

COUNCIL OF UNIVERSITY OF CALIFORNIA EMERITI ASSOCIATIONS (CUCEA)

Hybrid Meeting Minutes **DRAFT**

April 30, 2026

Hosted by UCLA

ATTENDEES:

CUCEA Officers: Joel Dimsdale (SD), Chair; Amy Block Joy (B), Chair-Elect; Jo Anne Boorkman (D), Immediate Past Chair; Mary Gauvain (R), Secretary; William Parker (I), Treasurer; George Miller (I), Information Officer; Jim Chalfant (D), Web Master

Emeriti Association (EA) Presidents, Vice Presidents, and Committee Representatives: Fiona Doyle (B), Caroline Kane (B), G. Steve Martin (B), Linda Bisson (D), Craig Behrens (I), David Brownstone (I), Ken Chew (I), Jessica Utts (I), Steve Cederbaum (LA), Robin Garrell (LA), Julie Kwan (LA), Dan Mitchell (LA), Jose Wudka (R), Christine Hunefeldt (SD), Richard Madsen (SD), Barbara Parker (SD), Susan Janson (SF), Denise Bielby (SB), John Gilbert (SB), Muriel Zimmerman (SB), Judith Habicht Mauche (SC), Eli Silver (SC)

Other Attendees: Adrian Harris (LA), Shane White (LA)

Emeriti Association and Retiree Center Directors: Emil Nguyen (I), Ayesha Dixon (LA), Cristina Otegui (R), Mary Garcia (SF), Ellen Pasternak (SB)

Office of the President. Kevin Kennedy, Radhika Mellin

8:30 Greeting and Introductions: Joel Dimsdale, Chair

The Chair called the meeting to order. He said this is his last meeting as Chair and the gavel will be transferred to the Chair-Elect, Amy Block Joy, at the close of the meeting. Attendees introduced themselves and the Chair gave an overview of the agenda and said the meeting was being recorded.

8:45 OFFICERS' REPORTS

Chair - Joel Dimsdale

Joel thanked several individuals for their contributions to CUCEA:
 Barbara Parker for serving on the RFP to select the next Medicare Advantage plan;
 Amy Block Joy, John Gilbert, and Jose Wudka for serving on the RASC Security Committee;
 Jo Anne Boorkman and Jim Chalfant for their work on the CUCEA archives;
 Hyun Swanson for coordinating the Legacy Planning webinar series;
 Jim Chalfant and Susan Lessick for reviewing RASC's draft webinars on Legacy Planning;
 John Gilbert for serving on the Committee to promote IT support for emeriti;
 Cheryl Lloyd for her concern for emeriti issues.

Joel described highlights of his time as Chair. He worked closely with the Academic Senate (AS), was a member on several AS committees, and organized a fall retreat for EA Presidents to discuss issues of campus concern for which CUCEA could assist. He hopes these retreats will continue. He asked if anyone wants to help with CUCEA activities to contact him or Amy.

Joel asked Radhika Mellin (OP) to talk about The Confident Retiree Legacy Planning webinars at RASC. The series has 3 parts; Parts 1 and 2 were launched in 2025 and had over 1000 attendees. Part 3 will be launched soon. The series is currently unavailable because it is being updated to comply with the Web Content Accessibility Guidelines 2.1 AA standard. She hopes they will be available this summer, though exactly when has yet to be determined.

Chair-Elect - Amy Block Joy

Amy reported that the CUCEA nominating committee, which included Joel, Amy, and Jo Anne, created the following slate of officers for the Board for the July 1, 2026 to June 30, 2028 term.

Chair: Amy Block Joy
 Chair-Elect: John Gilbert
 Immediate Past Chair: Joel Dimsdale
 Secretary: Mary Gauvain
 Treasurer: William Parker
 Information Office: George Miller
 Webmaster: Jim Chalfant

Amy asked for a motion to accept the report, which was advanced. There was no discussion and a vote was taken to accept the report. The vote was unanimous approval.

ACTION: The slate of officers for the CUCEA Board was approved.

Past Chair - Jo Anne Boorkman

Joel introduced Jo Anne and said how great it has been to work with her on the board. Amy gave Jo Anne a gift in appreciation of her service and Jo Anne expressed thanks.

Jo Anne reported on the CUCEA Archives project. The paper archives have been transferred from the UCLA Emeriti and Retiree Relations Center (ERRC) to the UC Davis Library Special Collections. There are six boxes of records dating from 1987 to 2014/15. In addition, the CUCEA Newsletters and print Bibliographic Surveys have been donated to the UCD Library. The documents will be cataloged for the collection. CUCEA Newsletters are available on the CUCEA website; the Newsletter is no longer being published. The CUCEA Archives webpage will be updated to reflect the contents of the paper archives at the UCD Library. These files will become the property of the UC Regents, as are all documents held and maintained by UC Libraries. Links to digital CUCEA documents are available at the CUCEA website.

