

MINUTES OF CUCEA MEETING 26 APRIL 2007 AT UCI

Opening Remarks. After a continental breakfast, Chair Louise Taylor, convening the meeting about 9 a.m., welcomed all (list attached), and explained agenda changes. She introduced UCIEA Chair Ronald Miller, who welcomed us in turn and introduced EVC Michael Gottfredson, who, after doing the same, provided an overview of UCI past, present and future, crediting the campus planners whose vision UCI follows, and acknowledging financial imbalances affecting recruitment and cost recovery.

What Kind of Organizations are CUCEA and the campus Emeriti Associations? (The agenda records that UCIEA Chair Ron Miller requests copies of our constitutions and bylaws not on the web.) See Attachment A, Chronology and Table: Organizational form of CUCEA and Campus Emeriti Organizations, for which Louise Taylor thanked archivist/historian Norah Jones. Continuing last fall's debate, is CUCEA a part of the Academic Senate, to which it was considered an adjunct organization in 1987 and '88? UCBEA wants to define its own status; a lawyer at UCB helped develop questions to that end in part of Attachment A, whose answers campuses should forward a.s.a.p. It keeps its funds separate, has debated applying for 501 or 503 nonprofit status, and has its own bank account, but an advantage of being a support group is liability coverage. At UCI, UCIEA is considered one of the support groups whose funds reside in the UCI Foundation. The UCD center merges EA and RA funds, and comes under the aegis of the provost, to whom it makes infrequent reports. The center can gain access to the UCOP list of retirees. Prior to the establishment of the UCB Retirement Center, UCBEA was originally part of the Academic Senate, and then the Faculty Club. At issue for it was financial independence, and through the center it can learn who the annuitants are, but must keep the information confidential, although the UCOP record doesn't sort by age and is archaic.

Liability became an issue when UCBRA offered trips, said Marion Gade, but could not obtain insurance because it was not a legal organization. Charles Berst stated that while a link to the senate was important, we should operate through the centers, but acknowledged that the insurance question was a sketchy and unresolved one at UCLA, according to Eddie Murphy, for some forty years. Adrian Harris suggested Eddie was the person to resolve the problem, after acknowledging the need for an attorney. Louise Taylor asked campuses to send in any information they might have on these subjects. Marjorie Caserio inquired whether student organizations were in the same situation, and what we could learn from them.

Emeriti Privileges - Are they eroding? A continuation from October 2006 meeting (Attachment B - Table: Campus Responses to April 27, 2006 Request for Information). Chair Taylor pointed out that the questionnaire past chair Dericksen Brinkerhoff circulated re emeriti privileges has not been fully answered by all campuses by way of introducing this item. Charles Hess cited his booklet, *Information for Emeritus Faculty, UC Davis, 2005*, and noted provost support for free parking, library renewals, e-

mail accounts, senate privileges, and department activities. A statement he sent the provost elicited a reaffirmed commitment. Louise added that, at the spring CUCRA meeting at UCLA, acting chancellor Norman Abrams was supportive, and she asked him to raise the issue of campus support in the Council of Chancellors. Robert Blattner stated that at UCLA emeriti do not have free parking, still belong to the Academic Senate, do serve on senate committees, and there is a committee on emeriti and pre-retirement. UCLAEA is well aware that health benefits could be withdrawn. It makes an annual request that the chancellor send a letter to department chairs pointing out what emeriti contribute. Former Chancellor Young of UCLA was very supportive, true also, said Marjorie Caserio, of the chancellor at UCSD. Louise asked that a copy of the UCLA letter be sent to Marjorie for e-mail distribution. UCB, UCD, and UCR do not send such a letter. Jeri Frederick reported that UCI has an ethics committee of emeriti to function in an advisory role. Could CUCEA consider the same? At present the committee is wondering if all TA's are qualified. Emeriti can be ombudsmen for the whole campus; who better to do so, for they are no longer involved, and so don't offer gratuitous advice.

