

Council of University of California Emeriti Associations (CUCEA)

Zoom Meeting April 28, 2021

ATTENDEES:

CUCEA Officers: Jo Anne Boorkman (D) Chair-elect; Phyllis Mirsky (SD) Secretary; William Parker (I) Treasurer; Henry Powell (SD) Chair /Campus Representative; Louise Taylor, Information Officer/Past Chair (B)

Emeriti Association Presidents, Vice Presidents, CUCEA Representatives and Alternates: Amy Block Joy (B), Barry Klein (D), Jim Danziger (I), George Miller (I), Richard Weiss (LA), Dan Mitchell (LA), Darleen DeMason (R), Douglas Mitchell (R), William Wara (SF), Bill Ashby (SB), Loy Lytle (SB) Barry Bowman (SC)

JBC Chair: Roger Anderson (SC), Past Chair

Past Chairs: Caroline Kane (B), Richard Attiyeh (SD)

Emeriti Activities Survey: Jessica Utts (I)

Office of the President: EVP & Provost Michael Brown, EVP & Provost Emeritus Lawrence Pitts

Center Directors and Liaisons: Cary Sweeney (B); Kyle Urban (D); Jeri Frederick (I), Ayesha Dixon (LA), Cristina Otegui (R); Christy Dawley (SC);

Guests: Camille Koue (B), Julianne Crowley (D), Robert May (D), Craig Behrens (I), Emil Nguyen (I), Marianne Schnaubelt (I), Rosina Becerra (LA), Roelina Berst (LA), Adrian Harris (LA), Seymour Levin (LA), Maria Lubrano (LA), Henry Forman (M), Ali Kalmin (M), Tom Peterson (M), Bob Daly (R), Joel Dimsdale (SD), Todd Wipke (SC), Judith Aissen (SC), Michael Furlong (SB), Nancy Brown (LBNL)

Call to Order and Welcome:

Chair Henry Powell called the meeting to order at 1:00 p.m. He welcomed the group and invited participants to introduce themselves.

Officers Reports:

Chair's Report:

Harry reviewed the major efforts undertaken these past few months to increase the profile of the retiree community at UCOP and across the campuses. There have been meetings with

Provost Michael Brown and President Michael Drake. CUCEA has been working closely with CUCRA with monthly meetings among the officers. CUCEA has representation on the UC Retirement System Advisory Board and also on the UC Faculty Welfare Committee. He remarked on the success in quickly pivoting CUCEA to virtual meetings, which has resulted in increased attendance.

Chair-Elect's Report:

Jo Anne Boorkman has been meeting monthly, along with Chair Powell, with RASC managers in order to improve two-way communication. We have kept them abreast of ongoing issues related to delayed processing of retirement applications, as well as prolonged delays with processing survivor benefits. She also serves, with Todd Wipke, as CUCEA representatives on the Survivors Experience Work Group. One result has been the introduction of the "no lapse in payment" program, which will ensure continuation for survivors of benefits even if all the processing hasn't yet been completed. Todd's Benet program for managing and tracking the survivor information process is being actively reviewed and progress is being made for RASC to work to incorporate Benet tracking and communications for all UC sites, while ongoing Redwood functionality is improved.

Jo Anne serves as CUCEA representative on a client/member interview team, along with John Meyer, Joe Lewis and Frank Trueba. The team has interviewed final candidates for the three open RASC managers positions – Call Center Manager, Client Relations Manager and Disbursements Manager.

Secretary's Report:

Secretary Phyllis Mirsky, moved the adoption of the distributed minutes with some minor revisions.

ACTION: The minutes were approved as corrected.

Treasurer's Report:

Treasurer Bill Parker provided an update on the budget. There have been no expenditures and revenues for this year and there is approximately a \$15,000 balance.

Information Officer's Report:

Louise Taylor informed the group that Bylaw V.A. states that Meetings of the full Council normally shall be held on the last Thursday in October and the last Wednesday in April. Since joining our meetings with CUCRA, this schedule has varied. The group agreed to continue in this varied mode until circumstances normalize and in person, zoom or hybrid meetings are determined and the Bylaw can be amended.

Bylaw I.B. also states that CUCEA Officers shall be elected in even years and confirmed to continue in the odd years by the Council in the spring. The following were approved for continuation.

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| Henry Powell | Chair |
| Jo Anne Boorkman | Chair Elect |
| Phyllis Mirsky | Secretary |
| Bill Parker | Treasurer |
| Louise Taylor | Information Officer |
| Marjorie Caserio | Web Manager |

The Information Officer reported on CUCEA 2020-21 activities spearheaded by Chair Powell and shared via email with campus associations. These included that CUCEA is actively engaged with the University leadership, the Academic Senate and the campus Emeriti Associations; that CUCEA is recognized and opinions sought; that the membership is informed and alerted; that important emeriti issues are brought forward and taken seriously by the Office of the President; that our ties are close to CUCRA; and that all emeriti are welcomed and heard.

The current CUCEA list has been distributed. As the new CUCEA year begins, please send names and contact information of new Officers and Representatives and Alternates to the Information Officer, as soon as they are available.

JBC Report:

Chair Roger Anderson reported JBC has been very active in pursuing important issues. It was a great meeting this morning since OP had received the Report early and was able to respond to it. Also Michael Drake's philosophical view is very impressive.