To maintain current files, it will be important for CUCEA officers and campus representatives to submit reports, minutes, and other important documents to the CUCEA web master on a regular basis, biannually before the October and April meetings, and at the end of an officer's term. These will be maintained by the CUCEA webmaster on the website. The UCD Library Special Collections will provide archival access to the CUCEA website via the Internet Archive.

CUCEA is currently reaching out to past CUCEA chairs for correspondence and documents relevant to their terms. These will be collected and added to the Chairs Reports files on the CUCEA website. Reports should be sent to Jim Chalfant, jachalfant@ucdavis.edu.

At the October meeting a question arose about whether CUCEA maintained a file for the Panunzio Award. There are no specific files for the Award maintained by CUCEA. UCLA ERRC coordinates the award nomination process for UCLA Academic Personnel, which holds the official files. The ERRC director prepares and distributes the award announcement(s) each year an award is made. CUCEA maintains an AWARDS page with information about the Award.

Jo Anne said that the award is named after Constantine Panunzio (1884-1964), a professor of sociology at UCLA from 1931 until his retirement in 1952. It is largely due to Professor Panunzio that UC emeriti have their present pension system. The Board of Regents received a six-page memorandum from Professor Panunzio describing the pension, an act that led Edward A. Dickson, then Chair of the Board of Regents (1954), to name Professor Panunzio as the architect of the UC Retirement System. During the last dozen years of his life, Professor Panunzio was instrumental in bringing about a substantial increase in the stipends of colleagues already retired from UC. He also investigated emeriti experiences at institutions of higher education throughout the United States by launching a nationwide emeriti census in 1954.

Question(Q) - Dan Mitchell (LA) said he was glad that there is a solution for where to keep these files because the emeriti office on the UCLA campus will be moving soon. He also hopes all paper files can be converted to electronic files to safeguard them.

Secretary - Mary Gauvain

Mary asked for a motion to adopt the distributed minutes of the October 30, 2025 CUCEA remote meeting. A motion was advanced and seconded, there was no discussion.

ACTION: The minutes of the October 30, 2025 meeting were approved.

Treasurer - Bill Parker

Bill reviewed the CUCEA financial report. Most campuses have paid their dues, one payment is outstanding. Expenditures of the last half of the year included travel, the Website, inscribing the gavel, and other miscellaneous costs. He noted that the net worth of CUCEA has increased from 2016, when it was about \$8700, to about \$19,000 in 2026. It includes annual dues from the

campuses totaling \$5000, and \$2000 a year from the Academic Senate, the latter which he hopes will continue.

Q - Barbara Parker (SD) asked if CUCEA files a tax return. Bill replied that it does not because CUCEA has no formal federal organizational status. Barbara said that the Emeriti Association (EA) on her campus has been asked about its formal status by the administration. An attendee offered that most campus EAs are associated with the campus Development Office, which results in no tax liability for the EA.

Information Officer - George Miller

George reported that he circulates information among members, and he would like more emeriti members to sign up for his emails to reach people better. He asked for help from the campuses about increasing contact with emeriti. It has been suggested that CUCEA set up a Chat Room for CUCEA business and information, and George asked for help from campus representatives who might want to be involved in setting this up. He welcomes any other ideas about how to improve communication from CUCEA to emeriti across the campuses. Joel underscored the need to be able to contact emeriti members when CUCEA has resources or information to share with them.

Webmaster - Jim Chalfant

Jim thanked Jo Anne for her work on the archives and website. Jim discussed whether the website should be a news site or an archive site. At present, it mainly functions as an archive, but Jim is happy to post news if it is sent to him. He tries to update the names of EA officers and RASC representatives, but he needs to get this information in order to do so. He recently posted information about the Panunzio Past Awardees, some of which he found in old Newsletters. He plans to archive earlier JBC reports. He appreciates receiving annual reports from the campuses. He asked to be informed if there are any broken links on the website, corrections needed, or other information the EAs would like posted.

