a queue waiting for approval. New system will not require approval.
- * Michael explained that during transition, the old CICS database was taken down. In the interim, until UCRAYS is installed, Health Care Facilitators and Benefits Professionals have points of contacts within RASC (a buddy system), with 2 backups. There is also a listserve where people can submit questions, the commitment is to a 1-2 day response.
- * When asked if the center Directors could have a "buddy", we were told that there is one central point of contact, Anne St. George, backed up by Greg Ricks and Michael Waldman.

- * It was reported that several retirees had not received answers to e-mails they had sent. Ellen will look into this.
- * In UCRays, there is the ability to opt-in to share your e-mail addresses. We would like to help the communications team devise a script to encourage new retirees to share their e-mail address. We would also like past retirees to be encouraged to share their address. An article in New Dimensions will encourage retirees to sign on to UCRays and agree to opt in. We would like there to be a pop-up when someone signs in to UCRays explaining the benefits of opting-in to share their e-mail address with the local association.
- * Insurance product to deal with identity theft. The four people who have come forward have been made whole. Advanced security (multi-factor identification will be used if a cell phone number had been provided). In process is an identity theft blanket security policy for retirees.
- * Ellen would like to work with the JBC to give feedback re: problems that can be included in the report. Roger would like notification of topics that could be of interest to the JBC.
- * There is a listserve for UC retirees and customers which is mentioned in the RASC phone message. This is an interim solution until UCRays is live because it will have a lot of functionality available on line.

Mission Statement

Statement is available on the Associations' Web Sites

A joint CUCRA/CUCEA Mission Statement of purpose was approved by CUCRA with minor changes. This version will be circulated to CUCEA reps for final approval.

Fall 2019 Meeting Preview

John Meyer invited everyone to the fall conference on October 30/31 at the Hyatt Place Hotel on the UC Davis campus. Flyers were distributed. On line registration will be available.

New Business

- * Jeri Fredericks and Caroline Kane presented Sue Barnes with a bag of retirement gifts to thank her for all her years of dedication. Sue will remain with CUCRA as the travel coordinator.
- * Ayesha Dixon, incoming director of UCLA Retirement Center, introduced herself.
- * Karen Rasmussen from Santa Barbara is also new to our group.

Adjournment

Marianne Schnaubelt adjourned the meeting at 11:40 pm.

Respectfully submitted,
Gail Harden
CUCRA Secretary

Council of University of California Emeriti Associations (CUCEA)

Minutes of Meeting

October 31 , 2019

UC Davis

Attending:

CUCEA Officers: William Ashby (SB) Secretary/Campus Representative; Caroline Kane (B) Chair/Campus Representative; William Parker (I) Treasurer; Henry Powell (SD) Chair-Elect /Campus Representative; Louise Taylor, Information Officer/Past Chair (B)

Emeriti Association Presidents and Vice Presidents: Barry Bowman (SC) President; John Greenspan (SF) President/Campus Representative; MRC Greenwood (D), Vice President and Alternate Campus Representative; Barry Klein (D), President/Campus Representative; Douglas Mitchell (R) President; W. Douglas Morgan (SB) President/Past Chair; Raymond Russell (R) Vice President; Dick Weiss (LA) Vice President

Emeriti Association Representatives and Alternates: Darleen DeMason (R) Alternative Campus Representative; George Miller (I) Alternate Campus Representative; Dan Mitchell (LA) Campus Representative; William Wara (SF) Alternate Campus Representative; Todd Wipke (SC) Campus Representative

JBC Chair: Roger Anderson (SC) JBC Chair/Past Chair

Past Chairs: Richard Attiyeh (SD);

Center Directors and Liaisons: Cary Sweeney (B)

Call to Order and Welcome:

Chair Caroline Kane, in festive Halloween attire, called the meeting to order at 8:30 a.m. Introductions followed.

Officers' Reports:

Chair's Report:

Before beginning her report, Caroline announced that John Vohs (D) was recently presented the Charles Hess H. Founders Award by UC Davis.

