

Council of University of California Emeriti Associations (CUCEA)

Minutes of Meeting

November 5, 2013

UC San Francisco

Attending:

CUCEA Officers: W. Douglas Morgan (SB) Chair/EA President; Roger Anderson (SC) Chair Elect; Charles Hess (D) Past Chair; Charles Berst (LA) Past Chair/Honorary Member; Louise E. Taylor (B) Information Officer/Past Chair; Lyman W. Porter (I) Treasurer; Marjorie Caserio (SD) Web Manager/Newsletter Editor; Ernest Newbrun (SF) Past Chair/Alternate Campus Representative; William Ashby (SB) Secretary/Campus Representative; Ralph Johnson (LA) Archivist/Historian/Alternate Campus Representative.

Emeriti Association Presidents: Caroline Kane (B); John Vohs (D) EA President/Campus Representative; Cal McLaughlin (I); Anthony Norman (R) EA President/Campus Representative; Michael Thaler (SF).

Emeriti Association Representatives and Alternates: Ed Epstein (B); Lyn Lofland (D); William Parker (I); David Lopez (LA); Richard Attiyeh (SD); Dorothy Rice (SF); Mary Silver (SC).

CUCEA Representative to the Joint Benefits Committee and JBC Chair: Adrian Harris (LA).

CUCRA Officers: Lee Duffus (SC) Chair; Marianne Schnaubelt (I) Vice-Chair; Marian Gade (B) Past Chair.

Center Directors and Liaisons: Patrick Cullinane (B); Susan Barnes (D); Jeri I. Frederick (I); Eddie Murphy (LA)

Call to Order:

The meeting was called to order at 1:20 p.m. by Chair Morgan, who expressed our thanks to UC San Francisco for hosting the meeting. This was followed by introductions of members and guests present.

Minutes of the April 23, 2013 Meeting:

Copies of the minutes from the April 23, 2013 meeting at UC Riverside were distributed. Two corrections were noted. The minutes, as corrected, were approved unanimously and will be posted on the CUCEA website:

<http://cucea.ucsd.edu/meetings/4.12CUCEAminutesfinaldraft.htm>

Nominating Committee Report

Doug Morgan invited Louise Taylor to summarize the following Committee report:

You will recall that John Marcum (UCSC) who served as Chair-Elect in 2012-13 passed away this September.

The Nominating Committee, which included Doug Morgan and Louise Taylor, and supported by the Executive Committee recommends:

Roger Anderson, Professor Emeritus of Chemistry (UCSC).

Roger has chaired UCSC's campus Committee on Planning and Budget and UCPB. In the late 1990's, he served for two years as Chair of the Santa Cruz Division of the Academic Senate, and in that capacity was a member of the Academic Council. He also served on UC Faculty Welfare and has been actively involved in faculty welfare issues. He is currently Co-Chair of UCSC's Committee on Emeriti Relations and is the Webmaster and an Officer of UCSC's Emeriti Association.

The Nominating Committee recommends that this recommendation be approved.

It was moved and seconded that Roger Anderson be named Chair Elect. The motion passed unanimously. Doug Morgan expressed his gratitude to Roger for agreeing to accept this office and noted his long and distinguished record of service to the University.

Officers' Reports:

Chair's Report:

Chair Elect Morgan explained that he had not written the usual Chair's Letter for the Newsletter, because of uncertainty relating to the UC health care plans, a major item of concern. He noted that as late as October 31, the Academic Council agreed to send a letter to the President expressing its concern that health insurance options were not adequate, that the choice of options was not equitable across the UC system, and that more information and more collaboration with the Senate should be forthcoming.

Doug introduced Bill Parker (alternate campus representative from Irvine), who is chairing the UCFW Health Care Task Force.

Secretary's Report:

William Ashby had no report apart from the minutes.

Treasurer's Report:

Lyman Porter distributed copies of spreadsheets showing CUCEA's net worth as of 10/24/13, dues payments over time, cash flow through 08/31/13 and the CUCEA budget for 9/1/13 to 8/31/14. He noted that net worth has continued to decline. Income from dues has

remained fairly steady since 2010, but the allocation from the Academic Council has ended and travel expenses have increased. Dues received from the campus Associations will increase from \$1.00 to \$2.00 per member beginning in 2013-14, but the projected 2013-14 budget nevertheless shows a \$2,720 shortfall.

