

CUCEA

Council of University of California
Emeriti Associations

NEWSLETTER

APRIL 2011

Letter From The Chair

Ernest Newbrun, UC San Francisco

Welcome to the 2011 issue of the CUCEA newsletter. While this is not the first newsletter from CUCEA (the Council of the University of California Emeriti Associations) it is certainly long overdue since the previous issue was apparently in 1999. You will find herein a brief account of the history and purpose of the organization as well as a description of the many ways in which our emeriti colleagues serve the University of California in their retirement years. I hope you will find the information of interest and take pride, as I do, in our emeriti - so many of whom remain active and connected with their campuses, colleagues and academic disciplines.

Some may know that I served CUCEA as Chair Elect for only 3 months before becoming the CUCEA Chair following the sad circumstance of Chair Colin Bloor's unexpected death in early September. Although the learning curve for me was steep and rapid, I now look forward to serving as Chair through 2012.

The Chair is the *ex officio* CUCEA representative on several key University committees dealing with retirement and health benefits. They include the University Committee on Faculty Welfare (UCFW) and the University of California Retirement System Advisory Board (UCRS). The subjects discussed by these groups are of central importance to all active and retired UC employees, and it is fair to say that a major part of the Chair's time is devoted to the issues before these groups. Most of my time since

September has been taken up with the issues of post-employment benefits (PEB) and restarting employee and employer contributions to the retirement system. Although this issue does not effect emeriti pensions directly, the fiscal stability of the UCRS is certainly one that concerns us all.

Other concerns include specific details about the minimum required distribution (MRD) from IRA accounts, and concerns over the reduction by the University of its share of the costs of health benefits. Since we all pay for these increasing health care costs out of our after-tax dollars, and

since the COLA does not fully keep up with the cost of living, the result is a steady erosion of our retirement income.

All emeriti must be concerned about the expected cut in state funding for the University of California by \$500 million dollars even if the tax extensions are approved by a referendum in June 2011. The



administration's contingency plans to deal with diminishing resources are draconian. Since fee increases are limited and UC cannot significantly reduce the number of enrolled students, probably fewer faculty will have to teach the same number of

students, more lecturers will be hired, and there is a pilot project for on-line teaching. Severe cuts in travel support are anticipated; some campuses have cut off hot water in bathrooms; library closings and/or consolidation are under consideration. Even more important is faculty recruitment and retention. Claims that there is no recruitment problem are a dishonest misrepresentation. In actual fact many candidates at interview reject the financial offers made by UC campuses so that no actual employment offer is made, even though the person may be the best candidate. The reality is that we hire quality faculty, but not the best available. In the long run this will influence how “good” UC is, and we may no longer be the “best” public university. This is a common concern on the campuses; we are no longer the elite university that we were, the best in the world. UC’s premier reputation may be the last to go, by which time it will be too late.

A further concern, at least on several campuses, is declining membership in the campus emeriti associations, and how to better publicize the role of emeriti in the university community. CUCEA can help in this regard. The fall and spring meetings of CUCEA give the Council members and me the opportunity to share ongoing issues with the emeriti membership. We also hope to reach a wider audience through the CUCEA website (<http://www.cucea.ucsd.edu>) and by way of communications such as this newsletter. But it is also important that our emeriti express their concerns and communicate them to their campus associations and to CUCEA. Please let us hear from you. And thank you for reading this letter.

The explosive growth of the University of California began in the 1960’s with the opening of new campuses and the expansion of existing campuses as prescribed in the California Master Plan for Higher Education. The faculty tripled in size and, by the 1980’s, a substantial number of faculty were ready for retirement. Their interests became an issue. Through the persistent efforts of dedicated emeriti (most notably Meridian Ball and Claude Fawcett at UCLA) and with Academic Senate endorsement, the need to represent emeriti interests campuswide and systemwide was eventually heard.

UCLA was the first campus to form an emeriti association (1967) and the first to form an emeriti center (1969).