Proposal to Support the Establishment of an Academic Senate Committee on Emeritae/i Affairs with a seat on the Council - Ronald Miller. Julian Feldman presented a sheet proclaiming that retiree health benefits were under pressure, emeriti have no real mechanism, don't have enough representation. An additional point in favor is that everyone retires eventually. CUCEA is neither fish nor fowl, and has no recognized home. Therefore it is time to establish a committee on emeriti affairs. Discussion ensued. At UCD an emeriti representative attends monthly Academic Senate meetings. UCDEA also has a mentorship program focused on low income minority undergraduate and graduate students. An emeritus professor at UCB has a fall class of 1500 but won't continue if the parking fee is raised. Louise Taylor stated that she felt as if she were the lone voice on the UC Faculty Welfare Committee although she did garner support. FW pulled apart Mercer's combining of pension and health issues, but, on the same subject, she can't reveal the contents of the Compensation & Benefits Task Force "pink sheets." Louise added that FW's next chair would be emerita Helen Henry, and Larry Pitts of UCSF was now emeritus. Julian pointed out that Randy Scott did not give the same story to FW, to CUCEA, and to the Task Force. Marion Gade added that retirees are in the same position as emeriti, and Dick Jensen remarked that the retiree association rides on the back of the emeriti.

While Louise Taylor felt we might gain a stronger voice in the Senate Committee on Committees, Charles Hess expressed concern that CUCEA itself should be more active rather than having a separate group. Don't speak with two voices, he urged. Adrian Harris claimed the problem is that we deal with staff, not the bosses, and need to go up. Louise said she would seek chancellor Abram's advice. Ron Miller stated that conflicts existed between the active and the retired, he was concerned with relationships and authority, and stressed that UCIEA approved a UC level committee, not a UCI level committee. The matter was referred to a subcommittee consisting of Marjorie Caserio, Adrian Harris, and Charles Hess.

Campus Awards for Emeriti. Oliver Johnson Award, Edward A. Dickson Professorship Award, Panunzio Awardees for 2006-07 - Charles Berst: CUCEA's Representative on

Selection Committee and Method of Selecting. (See respectively attachments C and D). For the Dickson Professorship, UCBEA proposed that its Executive Committee select the awardee(s). UCDEA is considering asking how other campuses handle the award. It created an awards committee that presented names to the provost. The UCI provost solicited recommendations, and the administration and the business school supplemented the Dickson funds so each awardee received \$25,000. UCLAEA has an awards committee that forwards names. Three were named Dickson Professors, and some deans produced extra funds. UCR, after announcing the professorships as up to \$6000, has raised that amount to up to \$10,000 to conform to the original announcement. Charles Berst reported that the Panunzio Selection Committee made two awards. He explained that the differing criteria for the Panunzio and Dickson awards have created a problem at UCLA, since the eligibility is not the same. If so, posited Louise Taylor, perhaps announcing the Panunzio in the spring and the Dickson in the fall might clarify. Charles then enlightened us on the choice of CUCEA Panunzio representative, a former awardee and UCLA emeritus professor of English Paul Sheats (alternate CUCEA delegate).

Bio-Bib Survey - Charles Berst. Past and Future: 2003-05 Results and 2005-07 Survey Review (Attachment E, distributed at meeting). Charles announced that he included "the whole shmeer" as editor of the survey, as he distributed copies of the 2003-2005 survey. He urged all involved with the biennial survey to start now to achieve a benchmark for a better response than the overall rate of 20%, while praising UCR and UCSC for their outstanding rates. Campus associations need to have a group of emeriti working on the survey, and also to make a case to the administration. Choose three personable emeriti who speak well to deliver to and discuss the survey with the chancellor, and in doing so point out what emeriti do pro bono. Emphasize too that a good retirement program helps attract future professors.

Approval of the October 26, 2006, Minutes - Larry Waldron, CUCEA Secretary (Attachment G). A motion to approve passed unanimously, and Larry, in absentia, was thanked for his services.

Announcement of the next Meeting. Louise Taylor announced that UCD will host the next CUCEA meeting, to be held jointly with CUCRA, October 25, 2007. She hopes to have UCOP participation, and remarked that the UCFW has tried to have a UCOP representative at its meetings.