Adrian Harris recommended that Chair Morgan return to Academic Council, to explain that, despite having doubled our dues, we very much need them to restore their historic commitment of financial support.

David Lopez suggested that campuses might share the travel expenses of the CUCEA officers. Lyman Porter reviewed the current policy, which is that the campuses pay the expenses of their representatives, but that CUCEA covers the expenses of its officers. Adrian Harris felt it would be preferable to raise dues again, if necessary, rather than to change current policy.

Lyman proposed that hotel costs for the 2013 San Francisco meeting be reimbursed at no more than the lowest rate negotiated by the local organizers (i.e., \$129 plus taxes). This proposal was agreed.

Doug Morgan reported that the Executive Committee met on November 4 and decided to arrange for an independent audit of CUCEA's books. A recommendation for addressing the financial shortfall will be made at the next CUCEA meeting. Doug also reported that the Executive Committee would henceforth meet four times per year (two times via telephone conference, in addition to its fall and spring meetings).

Lyman Porter said that he would welcome an audit.

Further discussion centered on the decision of the Academic Council to withdraw its allocation. It is likely that the allocation began in 1987, when CUCEA was established. It was suggested that the Office of the President might also be asked for an allocation. Ed Epstein suggested that data from the most recent Biobib survey be cited when requesting funds.

⇒ *ACTION:* Doug Morgan will again request a subsidy from the Academic Council

Information Officer's Report:

Louise Taylor presented the following report:

The Information Officer is responsible for maintaining the CUCEA Roster of Officers, EA Presidents, Representatives and other members, and for circulating information concerning meetings and other topics of interest to CUCEA's members.

You may recall that at UCR last Spring, the Bylaws, which we all had worked on for several years, were approved. I now recommend that we publish the Bylaws on a single, legal-size sheet of paper and distribute them to all members and interested parties.

On the Information Officer's spreadsheets, which include Meeting Locations (and dates), Elected Officers and Campus Reps, there are two names that appear to be typos. Should anyone from Irvine recall the Campus Rep in 98/99 and 99/00, or anyone from Riverside recall the Campus Rep from 99/00, please let me know so that I can make the corrections.

Two questions for all Campus Reps: Do you have some new, interesting or innovative news you would like to share with CUCEA members? Or, have you a question about how other Emeriti Associations are handling a particular issue? Please let me know.

A question for all EA Presidents: Are you sending your Newsletters to all other EA Presidents? If they are sent to a Center, please ask the Directors to forward them to the EA President.

Caroline Kane asked whether the Bylaws could not be placed on the website and/or distributed via e-mail, thus avoiding the expense of printing them. Charley Hess felt that the website is the most efficient way of making the Bylaws easily accessible. Marjorie Caserio stated that the Bylaws were already on the website, including the most recent changes. She offered to put them into a format that could more easily be printed.

Web Manager/Newsletter Editor's Report:

Marjorie Caserio reported that copies of the October 2013 CUCEA Newsletter had been distributed and that the Newsletter was posted on the CUCEA website. A new format of the electronic version will make downloading the Newsletter much easier.

Marjorie drew attention to the two keynote articles on the Newsletter, written by the 2013 recipients of the Panunzio Award, Professors Emeriti Michael Nauenberg (UCSC) and Frederick Burwick (UCLA). Marjorie expressed her thanks to Professors Nauenberg and Burwick for their outstanding contributions. She also drew attention to the Postscript to the articles, which gives a history of the Panunzio Award.

Eddie Murphy reported that the Panunzio Award is no longer administered by the Vice Chancellor for Diversity, as reported in the Newsletter, but by the Vice Chancellor of Academic Affairs at UCLA.

Marjorie also drew attention to the article about Dorothy Rice, who was awarded the 2013 William B. Graham Prize for Health Sciences Research. Those present congratulated Dorothy with a warm round of applause.

Discussion then focused on the Dickson Fellowships. Marjorie wondered why some campuses award the fellowships, but others do not, and how the campuses distribute the funds. She would like to see some research on this and report the results in a subsequent issue of the Newsletter.