*Rolfe Hall.
Home of
UCLA
Emeriti/Reti
ree Relations*

Gradually, and with the tireless advocacy of Meridian Ball, emeriti organizations were formed at other campuses. By 1985, three campus

emeriti associations were well established, two more were in the process of being formed and three had informal emeriti chapters. Claude Fawcett (LA) argued persuasively for a

university-wide voice for emeriti through a “federation” of campus emeriti associations. His efforts, and the supporting actions by the Academic Council, eventually led to the establishment of CUCEA which held its inaugural meeting in Berkeley on October 29 1987. The purpose of the federation, as stated by Claude Fawcett, was to: (1) represent the entire emeriti constituency, (2) create effective communication with the entire emeriti constituency, (3) provide for compassionate services, and (4) make available a pool of emeriti talent for the benefit of emeriti affairs and the university.

A milestone in gaining university support for emeriti rights and privileges can be traced to the Musgrave Report (1986), often referred to as the

CUCEA - A Historical Perspective

Webster describes retirement as withdrawal from one’s occupation or active working life. This is not a fit description of emeriti, many of whom choose to stay connected with the university throughout their retirement years. And the remarkable thing is that the university makes it possible for them to do so. History tells us how and why.

“Magna Carta” of emeriti faculty. This was a report from the emeriti welfare subcommittee of the University Committee on Faculty Welfare (UCFW). Claude Fawcett was a member of the subcommittee - Peggy Musgrave (SC) was the Chair.

In summary, the report acknowledged that emeriti interests were *not* uniformly and adequately represented on all campuses. To remedy this, it called for representation of emeriti interests on *all* campuses, and creation of a university-wide emeriti association affiliated with the campus emeriti organizations. It called for the establishment of campus emeriti centers, improved benefits counseling, and provision of space and services to support professional activities after retirement.

The recommendations were aimed at three levels of university governance, the President of the University, the Academic Senate, and the campus administrations. While Presidential support was seen as crucial, a statement of policy for long-term campus commitments to emeriti, although requested, never materialized. Presidents Gardner and Peltason may have endorsed the concept of emeriti welfare, but left its implementation as a campus option.

With the passage of time, the recommendations in the 1986 Musgrave report remain cogent, and many have been implemented. Every campus except Merced has an established emeriti association, and the wished-for “federation” is now the consortium of associations we know as CUCEA. Campus emeriti centers evolved more slowly, probably because they required the commitment of permanent funds, staff and space by the home campus. Today, Los Angeles, Berkeley, San Diego, Davis, and Irvine have campus-supported emeriti/retirement centers that serve the interests of both emeriti and retirees. Also, there are campus retirement associations and a consortium (CUCRA) that represent all UC retirement communities.

CUCEA's Role

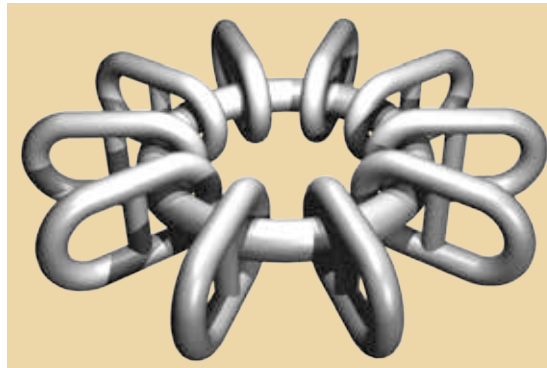
Just as Fawcett envisioned, CUCEA acts university-wide on behalf of the welfare and status of UC

emeriti. It presses for the protection, improvement and extension of a broad spectrum of benefits, such as good and affordable health care options, appropriate cost-of-living adjustments and academic privileges.

CUCEA has also spearheaded some valuable initiatives of lasting value, and plays an important advisory role in current budgetary, health and retirement matters. These are highlighted in greater detail in this newsletter. They include the Health Care Facilitator program (see p.6), the Biennial Bio-bibliographic Survey (see p.9), and representation on major UC committees and task forces (see Chair Hess's article p4). The campus emeriti and retirement associations also have an exemplary record of contributions to campus and university communities through mentoring, awards and scholarship programs.