Q- Jose Wudka (R) said that in response to a campus mandate, UCR is trying to make the EA website accessible with closed captioning, etc. He asked if the CUCEA website will be doing so? Jim said that he tries to make the website as useful as possible, but the CUCEA website is not overseen by the University for accessibility issues. Jim said he may need to check with Van Williams, VP for Digital Innovation and Technology, to see if we need to be paying more attention to this issue. Joel said that accessibility on websites is required for educational institutions and, because CUCEA is not an educational institution, it is not responsible for compliance. He added that we always need to be sure that the site is useful for members. Dan Mitchell (LA) noted that 2024 legislation required that higher education websites be accessible, though the deadline for compliance has been extended. Ken Chew (I) asked if there is a way of checking a website to determine if it is accessible. Amy added that the website is not the property of Regents so it does not need to follow higher education accessibility rules.

Joint Benefits Committee (JBC) - Roger Anderson

(Joel moderated the discussion because Roger could not attend)

Joel asked if there were any comments on the JBC report.

Bill Parker asked if JBC is satisfied with UCOP's response to the report? Joel said the responses provided during the Joint Meeting yesterday were helpful, especially those from RASC. He said he was disappointed with responses and actions pertaining to RTAD issues, which no one wants to take ownership of. He noted that responsibility for this issue has been left to departmental levels, and departments are not experienced with RTAD. Joel would like each campus to have a point person who takes care of RTAD, but this has not happened. Joel also noted that RASC is in a difficult position regarding staffing due to a hiring freeze.

Bill Parker commented on the concern expressed by RASC with the pension fraud issue and he was impressed at how extensive their approach to it has been. Jose Wudka (R) said he was less impressed with the RASC response to fraud, he said they are using old technology and have done so only after a bad incident occurred. He asked why these standard practices have not been in place, and whether there are more proactive plans and a sense of accountability to CUCEA and EAs regarding fraud.

Denise Bielby (SB) asked for clarity about the comment that the third-party call center was going to be discontinued. Kevin Kennedy (OP) replied that the majority of calls through the RASC call center is for password resets and these calls are handled by RASC. Call volume has been going up and they are slowly pulling calls back to RASC staff from the contracted third-party vendor, UnifyHR. RASC hopes to hire more staff and no longer contract with UnifyHR.

Joel said he was looking forward to an official response to the JBC report from Dianna Henderson (VP Human Resources, OP). John Gilbert pointed out that Dianna is not in charge of RASC because RASC is under Shared Services, so we want a response to the JBC report from Calvin Turner, VP for Systemwide Shared Services.

CAMPUS EMERITI ASSOCIATIONS DISCUSSION

Joel asked EA Presidents to talk about financial issues and leadership succession on their campuses.

UCSD - Richard Madsen - The Emeriti Center, including its finances, was run by the same director for 20 years and she has retired. New procedures have been established by the campus administration (HR), which asked for an audit of the EA finances. The audit went on for over a year and the conclusion was to cut the EA off from University support and make it an organization independent of the University. This would mean that the EA would manage all EA affairs (events, membership rolls) without University support. The EA does not have the money to do this. It has annual dues of \$30 (lifetime dues of \$300) and an annual revenue of about \$5000. The costs of regular operation would use most of these funds. The campus is creating an MOU that specifics what the University will provide and what the EA will be responsible for. The MOU is being reviewed by University counsel. The EA has asked for some annual financial support from the campus and charges from the University for services are still under discussion.

UCLA - Robin Garrell - The EA is a federally registered organization and donations are not tax deductible. The EA would like to work with the Development Office to make donations tax deductible. Financially, the group is stable, the University provides space, and staff salaries are not listed on the EA budget. The website is the EA's responsibility.

UCSC - Eli Silver - The EA has two pockets of money, one (a small endowment) is held by the campus and the other is the EA budget based on dues (\$25 year, \$200 life). Managing EA memberships is done by a computer program called EMMA, written by prior EA president Todd Wipke. It allows the EA to carry out many member functions, including sending regular information to members. The EA is pretty independent on the campus. Finances seem stable and there are no issues of concern with the campus. The Center's Administrative Manager, Christy Dawley, oversees both retirees and emeriti.

UCB - Amy Block Joy - In 2019, the EA decided that charging dues was time consuming for staff, so it opted to go no dues. Amy was the EA President at the time and she created a UCB support group for administrative structure that provides financial support to the EA in the form of donations to the Berkeley Retirement Center. The Regents get 5% of all donations the EA collects. Steve Martin added that the current picture is less positive because the University has cut back on its support of emeriti activities. The EA board decided to devote some of its income to the EA, but reserves are declining. Cary Sweeney, the Center Director, has had discussions with the EA and Retiree Association (RA) about pooling their resources to work more efficiently. Steve added that the EA may begin charging for some programs.

UCD - Linda Bisson - The EA falls under the Regents policy for non tax exempt organizations. The campus provides staff support, there is also some support from the VC for Development. The income and outflow is about \$5000 a year, overall it is a small organization but it works well.