Tony Norman reported that he had discovered that at some point in the past, the Dixon endowment was distributed in equal parts to the campus Chancellors. Discussion ensued, from which it appears that some campuses have not made the Associations aware of this endowment, and that the Fellowships have consequently not been awarded.

Charley Hess reported that at Davis, the Emeriti Association administers the Fellowship program and recommends awardees to the Vice Chancellor of Academic Affairs.

Charley opined that it is up to each Association President to track down the funds on his or her campus and to assure the establishment of a process for awarding the Fellowships that includes the Emeriti Associations.

Sue Barnes suggested that each campus should determine the amount of the endowment, which may have grown substantially, especially if no awards have been made.

Doug Morgan asked Charley to send the account numbers that were established at each campus when the endowment was transferred to the campuses (ca. 2006).

⇒ *ACTION:* Charley Hess will send the account numbers to Louise for distribution to the EA Presidents. Each EA President will track down the funds and will develop a plan for administering and awarding the Fellowships.

Archivist/Historian's Report:

Ralph Johnson distributed the following report, in addition to a Guide to the Archives of CUCEA. The report is as follows:

The University of California, San Francisco (UCSF) hosted the fifth biannual Council of University of California Emeriti Associations (CUCEA) meeting in the Dean's Room at the Laurel Conference Center on October 26, 1989 just nine days after the Loma Prieta Earthquake on October 17. This facility remained in "good shape" in spite of the quake. Those driving from the East Bay, however, had to take lengthy detours to get to the meeting because of the collapse of a section of the San Francisco-Oakland Bay Bridge. BART was an option for getting to the meeting, since it was not damaged. Its ridership increased by 50% until the Bay Bridge was reopened. All public transportation within the city was available by the time of the CUCEA meeting.

Before presenting highlights of the first meeting at UCSF, it seems appropriate to give a brief history of this campus. UCSF dates its founding to the Toland Medical College founded in 1864 on land in North Beach by Hugh Toland, a South Carolina surgeon who came to California during the Gold Rush. In 1873, it along with the California College of Pharmacy affiliated with the University of California in Berkeley. The UC Regents added a dental school eight years later. In 1898, the three Affiliated Colleges were brought together on a 13 acre site donated by Adolph Sutro which became known as Parnassus Heights. In 1964, UCSF was given administrative independence and became the ninth campus of the University and is the only one dedicated to the health sciences. It has four major locations in San Francisco: Parnassus, Laurel Heights, Mount Zion, and Mission Bay as well as one in Fresno along with many smaller sites in San Francisco and the San Francisco Bay Area. The Mission Bay site broke ground in 1999 on 43 acres. Additional land was added bringing the total to about 57 acres. Construction of new buildings is still in progress. UCSF has approximately 22,800 faculty and staff and is San Francisco's second largest employer.

David Ramsey, UCSF's Vice-Chancellor for Academic Affairs, welcomed the group. He mentioned that using emeriti on ad hoc review committees and teaching has been very helpful since the workload of active faculty increased considerably over the past eight years. He wished that more use could be made of emeriti associating with students since active faculty are too busy.

Hugh Bradner's Treasurer's report followed. He said that last year's expenditures of \$1610 was less than the \$2525 budgeted but recommended keeping the same amount for the next year. The Academic Senate contributed \$1700 and would supply the same amount but would like information on CUCEA's expenditures. The budget for the next year was unanimously approved.

There was some discussion about CUCEA being a statewide committee of the Academic Senate. Claude Fawcett mentioned that the statewide Faculty Welfare Committee had two emeriti members who needed "an organized constituency for which they can speak, and this is certainly one of the purposes of CUCEA." No decision was made. A brief discussion followed on what the campus emeriti relations committees do.

Morley Walker, Director of the UC Benefits Program, asked whether CUCEA should counsel on benefits, financial planning, retirement, etc. A committee was appointed to draw up a list to study and what proposals CUCEA should make to the Academic Senate.

Henry Fagin of UCI asked what emeriti on each campus are currently doing with distinguished service being an example.

Other concerns were "making the change from 80% to 100% in UCRS retroactive ... [and] catastrophic health insurance; why does an emeritus have to be retired for 12 months from July 1 before he is eligible for a COLA?"