A Word of Caution

It is over forty years since UCLA formed the first emeriti association, challenging the prevalent attitude that emeriti had no rights or continuing value to the university. A lot has been accomplished in that time. Emeriti who might be reading this were probably newly minted faculty (or preparing to be) at the time the first association was formed. The question on all our minds is whether the next forty years will be as productive as the last. There are disconcerting signs that this may not be so. The university's perilous budget problems will likely have a negative impact for some time. It is dubious whether faculty can or will continue their connection with UC in their retirement years. Some campuses report that new emeriti are not joining the emeriti associations in the numbers expected from past experience. Whatever the reasons, it is a disturbing trend. As emeriti, we need to be more positive about the wealth of talent and good will that emeriti have shown thus far, and how beneficial that has been to the university. There is no greater need to support the university than in this period of eroding budgets for public higher education. To this end, UC Emeriti should be recognized as a resource ready to be utilized.



Observations of a CUCEA Chair 2008-2010

Charley Hess, UC Davis

The period of 2008-10 was an eventful time in the history of the University of California. A new president was appointed. The economy and stock market tanked causing stress on the University's retirement system. Then the unions pressed for a larger role in the management of the retirement system, and there was a movement to outsource the University's Human Resources customer service center. All of these events directly impacted the CUCEA chair because, besides managing the activities of CUCEA, the chair represents UC emeriti in the Office of the President (OP) by serving on the University of California Retirement System (UCRS) Advisory Board, the Academic Senate's University Committee on Faculty Welfare (UCFW), and in this time period, the Post-Employment Benefits Task Force.

The first challenge after taking office on July 1, 2008 was a proposal to outsource the customer service component of UCOP's Human Resources. The rationale was that customer service did not have state-of-the-art software and computer hardware and that it would be cost effective to have the work done by a private firm that specialized in this area. Although a final decision to outsource had not been made, potential vendors to do the work had submitted proposals and were selected for interviews. As Chair of CUCEA, I was asked to participate in the interviews. Marian Gade, Chair of CUCRA, was also invited to participate. Neither Marian nor I were impressed with the idea that retirees would be better served by a private firm with no university affiliation and no familiarity with university culture. We were also skeptical that outsourcing would be cost effective. Fortunately, the University Committee on Faculty Welfare provided a forum in which the concerns



could be discussed. The UCFW did not support outsourcing and recommended that alternative approaches be explored.

The outsourcing consideration started before Mark Yudof was appointed President, but he had to make the decision. Mary Croughan, Chair of the Academic Council, developed an excellent relationship with President Yudof and stressed the importance of shared governance as a key component of UC management. She conveyed the concerns of retirees and the UCFW about the outsourcing proposal. After several months, the President made the decision not to outsource, but rather to invest in upgrading in-house capability of the service center. This decision led to the development of the Retirement Service Center whose evolution was described by Joe Lewis at recent CUCEA/CUCRA meetings.

The next major challenge was an attempt by former Senator Leland Yee to amend the California constitution to restructure the UCRS Advisory Board to provide greater union representation.

Campus Emeriti Association Presidents were invited to share the information with their members and if they had concerns to individually contact their state representatives about the proposed amendment. However, the amendment was *not* brought to a vote in either the Assembly or the Senate. The American Federation of State, County, and Municipal Employees (AFSCME) then submitted the proposed amendment to the California Attorney General to place it on the June, 2010 ballot as an initiative. In the meantime the University offered to modify the structure of the UCRS Advisory Board and increase union representation. The proposed new Board would also have the chairs of CUCEA and CUCRA as full members. However, the unions did not accept the proposed changes and for some reason did not submit the required number of signatures by the deadline to qualify the proposed constitutional amendment as an initiative on the June 2010 ballot. Interest in modifying the structure of the UCRS Advisory Board appeared to

diminish following the appointment of the Post-Employment Benefits Task Force.