The major concerns reflected in the JBC Spring Report continue to be the unacceptable delays in processing retirements, the issuing of survivor benefits, and the setting up of Medicare Health Insurance. The Report was submitted to Rachael Nava on March 26, 2021, prior to the CUCEA/CUCRA meeting, in the hope of having the feedback about progress on these issues addressed at the meeting. [See that meeting's minutes for further details on the discussion.]

Roger polled the attendees for feedback on whether they think the retiree process this year will go well. Many voiced "cautious optimism" but voiced concern regarding how quickly staffing levels will be sufficient to handle the workload, when communication might improve and when the software/data load issues might be resolved. Since we are in the middle of the change, it is unlikely we will see the improvement needed to affect this year's retirees.

ACTION: The JBC Report was accepted.

Emeriti Activity Survey:

Jessica Utts reviewed the primary purpose and focus of the Emeriti Activity Survey, which is to provide empirical evidence that UC emeriti continue to make substantial contributions to UC and beyond. It involves the collection of data on the extent of emeriti involvement in: teaching, mentoring, research, and public service to the University and community.

She reviewed the timeline for Survey #10, which will be distributed in mid-October 2021. This requires that each campus should start preparing now, including identification of the team that will be responsible and updating the list of eligible emeriti (not just EA members) who will receive the survey. The survey will cover activities July 2018 to June 2021, so all emeriti who retire before June 2021 should be on the contact list. Jessica will work with campus teams to finalize survey questions, pretest the survey with team representatives, and draft a sample invitation letter.

Local publicity re the upcoming survey (newsletters, social media, meetings) should begin now. It will all be publicized in UC-wide publications (***New Dimensions***, UCNet). By mid-October 2021, the initial invitation should be sent to all emeriti, with a first follow-up about 2 weeks after initial contact and a second follow-up, about 2 weeks later. A third follow-up should only be necessary if response rate is low. This is not intended to be a representative sample, but one to capture the total activities of those who remain active. The tally results will be tabulated at the end of November with a written report to follow a year from now in Spring 2022.

A question about the effect of Covid-19 on emeriti activities might be included in the survey. Adrian Harris asked if it is possible to capture the philanthropy of emeriti to the University and Is it possible to capture the extent of research funding garnered by emeriti? Sy Levin asked about obtaining information about retired clinical faculty who aren't paid by University research grants. Jessica indicated she will follow up on these queries.

ACTION: Slides to be distributed to each Emeriti Association.

Health Benefits Open Enrollment Booklet Fall '21

Bob Daly and Frank Trueba are part of a work group created to improve the Open Enrollment process with the following goals:

- 1) Improve publications and documents related to Open Enrollment, which encompasses the publicity, website, and publications.
- 2) Eliminate confusion, differentiate among the various health plans, use larger font. What are the actual costs of selecting one plan over another?
- 3) Create a personalized website that will guide someone through the process of Open Enrollment. Enable Smartphone use.

Inter-related goals: Redesign the publication to decrease its size; separate out the mandatory legalese; and increase the size of the font. The fall ***New Dimensions*** would contain a primer on Medicare and how it works with the health plans. Surveys are currently being distributed to solicit feedback regarding users' experiences with Open Enrollment and suggestions for improvement. The group was reminded that retirees will be the only group receiving a booklet; current employees will be sent postcards with link to website.

Todd Wipke asked if it might be possible to include personal reviews of the plans? Reminder that the Work Group is only providing feedback. UCOP will make the decisions.

Although unrelated to Open Enrollment Adrian asked that ***New Dimensions*** also include information about the MRD's.

In response to query of how VIA Benefits will be handled in the Booklet, it was mentioned that it's not part of this year's review of the communications re Open Enrollments. Following last Fall's meeting, Susan Pon Gee indicated she would be looking into the Via Benefits issues. Joel Dimsdale mentioned that a general discussion of the adequacy of the benefit for out of state retirees is a topic pending at the Health Care Task Force.

Campus Reports and Issues:

Campus reports were distributed in advance of the meeting. Most campuses pivoted in-person activities to virtual meetings and programs. Some of these have seen more attendees than the in-person meetings attracted.

Mike Furlong (SB) asked about the relation between the Emeriti Associations and the Academic Senates. It appears not all campuses have Emeriti Committees on their Senates. At UCI, Senate selects two emeriti, one of whom is *ex officio*. At San Diego the Emeriti Association appoints Representatives to the Senate and to the Senate's Welfare Committee. Bill Ashby asked what the official relationships are at the campuses between the Emeriti Associations and the Academic Senate. They seem to vary widely and Bill asked if we could gather the descriptions of those arrangements through a survey.

ACTION: A survey will be sent to each campus to solicit the information about relationships between the Emeriti Associations and the Academic Senate.

Tom Peterson (Merced) indicated that Merced does not yet have a campus Emeriti Association. This reflects both the young age of the campus and the fact that many of the older faculty came from other campuses or universities, where they have continued that connection after retiring. It was stated that all campus Emeriti Associations are open to all UC emeriti and that Merced emeriti near other campuses are encouraged to participate in activities at those campuses. Tom said he would pass that information along.

Sy Levin described the effort at UCLA to establish an official liaison with the President and with the Regents regarding emeriti input to decisions. Harry mentioned the efforts undertaken earlier this year regarding the emeriti status of clinical faculty and locus of those decisions (campus or UCOP). In addition, the issue of official CUCEA representation on the Board of Regents was considered formally at Academic Council last year and the resulting decision was that the status quo would remain. Harry indicated he would follow up with Sy after the meeting.

New Business and Adjournment

The meeting was adjourned at 3:41pm.

Respectfully submitted,
Phyllis S. Mirsky
Secretary