Morley Walker was asked about vision care. He said PERS was considering asking for it and the University always lagged behind since the Legislature is "more interested in PERS than in UCRS." Another question was that some members of the Administration felt that HMOs were declining and the University's hospitals might provide health care. How would this affect emeriti?

Campus reports followed. Mo Greenfield reported a UCLA committee was looking into emeriti trading their large homes for "smaller, more livable apartments." Emeriti Centers are at UCLA and UCSB, and one is proposed at UCD. UCB offers a lifetime membership to their members for \$35.00. Meeting space is provided at UCD and UCR. UCB members over 80 years of age pay no dues while UCLA members over 85 pay no dues. Three campuses reported having free parking: UCR, UCSC and UCSF. Lifetime recreational facilities are offered to UCSC emeriti. UCI has a combined Retiree-Emeriti Association while UCSD's association "operates under the umbrella of a quite large and active retirees' association." Secretarial assistance was reported for UCB, UCD, UCLA, UCR and UCSB. Three campuses--UCLA (medical emeriti), UCSC and UCSF--mentioned having space for doing research. Word processing was available in the UCLA Emeriti/Retirees Relations Center (ERRC) and the Medical Center for medical emeriti at .

Richard Cramer (UCD) reported that one of his emeriti colleagues wondered why active faculty receive health benefits notices that had not yet been received by emeriti. Morley Walker explained by saying "mailings to active employees" are tied to the payroll department. Mailings to emeriti are sent later. This brought on a discussion of how communication is very necessary.

After six campuses had reported, the meeting adjourned for a delicious lunch provided by the Department of Neurosurgery.

After lunch the remaining three campuses made their reports followed by a discussion of "the contribution of the emeriti to the University and vice-versa." It was agreed that each campus association should write letters to their chancellor about their emeriti activities. It was mentioned that there will be more emeriti in the future, and it would be in the best interests of the chancellors

to make use them.

Mo Greenfield pointed out that “UCRS did not allow for a retiree who had lost a spouse through death or divorce to get some financial protection for a spouse on re-marriage.” This is done by both PERS and the federal government. Morley Walker said he would check into this. The group felt that more information was needed before bringing it up at Statewide Welfare.

Ralph Nair asked what should be done with the CUCEA files. David Heron said he would make recommendations at the spring meeting. The matter was solved in 1996 when Norah Jones of UCLA was named CUCEA’s first Archivist. As Archivist for the UCLA Emeriti Association she had records from CUCEA’s founding members from UCLA. Ralph Nair also made contributions. The Archives are housed in the UCLA Emeriti/Retirees Relations Center thanks to its founding Director Marion Broom and her successor Eddie Murphy.

Joint Benefits Committee:

Adrian Harris presented the following report, along with an attachment¹:

CUCEA and CUCRA function, among other things, as partners and advisors to the Office of the President on matters relating to retirees, annuitants, and retirement benefits. JBC, as an agent of both Associations, advises CUCEA and CUCRA by providing insights and information to aid in their partnership with the Office of the President.

We appreciated receiving an advanced copy of the Open Enrollment materials prior to our deliberations. Unfortunately, there are a number of statements, which are not completely clear, and which could likely have been clarified, if prior review by lay individuals had been included in the preparation process. For example, on page 3 it states: “Medicare members who change medical plans must complete additional paperwork and submit it by Dec. 6, 2013.” And on page 12 it states: “If you are in a medical plan that is being discontinued and you do not enroll in a different plan during Open Enrollment, you will be automatically enrolled in a new plan.” What is the character of the paperwork, how does that relate to the “automatic enrollment,” and what would happen if the stated deadline for submitting paperwork is missed? In one prior year the JBC Chair was asked to perform a review of draft materials resulting in a number of changes in the original text. We are concerned about the lack of prior consultation in the process leading up to all the dramatic changes taking place this year.

- Providing input prior to decisions is far more important than reacting to announced changes after-the-fact. The decision process needs to be changed immediately to take this important recommendation into account and to reduce confusion and difficulty for the University.