Discussion/Questions on Officers Written Reports (Attachment F). Chair Taylor congratulated Norah Jones, archivist/historian, on the quality of her reports, as did those present. Norah accepted graciously. Lyman Porter's Treasurer's report, presented in absentia, elicited comment on its increasing balance. Ron Miller and Julian Feldman urged spending to keep the balance under \$25,000 lest we get into difficulty. Louise Taylor said maybe CUCEA should register as a 503, an official non-profit, and the campuses too. In presenting the Information Officer & Web Manager's report, Marjorie Caserio emphasized that the web manager would not always be at UCSD, and moving to another site can be expensive. With regard to other campuses, it looks as if the UCB server will suit best. Don Helinski asked about the suitability of another site at SD, but Marjorie replied that, since

that site had moved to Human Relations & Benefits, she could not access it. [Web address, <http://cucea.ucsd.edu> or enter cucea on net, see 2nd entry.]

Campus Reports (to be distributed prior to meeting with an opportunity for questions and amplifications). Some questioned and/or amplified. Dick Walters complained that working on data bases to obtain information for UCD's centennial has been extremely difficult. Records of all deaths before October of 2005 have been deleted; UCOP would not reveal retirement dates; no record exists of those who took a lump sum at retirement. There is, however, an automated way to reach a deceased's spouse. Marion Gade advised him to make clear that seeking information doesn't mean broadcasting it. Shelley Glazer said retirement centers can access Benefits, can get a list, and can mail information. For UCI, Julian Feldman reported that the association commissioned a study on retirement housing, which recommended going ahead. An advantage is that it offers support for geriatric studies. UCSF also found the availability of retiree information was not easy, but Shelley can help, reported Dorothy Rice.

Stanley Stevens amplified the UCSC report; noting the administration is handling the Dickson award.

Ron Miller inquired about assistants to help a campus association or its chair. Shelley Glazer replied that at Berkeley both the emeriti and the retirees employ work-study students paid by their organizations. Jeri Frederick spoke for some other centers, saying that the UCI and SD centers serve both associations, and that UCLA was the pioneer in this respect. HRB, Human Relations & Benefits, supports UCD. Richard Frank strengthened the case for support by stating that a center is part of the university and is recognized as such by the president's office. Before the lunch break Stanley Stevens asked Chair Taylor when the survey of campus emeriti association organization and liability would be due, and she replied, in one month.

Prior to moving to the next agenda item, Charles Berst asked and noted how many copies of the *UC Emeriti Biobibliographic Survey, 2003-2005* attendees had taken. Chair Taylor announced that UCB Retirement Center Director Shelley Glazer received a MetLife Foundation/Civic Ventures BreakThrough Award, to be announced at the National Press Club in Washington, DC. Shelley explained the award honored her for creating the Retiree Work Opportunities website, linking former staff to temporary or part-time positions. She then acknowledged the deserved applause with becoming humility.

Teleconference (Attachment H, "Questions Posed to UCOP for Teleconference Responses). **Randy Scott, Executive Director, HRB - Policy & Program Design.** Randy Scott discussed the following. **Status of New Health Care Plans and Timetable.** There are no new health care plans; bidding is now going on; decisions should be reached in late August or early September, before the deadline of open enrollment beginning Nov. 1. All solicited have responded; some will cover only pharmaceuticals, for example, known as "carving out." Medicare must be considered; goal is to minimize disruption. Expect three to four years of price increases; are dealing with an 11.9% gross increase; spread increase by pay band; retirees are in band 2; used a one-time deduction drawn from the medical plan

reserve fund, ca. 27 million, which need not be repaid. Price is but one factor; emphasize general availability of access, quality. Asking Mercer to make more accurate and inclusive analyses; separate annuities from health.

Chair Taylor wondered whether an emeritus can participate in looking at the proposed health plans. Julian Feldman asked what the chances were of seeing issues before they were settled. Randy stated HRB was trying to avoid simultaneous release of all information, leading last year to confusion and misinterpretation. His organization will visit the campus HRBs, and meet with all relevant campus branches, although union consultation may not be possible, trying to reduce gaps in understanding. He will give us a schedule and list of coordinators. Shelley Glazer asked for inclusion of retirement centers.

John Fox, Coordinator, Retirement Planning, HRB - Policy & Program Design Carl Klompus, Director, Vendor Management, HRB - Client Relations & Diversity

A goal of the UC contract with FITSCo was financial education through increased awareness of its services. A first step was insertion of a feedback card in the quarterly statements of active UCRP employees. The goal extends to informing retirees of basic information on and understanding of UC plans. FITSCo intends to offer information on income planning and how to make your money last as one of its net benefits. Its advice is unbiased and often doesn't include Fidelity funds. Future questions include where MRDs, minimum required distributions, fit in a program, and how to vet a financial source. Finally we want to deal with eldercare and how it fits, and with long-term care insurance, questions we believe a financial advisor can't deal with. Carl will call retirement centers next week to ask what is needed. Shelley Glazer recommended referring to High Cap. Chair Taylor asked for an evaluation sheet.