- Faculty Welfare (UCFW) Update

Caroline Kane serves as the CUCEA representative on the UC Committee on Faculty Welfare. She reported that most of UCFW's time and attention have recently been focused on health care insurance issues. She has brought the recent change in UC policy on the emeritus title (see below) to the attention of the committee.

- UCRS Update

Recent changes in the actuarial formula (lowering the expected return on investment to 6.75%) mean that the employee contribution to the Retirement System will likely be increased. The plan is currently funded at 80% and is still projected to grow to 100% funding within twenty-five years.

- Charles Berst

Charles Berst (LA), Honorary Member with long service to CUCEA, died on September 28, 2019. A memorial tribute can be found on UCLA's English Department website: <https://english.ucla.edu/news/emeritus-professor-charles-berst/>

Caroline also noted the passing of G. Tom Sallee (D) on June 15, 2019. <https://www.davisenterprise.com/obits/george-thomas-sallee-2/>

Secretary's Report:

William Ashby presented the minutes of the April 26, 2019 meeting. The minutes were approved unanimously.

Treasurer's Report:

William Parker distributed a CUCEA financial statement, which showed a net worth of \$8,823.07, compared to \$12,641.18 in April 2019. This decline was an intentional draw down to meet expenses.

The Proposed 2019-20 Academic Year CUCEA Budget anticipates no further draw down of the cash balance, as expenses and revenue are projected to match at \$5,400. Campus dues are projected to be \$3,400, and the Academic Senate has committed to providing a \$2,000 annual contribution. The bulk of expenses consists of officers' travel to CUCEA meetings.

Treasurer Parker proposed a modest increase in campus dues to \$3,400 (up from \$3,000). He noted that dues are based on the number of living emeriti on each campus, as reported by the Office of the President. Campus dues notices will be sent in late December.

The Treasurer's report was accepted by unanimous vote.

Information Officer's Report:

Louise Taylor noted that her report had already been distributed by email. She noted that Bylaws stipulate that "officers shall be elected in even years and confirmed to continue in the odd years by the Council in the Spring." Due to an oversight, this confirmation vote was not taken at the April 26, 2019 meeting. Consequently, Louise asked for an informal vote to continue the following officers for 2019-20:

Chair	Caroline Kane (B)
Chair-Elect	Henry Powell (SD)
Secretary	William Ashby (SB)
Treasurer	William Parker (I)
Information Officer	Louise Taylor (B)
Web Manager	Marjorie Caserio (SD)

By show of hands, the officers were unanimously confirmed to continue in 2019-20.

Web Manager's Report:

Web Manager Marjorie Caserio was not present, but the Report is posted on the CUCEA website:

<http://cucea.ucsd.edu/reports/documents/WebManagersReportOctober2019.pdf>

Louise Taylor reinforced Marjorie's encouragement of members to send items of interest for posting on the web site. Especially since we do not currently have an Archivist, the website serves as an important repository of past as well as current material of interest, including meeting minutes dating back to 2008.

JBC Draft Report:

Roger Anderson chose not to summarize the report, since it had already been presented and discussed at the Joint Meeting on October 30, 2019 and is posted on the CUCEA website:

<http://cucea.ucsd.edu/reports/documents/JBCOctober192019report.pdf>

Roger asked whether the JBC Draft Report should be sent to representatives of the Office of the President before their attendance at future Joint Meetings, so that they could be better prepared to address our concerns.

Louise Taylor expressed the opinion the JBC Report could be sent as long as it was clear it had not been ratified by both CUCEA and CUCRA.

Discussion then turned to concern that the "challenges with RASC" summarized in Appendix 1 might be attributed by the reader to Center Directors, whereas in fact these issues were raised by a broad spectrum of groups and individuals. Considerable discussion followed over whether CUCEA should ask the JBC to

amend the Report to emphasize that the complaints about RASC came from many sources. In the end, it was decided not to do so, especially because of the timeliness of the Report. Todd Wipke moved that the JBC Report be approved and accepted, with the understanding that CUCEA would send it to the Office of the President with a cover letter. The motion was seconded by Henry Powell. John Greenspan then moved an amendment to the motion, making explicit that a cover letter written by the Chair of CUCEA would accompany the Report, and that this cover letter would emphasize the fact that the concerns about RASC had been voiced by a wide array of individuals and groups. Dan Mitchell seconded the proposed amendment. The motion on the amendment passed unanimously, save for one abstention. The motion to approve and accept the JBC Report then passed unanimously, save for one abstention.