The three most important issues deriving from our deliberations about the announced health plans for next year are:

- 1 - The major changes, which apply to those of us who live outside of California, appear to be ill conceived. It is unclear how the financial part of the arrangement will affect people. Likewise, the requirement to use Extend Health initially and beyond, even if they move back to California, is potentially a real problem. The JBC has expressed its concerns about Extend Health previously --- specifically in relation to the experiences of UC’s annuitants who were

¹Don Troop, “Changes in U. of California’s Medical Plans Worry Some Employees,” *The Chronicle of Higher Education*, October 10, 2013.

employed at our National Labs. We have recently received several very negative reports from individuals about their specific experiences. A simple Internet review also provided some very interesting and disconcerting information on Extend Health. The following links bring to light comments from prior users and employees:

<http://www.hallway.com/companies/extend-health-inc-employee-reviews?nt=30391>

<http://www.glassdoor.com/Reviews/Extend-Health-Reviews-E139690.htm>

- We would like to know the terms of the contract with Extend Health, when it will expire, what objectives were specified, what evaluation will be done, and how the determination of the success or failure of their program will be determined.
- The permanent assignment of out-of-state annuitants to Extend Health is unfair. Those who move back to California in the future should be granted the same health care benefits as those living here continuously and not be required to use Extend Health.
- The possibility that major benefits could accrue to UC and to annuitants living outside California if they were combined with the similar group of CALPERS participants should be explored.

2 - The problem at UCSB is well documented in the attached article from *The Chronicle of Higher Education*, and will not be repeated here.

- It is important that suitable alternatives be made available to the pre-Medicare and non-Medicare annuitants (in addition to active employees) living outside the areas serviced by our five Medical Centers.

3 - The Wellness Program is re-launched as UC Living Well and expanded to include Kaiser.

- We continue to believe a comprehensive evaluation of these programs is essential, and hopefully useful in negotiating lower rates with health care providers. We would like to see such an evaluation and hope one will be made available in the near future.

We are gratified that further changes have not been made in deductibles and co-payments after the dramatic increases that occurred for this year. It would appear that, with the exception of those items discussed above, and potential problems created with respect to pharmacies (for example, in the past when Anthem-Blue-Cross changed pharmacy providers, there were serious problems), the health plans remain highly competitive and appealing to those who are eligible.

It appears that our concerns about processes involved with Minimum Required Distributions (MRDs) have now been properly addressed and resolved. We thank you.

We continue to look forward to cordial and cooperative relations with OP staff with whom we deal, for the mutual benefit of the University and its family of annuitants. We want to particularly thank Joe Lewis for his constant and highly effective involvement and communications with the JBC and our two sponsoring Councils. We wish him a wonderful life in retirement, and will welcome him into our "special University family."

There ensued some discussion about the distribution of the JBC Report. The importance of establishing early relations with the new UC President was stressed.

Adrian Harris moved that the JBC Report, along with the attachment, be "accepted, adopted as its own, and distributed to appropriate individuals within and outside the University of California" by the CUCEA membership. The motion was approved unanimously.

Future of the Bio-bibliographic Survey:

Chuck Berst announced that John Vohs (D) has agreed to serve as the co-chair of the next Biobib Survey. John and Chuck will serve as co-chairs and co-editors of the next survey, with the expectation that John will take over the production of subsequent versions.

Communications:

The discussion began with how best to distribute the CUCEA Newsletter and the Biobib Survey. Marjorie suggested that more than a link to the CUCEA website was required for effective distribution. Louise suggested that EA Presidents meet personally with their Chancellor and Executive Vice Chancellor. John Vohs reported that, based on his experience, the EA Presidents should have a plan concerning how emeriti could serve the campus before approaching the Chancellor. Doug Morgan enumerated some ways in which emeriti could be useful: on committees and work groups, with donor and community relations, with alumni associations, as advocates for the UC, and to alleviate the teaching load particularly on rapidly growing campuses. John Vohs stated the importance of CUCEA determining its mission.

Campus Reports:

Caroline Kane (B), John Vohs (D), Cal McLaughlin (I), David Lopez (LA), Tony Norman (R), Richard Attiyeh (SD), Dorothy Rice (SF), Bill Ashby (SB), and Mary Silver (SC) each presented a summary of Emeriti Association activities on their campuses. Copies of the reports were distributed and all will be posted on the CUCEA website (<http://cucea.ucsd.edu>).

Respectfully submitted,



William J. Ashby, Secretary

First draft: Nov. 10, 2013

Corrected: Nov. 21, 2013