UCSB - Muriel Zimmerman - The EA has a half time staff person provided by the University, but receives no other support from the campus. A stipend for the oral history project has been recently provided by the administration. There are no dues, but the EA asks for donations, which are tax deductible. There is a half time retirement counselor on campus.

UCI - Ken Chew - The EA spends about \$10,000 a year; member dues provide about 1/3 of the revenue. Expenses include dissertation fellowships, emeriti events, and travel to meetings. Members get complimentary campus parking. Most revenue raised from philanthropy comes in during the campus Giving Day appeal. The Retiree-Emeriti Center is under Advancement, which does not take a cut of the income. Mary Garcia, the RA-EA staff director, used to be under HR, but she is now under Advancement, which is supportive of EA. The status of the EA in Advancement is engagement focus, not fund raising.

Comment - Joel noted that a theme across the campuses is structural in terms of where the EA is housed and how it is supported. Both Development and Advancement units seem to be amenable homes for EA. He then turned to the issue of Leadership Succession.

UCSB - There are 20 people on the EA board and every member serves on a committee. This structure help ease newer members into more leadership roles.

UCSD - Fiscal issues have required more administrative tasks for the board, which makes leadership roles less attractive to retired professors. More financial support to carry out basic functions would ease succession issues.

UCI - In the past, appointments to the EA board was lifetime, but three years ago a term limit was enacted and President-Elect Utts has set up a way of rolling people off the board. There is discussion about how to make best use of set terms. Recruitment for the board and officers has been challenging; some people have been found through personal networks and one through a 'broadcast' method.

UCSC - There is no board, the executive committee is small and there has been some difficulty in leadership transfer. Eli has served as president for 4 years and is stepping down in July. It was hard to find a successor. The executive committee formed a committee to generate a list to contact to see if anyone was interested in being president. The secretary and treasurer stepped forward to be co-presidents, though finalizing this idea is still in discussion.

UCD -It can be hard to find members to do specialized activities or assume leadership roles. The main recruitment tools are networking and recruiting new members and inviting them to meetings to get to know current members. They try to have committee co-chairs, which can help in succession.

UCLA - Some long term board members may be leaving soon, and the board has lists of all new emeriti from the last 3 years and they are trying to match individuals with roles that need filling. The EA would like more succession planning built into the committees so a back-up is available, this arrangement also provides training for leadership roles.

Comment - Joel noted that we tend to reach out to people we know, but this does not always work. Also, as faculty, we got used to having staff support and EA are largely on their own for committee work.

UCB - Steve Martin reported that the EA is trying to elevate the role of emeriti in departments or schools or colleges as a way of helping recruit new faculty into the EA. An emeriti committee is preparing a report on departmental best practices regarding emeriti involvement, including voting rights, office space, meetings, and invitations. The report will be circulated to deans and chairs in hope that this will inspire further action. The Associate VP for Faculty is involved in this effort. Caroline Kane added that getting new emeriti involved in the EA is important.

Comment - Dan Mitchell (LA) - Younger emeriti often have university duties that distance them from an emeriti role. Also, many newer emeriti live far from campus and getting involved in the EA is less attractive than it is for emeriti who live nearer to campus. The EA has been doing more joint programs with the Retiree Association, which seems more organized in its activities.

UCSD - The new dean of the School of Medicine has asked for a meeting to mobilize emeriti across health units for activities and philanthropy and other giving issues. The Dean was unaware the campus has an EA, which suggests more outreach is needed to the administration about best practices for involving emeriti in campus activities.

FEATURED CONVERSATION: JOEL DIMSDALE ON NAVIGATING ACADEMIC LEADERSHIP, MODERATED BY SHANE WHITE *(the following is a summary)*

Amy introduced the topic and speakers.

Question (Q) - Shane: What made you get involved in Academic Senate (AS) work?

Response (R) - Joel: I went to small liberal arts college where there was a strong ethos of a community of scholars that set a framework for my career. I came to UC from Harvard, and a sense of community seemed lacking at Harvard. At UCSD I knew service was a component of my responsibilities so I chose committees that did not appear to meet very often. I tend to be quiet and reflective, which seems like a recipe of getting appointed to other committees.

Q: You have been professionally productive, did AS work slow you down?

R: Yes, it took a lot of time, between service and consulting work I was very busy. I did not find it had an adverse effect on my career though. I had great colleagues and I found that collaboration is vital. Good collaboration is enjoyable and productive and when I retired, I was concerned my collaborators were well taken care of, especially those working in my lab. I also found AS meetings refreshing with the diversity of interests among UC faculty. They were energizing, but it took a lot of time.