Following a break, Caroline Kane reported that CUCRA had also approved the JBC Report, with the understanding that it would be accompanied by a cover letter attributing the concerns about RASC to multiple sources.

New Definition of Emeriti from the Regents

Caroline Kane reported an amendment to Regents Policy 1203, adopted May 24, 2018. Policy 1203 states that Professors and Associate Professors shall automatically receive the emeritus title when they retire, but Academic Senate members retiring with other titles (e.g., Professors in Residence, Clinical Professors) can receive the emeritus title only by special action.

<https://regents.universityofcalifornia.edu/governance/policies/1203.html>

It is unclear whether the Regents intended to make a substantive change in policy, or whether the rewording of Policy 1203 had unintended consequences. Caroline reported that the Faculty Welfare Committee is concerned about this change and would be seeking clarification.

John Greenspan pointed out that consultation with the Senate is mandated by Regental policy before policy changes can be made.

Emeriti Representation on the Regents

Richard Weiss distributed copies of a motion recently passed by the Board of Directors of the UCLA Emeriti Association. The motion states “That the Emeriti Shall Explore a Pathway to be Represented on the University of California Board of Regents.’

Richard Weiss argued that such representation would facilitate timely communication on matters of concern to emeriti.

Caroline Kane noted that it is already possible to make a presentation to the Regents and that there is already a Faculty Representative on the Board of Regents.

Henry Powell, who has served as Faculty Representative to the Regents, recommended against CUCEA implementing the UCLA motion. He noted that service as Faculty Representative is onerous, since there are six meetings per year, each lasting three days. Should an emeritus member be added to the Board of Regents, CUCEA would likely have to cover the substantial cost. Henry also noted that the Faculty Representative is not a voting member of the Board of Regents. This was the wish of the Senate, which did not want faculty to become party to the political process.

Barry Klein noted that the Motion is to “explore” emeriti representation on the Board of Regents and recommended that CUCEA appoint a working group for this purpose. Todd Wipke reported that 96% of EA members at UCSC are in favor of the motion. He felt that emeriti experience and institutional memory could inform the Regents meetings.

Dan Mitchell noted that the impetus for the Motion was discontent over the recent poor communication about health care insurance. Louise Taylor asked why the focus of the UCLA motion was on the Regents, when the problem in communication is with the Office of the President.

William Parker moved that the Chair appoint a working group to explore how to improve communication between CUCEA and the University of California. Richard Weiss seconded the motion. Roger Anderson suggested that the emeriti currently serving in the Senate should be considered. Henry Powell recommended that CUCEA work collaboratively with CUCRA. The motion to establish a working group on improving communication passed unanimously.

UC Emeriti Activities Survey:

John Vohs, Chair of the Emeriti Activities Survey, was unable to attend. Caroline Kane reported that the next Survey will begin in Fall 2020. John will be stepping down as Chair, and CUCEA will have to identify a successor.

Campus Reports:

Campus Reports are posted on the CUCEA website. No oral presentations were given.

New Business:

Caroline Kane reported that the travel program sponsored by CUCRA has recently partnered with three additional travel companies. Fourteen upcoming trips are currently offered. Trips booked by emeriti or retirees result in 10% of the cost going

back to CUCRA. CUCEA indirectly benefits, as CUCRA has been providing a subsidy to the campus hosting the CUCEA/CUCRA meetings.

Caroline then asked for input on the Joint Meeting of October 30, 2019. Bill Parker felt that there were too many representatives from OP, but others appreciated meeting the OP staff with whom we interact. Dan Mitchell was distressed that information about the cost of the medical plans was not revealed until a few days before Open Enrollment. Roger Anderson noted that we have known for some time that the rates would be increasing.

Adjournment:

There being no further business, the meeting was adjourned at 11:10 a.m.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "William J. Ashby", is placed over a light blue rectangular background.

William J. Ashby,
Secretary

1st draft: 11/04/2019
Final approved 4/30/20