President Yudof established the Task Force in March 2009 and the chairs of CUCEA and CUCRA were appointed as members along with members of the Office of the President, campus administrators, the chair and vice chair of the University Academic Senate, and staff members. Marian Gade was asked to serve on the Pension Work Team and I was asked to serve on the Retiree Health Work Team. When Larry Pitts was appointed interim University Provost, I replaced him as leader for the Retiree Health Work Team and in that role also served as a member of the Steering Committee. The Steering Committee reviewed the recommendations of the Work Teams, including the Finance Work Team, and decided what recommendations should be forwarded to President Yudof. Over the next eighteen months the PEB Task Force consulted widely and evaluated the complex financial and workforce issues that could be affected by changes in the University's pension and health care systems. There was extensive consultation and input from the Academic Senate, particularly two subcommittees of UCFW, the Task Force on Investment and Retirement and the Health Care Task Force. In addition to many hours of meetings in the Office of the President, Marian and I participated in the two rounds of "Campus Forums" at which the members of the Task Force and staff presented the need for changes in the pension and retiree health programs, and in the second round, the options being considered that would be economically sustainable and still retain the ability of the University to recruit and keep the best faculty and staff. Although everyone will not agree, I believe that the process used by the Task Force, including the negotiations by the Academic Senate leadership with President Yudof following his receipt of the Task Force recommendations, was an excellent example of shared governance that has helped make the University of California one of the best public universities in the nation. Duane Duckett,

I believe that the process used by the task force ... was an excellent example of shared governance that has helped make the University of California one of the best public universities in the nation.

Randy Scott, and Gary Schlimgen from UCOP Human Relations played key roles in the Task Force and kept the Emeriti and Retiree Associations informed about the issues under consideration and

provided the opportunity to hear directly from the members at our joint meetings. The Task Force was a major effort but it was very rewarding to play a role in seeking a course of action to address a major challenge facing the University.

During this two-year period, I attempted to keep CUCEA members aware of issues that might impact emeriti and retirees by periodically sending out "Hess Notes" (see <http://cucea.ucsd.edu/reports/>

[other-reports.shtml](http://cucea.ucsd.edu/reports/other-reports.shtml)). We also proposed a change in the by-laws to establish an Executive Committee to be able to involve the officers of CUCEA in responses or decisions that have to be made quickly. The proposal was approved by the CUCEA membership at the October 30, 2008 meeting at UCSC. The experience of working closely with Marian Gade, Chair of CUCRA, on outsourcing, PEB, and other issues which affected all retirees, led us to propose having joint CUCEA/CUCRA meetings semiannually rather than just once a year.

Based upon the experience of planning and participating in these semi-annual meetings, I want to extend my appreciation to the Center Directors and the campuses that have established Retiree Centers. The meeting arrangements are much easier if there is a Retiree Center on campus and staff to help coordinate the activities of the Associations and make many of the arrangements. I know it is also a great help to the campus Association Presidents as well. Finally, I would like to express my deep appreciation to the CUCEA officers who served in 2008-10. They have been very responsive, dedicated, and a joy with whom to work.

The Health Care Facilitator Program

The concept of creating patient-advocates on each campus originated with CUCEA. The initial objective was to create a program to help retired staff and faculty resolve problems using their university-provided health plans – problems with getting information, needed services, resolving billing disputes and other issues regarding UC health plans. A proposal for a Health Care Facilitator (HCF) program was submitted to UCFW, which supported it, as did the Academic Council. Subsequently it was approved by the Office of the President (1998) with the needed amendment that the program would serve both active and retired staff and faculty. In September 1999, a pilot program was launched on two campuses, Berkeley and Irvine, to test the need for and the structure of the program.

At the time, no one could be sure whether the program would be well received or successful. So the pilot program was carefully designed to provide the oversight, consultation, and data tracking necessary to assess the results reliably. CUCEA played a key role in the planning stage, mainly through the efforts of Sheldon Messenger (UC Berkeley) who has deservedly been named a primary architect of the Health Care Facilitator Program. The pilot program was extended through 2001 and the review of this two-year pilot experience concluded that, at both locations, the program exceeded expectations in meeting its objectives. The positive results and enthusiasm with which the program was received led the Office of the President to formerly approve continuation of the programs at Berkeley and Irvine and to establish HFC programs at every campus, including OP and LBNL. This is now a reality.