Q: What attributes are important for university leaders?

R: There's lots of politics in universities. The root of the term politics is about community and politeness, which are vital in university leadership. It is important to listen well and respectfully. Damaged relations are hard to repair. Trust is vital, but hard won.

Q: Are faculty any better at selecting their leaders than the administration is at selecting theirs?

R: I've seen a great variety of good and poor leaders in both roles. These are tough jobs. Attributes of good leaders are not always clear. It's not clear to me if faculty or administrative leaders are uniformly good, many leaders get eaten up by these roles and jobs.

Q: UC governance is like a constitution, is shared governance only workable if members believe in it?

R: The first president I worked with was Richard Atkinson and he sat at the table with us. It seems that UC leadership has changed a lot since then and become more responsive to the legislature and Regents. University leaders today don't seem to interact as much with the AS and faculty. The relations have changed. The problem with the AS is that it is typically slow in responding, and this does not serve some issues well. CUCEA can respond rather quickly, e.g. the security issues this past year were addressed quickly after they emerged and RASC was responsive. Sadly, the administration does not always respond to AS concerns.

Q: The styles among the Presidents have changed over the years. In recent years they are more externally facing. Is it possible they have chosen that focus?

R: The question really is, who has control? Is the University able to advance its own agenda or is it being run by outside forces? Another question, should the administration be fighting harder against external forces? I'm not sure it would be effective.

Q: Are we losing our rights and future if we don't stand up for our ideals?

R: The focus seems short term now, and the price is not clear.

Q: The faculty think of career as long term and mission driven with a focus on research, teaching, and service, but the administration seems more short term, looking to the next budget cycle, so we're on different time lines, what do you think about this?

R: Yes, our political relationships, especially with our budget process, push the administration that way. The question is how do we build a long range plan that reflects where we want to go and is not just a reactive posture? Long range planning is constructive, especially for faculty working with the administration as equals. And it has often been valuable to the University.

Q: Many important and useful reports by the AS that offer long range planning, such as the UCPB (Planning and Budget) Gould Commission Report, have been put aside. Why is that?

R: I want to take a slight tangent. I'm a psychiatrist and I have been involved in issues over the years regarding student mental health. About 10 or 15 years ago, the parents of a UCD student who committed suicide addressed the Regents and spoke about the mental health of young people at the University. The Regents paid great attention to their concerns and long range planning about student mental health commenced under the leadership of President Dynes. A systemwide effort was developed that involved the AS and the administration as partners in making changes to support and help students on our campuses.

Q: I'm not sure the administration or the Regents look onto us as partners any more. Some AS chairs, including Jim Chalfant, have talked to the Regents about contentious issues such as retiree benefits. These discussions happened under Presidents Yudof and Napolitano. Maybe we need to be better partners with the administration.

R: Right now it seems so different, it is hard to know where to go with issues like total remuneration where faculty and the administration are not talking to each other. We may need to rethink what we focus on in these efforts. Administrators get consultants to work on issues that

the AS brings forward and it can lead to further divide between faculty and administration views on issues.

Q: Consultants fulfill a function for the administration, one which serves the administration. As a result, some issues, such as total remuneration, keep coming up and need to be addressed.

R: But these problems and issues have not been fixed, and the process has not worked well.

Q: Some of these issues get harder to find members to work on.

R: Faculty who have worked on these issues need a big thanks from the faculty. We need to thank one another more for doing the service we do. The pipeline for leadership is fragile and we need to help new faculty get involved in leadership. We need to support one another more.

Q: There are many deep divides on campus these days. How do we set about healing those divisions?

R: Having some rules of conversation would help. We tend to disregard others' views. We need to have more social and civil contact with one another.

Q: The community is so large now that these types of activities are hard to do.

R: Growth on UC campuses has challenged these connections.

Q: Final question, how do you stay optimistic given how dark things can be?

R: My research has taken me in a direction that concentrates on some very dark subjects, but I believe some of us are congenital optimists who remain hopeful. For pessimists, these times are more difficult, so connections are especially important for them.

Q: Thank you Joel for all the light you have brought to the university.

R: Thank you Shane.

Following the conversation, Joel asked Amy, CUCEA Chair-Elect, to come forward. Joel passed the CUCEA gavel to her and provided a brief biography. Amy is Professor Emerita of Nutritional Science and Toxicology at UCB and her research resulted in ground breaking anti-poverty programs in California. Her term as CUCEA Chair begins July 1, 2026. Amy thanked Joel and said it has been exciting to work with him and the CUCEA board as Chair-Elect and she looks forward to continuing on the board as Chair.

The meeting adjourned at 11:40 a.m.