UCRS Advisory Board (Attachment I: "Consolidated Assets," "Investment Performance," UCRP Performance Objectives') - **Dick Jensen, CUCRA Chair**. Attachment I reveals that all returns were down over the last three months, which needs to be addressed at the October joint meeting. Regental managed funds are doing so poorly that campus foundations are going it alone with better results. In spite of a cost of living increase of 3.5%, we received a 2% COLA. Adrian Harris stated there are fixed factors and the rate is low because the regents wanted safety.

Joint CUCEA/CUCRA Benefits Committee, JBC, Report (Attachment K: Report from JBC Chair...3.22.07, Report from the Chair of JBC...10.26.06, the GASB mandate) - **Adrian Harris, Chair** The report emphasized long-term fixes. He will take questions to UCRP, as he got information late, read letter of high dudgeon he did not send. Chair Taylor, "I appreciate all your work on our behalf, Adrian."

Communications:

Report from CUCRA meeting in March - Dick Jensen. CUCRA has spent more time on communicating, as, once retired, your UC link is with UCOP, and infelicities abound. How

can we help to make us more effective annuitants? One way is good representation in what he terms *New Dementia*. ***New Dimensions* - Editor Anne Wolf. Future articles and directions; Retirees who move away from their home campus** (Attachment K - At Your Service Contacts: Emeriti/Retiree Associations and Centers). Anne has now edited three issues of *New Dimensions*, which she was told to make "more interesting." She learned she does not reach all who have retired; UCOP drops you if you cash out, but she wants to learn how to reach them. She has other jobs as a UCOP writer, edits the UC "At Your Service" website, and is eager for your responses. She inserted an invitation to retirees who relocated in the July '07 *New Dimensions* to join an association near them (the idea of Ron Miller). Anne started a series profiling retired UC people, and needs to hear not only of more such, but also of issues to include.

For Information -Establishment of an Executive Committee to Retain Institutional Memory (Attachment L). **Louise Taylor**. Chair Taylor has circulated the questionnaire once more, seeking information, and sees a learning curve improvement. She will convene a group before the next meeting.

Report of the Nominating Committee and Vote to be Taken (Attachment M - Nominating Committee Report). **Louise Taylor**. The new slate was elected unanimously. Chair Taylor thanked the past chairs, Marjorie Caserio, Norah Jones, and others for their help. She then installed the new chair by handing Charles Berst the ceremonial gavel and its mounting panel inscribed with the names of all past chairs. As she announced proudly that we finished at 2:45 p.m., 15 minutes early, and adjourned the CUCEA session, Charles surmounted the hubbub and called for recognition of her achievement, applause for which provided a rousing finale.

CUCEA ATTENDEES 26 APRIL 2007

Charles Berst	UCLA	chair-elect
Robert Blattner	UCLA	Rep.
Marjorie Caserio	UCSD	Info. Officer/website Mgr.
Dericksen Brinkerhoff	UCR	past chair
Julian Feldman	UCI	guest
Richard Frank	UCI	Sec., UCIEA
Jeri Frederick	UCI	Dir., UCI RRC
Marian Gade	UCB	chair-elect, CUCRA
Shelley Glazer	UCB	Dir., UCB RC
Barbara Hamkalo	UCI	VC, UCIEA
Adrian Harris	UCLA	Jt. Bfts. Comm.

Don Helinski	UCSD	Rep.
Charles Hess	UCD	guest
Ronald Jevning	UCI	Rep.
Dick Jensen	UCSB	chair, CUCRA
Norah Jones	UCLA	archivist/historian
Ronald Miller	UCI	chair, UCIEA
Eddie Murphy	UCLA	Dir., UCLA ERRC
Robert Newsom	UCI	guest
Dorothy Rice	UCSF	Rep.
Stanley Stevens	UCSC	Rep.
Louise Taylor	UCB	chair
Jerome Tobis	UCI	guest
Dick Walters	UCD	Rep.
Anne Wolf	UCOP	guest