Navigating health care issues continues to be a constantly changing challenge for both active and retired UC personnel and continues to justify the program's existence. While OP provides the funds for staff support, each campus provides staff supervision, space and facilities, usually through the campus benefits office. The HFC website contains the contact details for each campus. *It is well to be reminded that the HCF has proven to be a*

valuable resource, especially for retirees. Use it lest we lose it



Emeritus means different things to different people. When a famous chemistry professor retired at UCB, an old acquaintance greeted him by saying. "I hear they made you emeritus! What an honor. – they should have done it years ago." *John Craig CUCEA Chair 2004-2005*

AWARDS

Constantine Panunzio Distinguished Emeriti Award

CONSTANTINE PANUNZIO (1884 -1964) was a professor of sociology at UCLA from 1931 until his retirement in 1952. The award that bears his name was created to honor outstanding scholarly work or educational service performed post-retirement by a University of California emeritus or emerita in the humanities or social sciences. The Office of the Graduate Dean at UCLA administers the bequest, which allows for a \$5000 cash award, annually.

Professor Panunzio is also considered to be the "architect" of the UC retirement system. Apparently, the Board of Regents established the present pension system after they received a six-page memorandum from Professor Panunzio on emeriti needs. During the last dozen years of his

life, Dr. Panunzio was instrumental in bringing about a substantial increase in the stipends of UC colleagues already retired, in improving the UC retirement system, and in launching a nationwide emeriti census in 1954 to discover the situation for retirees at other institutions throughout the United State.

The recipients of the 2010 Panunzio Distinguished Emeriti Award are **Harry Berger Jr.**, Professor Emeritus of Literature at UC Santa Cruz, and **Arend Lijphart**, Professor Emeritus of Political Science at UC San Diego. Details of their accomplishments and a complete listing of Panunzio winners since the first award in 1983 are posted on the CUCEA website <http://cucea.ucsd.edu/awards>.



Harry Berger Jr (SC)

Edward A. Dickson Emeriti Professorship Awards

The man behind the Dickson Emeriti

Professorship passed away 55 years ago. Edward Augustus Dickson, political editor of the *Los Angeles Express*, was a University of California regent who in 1917 helped to establish the system's first southern outpost, known today as UCLA. Dickson, who graduated from Berkeley in 1901, was appointed a regent in 1913, at the age of 33. He had the longest regental tenure, serving for 43 years

until his death in 1956. His regental service deserves an award in itself. Instead, in 1955, Dickson left a sum of money to the UC system, proceeds from the investment of which he intended be used to recognize the importance of sustained post-retirement service to the university. He stipulated that the funds be used to support special annual professorships for faculty on the basis of service, research, and teaching. Dickson's gift remained in a central fund held by the UC Office of the President until 2003, when it was divided among the campuses to fund the award up to \$10,000 per campus (Merced being an exception for the time being). The professorships make it possible for the university to retain the valuable services of highly accomplished, retired faculty for the benefit of its students. The campus emeriti associations work closely with the campus administrations in managing the Dickson awards.

Campus Emeriti Awards

Campus Emeriti Associations recognize outstanding emeriti with their own special awards, whether for scholarship, distinguished service, teaching, or mentoring.



Arend Lijphart (SD)

2010-11 Edward A. Dickson Emeriti Professorship Awards

Berkeley: Hubert Dreyfus, Philosophy

Davis: Robert Derlet, Emergency Medicine; Charles Goldman, Limnology; Karen M. Reiser, UC Davis Health System; Robbin Thorp, Entomology

Irvine: Robert Folkenflik, English Literature; Ellen Greenberger, Psychology and Social Behavior

Los Angeles: Malcolm Cole, Music; H. A. Kelly, English; Andrzej Korbonski, Political Science; and Gary Nash, History

San Francisco: Dilworth Cannon, Orthopaedic Surgery; Nancy Bly, Physical Therapist; Ernest Newbrun, School of Dentistry; Edward Sickles, Radiology

Santa Cruz: George Brown, Physics; Donald Wiberg, Electrical Engineering

2010 Campus Emeriti Awards

Davis: Charles E. Hess, Distinguished Emeriti Award

Los Angeles: Herbert Kaesz, Chemistry, Emeritus of the Year Award
Dorothea Frederking and Sharon Belkin, Distinguished Service Awards

Santa Cruz: Brewster Smith, Social Psychology, Distinguished Social Science Emeriti Award for his work in the relationship of personality to political views

Riverside: Henry Snyder, History, former Director of the Center for Bibliographical Studies and Research, Order of the British Empire, National Humanities Medalist, and the Outstanding Emeritus of the Year at UC Riverside, 2010

Besides continuation of research and teaching, "emeritus" often means that faculty remain active in the Academic Senate and its committees. This provides UC with a continuity of leadership and know-how not common in private or corporate retirement. *John Craig UCSF CUCEA Chair 2004-2005*

An unexpected bonus as CUCEA Chair was the friendship created with like-minded people, all concerned with the welfare of the University, now so sorely needed in 2011. *Dericksen Brinkerhoff, UCR, CUCEA Chair 2005-2006*

The Biennial Bio-bibliographic Emeriti Surveys

or

What Do Faculty Do When They Retire?

Before time dims the source of the biobib surveys, we reserve a few words here to reflect on their origin and purpose. Through the dedicated efforts of Moses Greenfield (UCLA) and Charles Berst (UCLA) the first survey of the extent of post-retirement service of UC faculty to the University, the community and academic disciplines was made in the late 1990's. The initial survey revealed an impressive level of pro bono service besides teaching and consulting. The project has now become a biennial bio-bibliographic survey of the continuing contributions by emeriti across all campuses. The extent of emeriti activity is remarkable and is captured and enlivened in the summary reports by Charles Berst, the biobib survey editor. Please read and enjoy the humorous spin he casts on faculty in retirement without diminishing the serious purpose of the surveys, which is to document that emeriti are a university resource and not a resource drain. Newsletter Editor

Emeriti Survey's Light Counters **B**enefits Task Force Gloom

Charles Berst, Survey Editor

Since the 1990s CUCEA's biennial biobib surveys have repeatedly shown how remarkably many "retired" UC faculty contribute to the University's prestige, welfare and missions through their continuing devotion to research, teaching, and professional and public service.

None of these surveys, however, have been more important and timely than the one for 2007-2009, whose results appeared last spring.

Fortunately, this occurred just as the large Post-Retirement Benefits Task Force appointed by President Mark Yudof was drafting a report to aid him in advising the Regents on steps to resolve the University's increasingly underfunded benefit obligations.

For fifteen months that broadly representative thirty-two member body had consulted

administrators, faculty, staff, and students throughout the University, as well as four national advisory firms.

Finally, in May the task force moved toward converting those sessions of explaining, discussing, absorbing, weighing, and filtering scores of



priorities, biases, ambiguities, ambivalences and vagaries into options and recommendations. Under such complex circumstances, a skeptical minority demur to the report, that finally surfaced in July, could well be considered complementary in not being complimentary.

From the start, President Yudof had forwarded both

a helpful context and a problem. On one hand he designated that UC should provide "competitive benefit programs to aid in recruiting and retaining

the highest quality faculty and staff,” and should sustain its “commitments to its current and future retirees”—positions strongly supported by a poll of faculty and staff—while on the other hand he found the programs’ future funding unsustainable.

Thus the task force confronted a challenge of short-changing an ideal without changing it, a project desperately calling for ingenuity in doctoring details, tactical trimming, wise wile, and weirdly winsome damage control. The highest quality at the lowest possible price. Legerdemain economics short on the oxygen of good news.

Little wonder, then, at the relief and pleasure of fresh air when, in the midst of this mind-numbing mulling, CUCEA chair Charley Hess, a task force steering committee member, distributed CUCEA’s *2007-2009 Emeriti Biobibliographic Survey Report*.

Sudden sunlight through the ghastly gloom! And through chance or clairvoyance, the survey’s introduction anticipated the surprise:

Often overlooked in the multiplicity of UC’s vital culture is the work of hundreds of productive emeriti, an immense assortment of leaders in their fields who instinctively redefine “retirement.” As these persist in their research, teaching, advising, and professional services, they amount to a large, experienced, and prestigious workforce.

Still, higher education usually attends more to the cost of emeriti benefits than to what emeriti do. And since most schools have many ponds full of other fish to fry, why should they mix their missions (or metaphors) to meddle or muddle with odd old ducks?

This survey illustrates why:

(1) Because in an inspiring contrast to common assumptions about retirement, the survey’s 1,219 academically active respondents forcefully reveal what a lively resource emeriti can be.

(2) As the reputation of major universities primarily relates to the quality of their faculty, survey data illustrate emeriti as veterans in mixing UC’s educational values with their prestige.

(3) Especially heartening in these dire budgetary days, most emeriti research, teaching, and service cited in the survey were (and are) *pro bono*, in effect a bonus and great bargain for the University.

(4) The survey shows how durable this bonus and bargain can be. As world-class scholars (hardly the sort to stop thinking and sharing when they turn 65), most UC emeriti are quintessentially obsessive, making them a remarkable investment: a blue chip asset likely to pay generous dividends to students, UC, the state, and the country for many years.

(5) Moreover, the number of those years, with all their productivity, is *increasing*. Beyond the 65-year lifespan assumed by Social Security in 1935, modern healthcare has already given emeriti, on average, nearly 20 additional years to flourish—virtually half of an extra career.

The survey’s introduction then girds these points by citing all sorts of examples and data, starting with these:

At UCLA this vitality and value emerged in sixteen emeriti vying for a 2008 Dickson Award honoring post-retirement scholarship, teaching, and service. The bulk of their retirement dossiers bulged file folders beyond all modesty. The least among them had published a distinguished book. Daunted, and after agonizing over the superfluity of merit, judges finally split the award five ways. Not represented: an anthropologist whose “best book” was published in his 92nd year.

Much of this continuing academic immersion was not anticipated by a Berkeley emeritus who jotted, “At last I’m beginning to ‘get’ retirement”—i.e., to receive, to grasp, to understand it, all in one, which for most survey respondents meant being “just as busy” or “busier than before retirement.” For them the future is now, and they’re a vigorous part of it in the following ways:

Out of 3,690 emeriti surveyed, 1,219, or 33%, with a median age of about 76, responded. Of these, 351 contributed funds to the University via extramural grants which supported 1,372

staff, including 749 research assistants and 279 post-doctoral fellows, besides providing liberal sums for University overhead. While many others funded research personally, examples of teaching and research funded by grants included a new \$1 million chair in Environmental Chemistry assumed by a UC Davis emeritus, and a Berkeley emerita's \$2.3 million from the NIH.

Research and professional enterprises during the biennium were prolific. As if they were aspiring to glorious tenure in some Great Beyond, emeriti published 446 books, 3,737 articles, 741 book chapters, 579 book reviews, delivered 3,340 professional lectures or papers, and reported 1,023 scholarly projects in progress—all when they were not distracted by work on 1,188 abstracts, 425 professional reports, 852 consulting reports, and 105 technological projects, or weren't pursuing Aesthetics or Truth in producing 138 films or videos, 752 literary works, 4 music or theater works, 449 performances, or 413 art works for 83 exhibitions.

Aha! What striking fertility in just two years, and as these data are followed by an abundance of others signaling much mentoring as well as extensive university, professional, and public service by many emeriti, it becomes clear that, for UC, emeriti benefits are often reciprocal—benefits as much from them as to them.

In such congenial lights the survey's account of emeriti activities gave the task force's somber report to President Yudof and the Regents this spirited climax, fittingly economic and economically economic, given these tough times:

Retirees – a Vital Part of the University Community

The relationship to UC as both a member and contributor continues into retirement, with many emeriti and retirees providing valuable service to the University, much of it voluntary. The Council of UC Emeriti Association report, "UC Emeriti Bibliographic Survey 2007-2009," provides ample evidence of this. They surveyed over 3,600 emeriti and 33% with a median age of about 76 responded. Of these, more than

350 contributed funds to the University through extramural grants supporting over 1,350 staff as well as providing liberal sums for University overhead. Over half of the survey's respondents taught, as well as teaching and advising graduate and undergraduate students at various University campuses. Emeriti frequently serve on many committees throughout the University and are a strong part of fund-raising entities. Additional data on the contributions of Emeriti can be found in Appendix G, "UC Emeriti Bibliographic Survey 2007-2009".

All of this may be why emeriti beat life-span averages: Where's the time to R.I.P.?

(For anyone who has time, the full survey report is also on CUCEA's website <http://www.cucea.ucsd.edu>)



My experience as CUCEA Chair was enlightening and enjoyable. I learned so much more about the University. *Louise Taylor, UCB, CUCEA Chair 2006-2007*

Data of Interest

The 2009-2010 UCRS Annual Financial Report gives the number of retired faculty members as 4,947. The report does not distinguish between senate and non-senate faculty.

The number of *active* faculty is listed as 22,926. This means that for every retired faculty member, there are 4.6 *active* faculty. In percentage terms, retired faculty amount to 22% of *active* faculty.

The report gives the number of retired staff (management, professional and support) as 40,164 and the number of *active* staff as 91,992. Therefore, for every retired staff member there are 2.35 *active* staff members. Retired staff are 43% of the active staff,

The *total* number of *active* UC employees (faculty and staff) is 114,928 and the *total* number of retirees (faculty and staff) is 45,111, which means that for every UC retiree there are 2.55 active employees.

<http://www.universityofcalifornia.edu/regents/remeet/nov10/f1attach2.pdf>

On The Lighter Side

(Courtesy of the UCSD Emeriti Association Newsletter, February 2011)

An elderly lady decided to give herself a big treat for a significant birthday by staying overnight in one of London’s hotels. When she checked out the next morning, the desk clerk handed her a bill for £250. She demanded to know why the charge was so high. “It’s a nice hotel,” she said, “but the rooms certainly aren’t worth £250 for just an overnight stop without even breakfast.”

When the clerk told her that £250 is the “standard rate,” she insisted on speaking to the Manager. The Manager appeared and, forewarned by the desk clerk, announced: “The hotel has an Olympic-sized pool and a huge conference center which are available for use.”

“But I didn’t use them,” she said.

“Well, they are here and you could have,” explained the Manager. He went on to explain that she could also have seen one of the in-hotel shows for which the hotel is famous. “We have the best entertainers from Edinburgh, Glasgow, and Aberdeen performing here,” he said.

“But I didn’t go to any of those shows,” she said.

“Well, we have them, and you could have,” the Manager replied.

No matter what the amenity the Manager mentioned, she replied, “But I didn’t use it!”

The Manager was unmoved, so she decided to pay, wrote a check and gave it to him.

The Manager was surprised when he looked at the check. “But madam,” he protested, “this check is only made out for £50 – not £250.”

“That’s correct,” the lady replied, “I charged you £200 for sleeping with me.”

“But I didn’t!” exclaimed the very surprised Manager.

“Well, too bad,” said the lady, “I was here, and you could have.”

CUCEA Officers 2010-11

Ernest Newbrun (SF)	Chair (2010-12)
Douglas Morgan (SB)	Chair Elect (2010-12)
Charles Hess (D)	Past Chair (2008-10)
Charles Berst (LA)	Past Chair (2007-8) and Honorary Member
Louise Taylor (B)	Past Chair (2006-7) and Information Officer
Lyman W. Porter (I)	Treasurer
Marjorie Caserio (SD)	Web Manager
Richard Walters (D)	Secretary
John Craig (SF)	Historian
Ralph Johnson (LA)	Archivist
Adrian Harris (LA)	Joint Benefits Committee

Newsletter Editor

Marjorie Caserio