



CUCEA

Council of University of California
Emeriti Associations

A Virtual Eleventh Campus

The Tenth Inventory of
University of California Emeriti Activity
2018-2021

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Emeriti Associations

The teaching, the scholarship and the community work of UC emeriti during this period, when viewed in the aggregate, is equivalent to that of a major university. The emeriti contributions to the mission of the University of California amount to a virtual eleventh campus.

CUCEA

The Council of University of California Emeriti Associations (CUCEA) is an organization composed of the Emeriti Associations of nine of the UC campuses: Berkeley, Davis, Irvine, Los Angeles, Riverside, Santa Barbara, Santa Cruz, San Diego and San Francisco. The tenth campus, UC Merced, is relatively new and does not currently have an emeriti association.

CUCEA was founded in 1987 and it convenes twice a year. Its primary function is to serve the interests of all UC emeriti and the Emeriti Associations on their respective campuses. It does this through its advocacy on behalf of emeriti interests as well as by helping to coordinate and strengthen the individual campus efforts on behalf of emeriti. It also supports the teaching, research, and service missions of the University of California.

CUCEA website: <https://www.cucea.org/>

Survey link: <https://Bit.ly/EmeritiSurvey>

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Accomplishments of University of California Emeriti during 2018-2021

Of the 2,087 emeriti who responded to the survey:

- 723 received honors or awards
- 1265 published a total of 5480 journal articles
- 304 taught a total of 781 UC undergraduate courses
- 325 taught a total of 902 UC graduate courses
- 185 taught courses at other institutions
- 475 served as a PhD advisor
- 301 served as a formal mentor to undergraduate students
- 249 served as a formal mentor to junior faculty
- 1032 served as a mentor in an informal role
- 751 provided service to UC in various ways
- 523 authored or co-authored a total of 839 books
- 1085 presented a total of 4371 conference papers
- 889 used their expertise in pro bono work
- 1588 were active in their professional associations
- 309 held leadership positions in professional associations
- 619 served on editorial boards
- 511 undertook a total of 2165 artistic or creative projects
- 973 participated in community service
- 669 used social media to disseminate their work

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OVERVIEW

This report summarizes the findings of the tenth triennial survey of University of California emeriti faculty activity. It was conducted in the Fall of 2021 to create an inventory of the scholarly and community service activities of UC emeriti during the academic years 2018-2021. The survey asked about teaching, research, publications, creative work, awards, community and professional service, and the impact of Covid-19.

This project is grounded in the premise that the University of California's pre-eminence derives from the work of its faculty. For many faculty members that work does not end upon retirement. The intent of the survey is to show the extent to which that is true. It is not intended to include a representative sample of emeriti and infer the activities of all emeriti from that. Rather, it is an inventory of the activities of the 2,087 emeriti who voluntarily responded to the

request to provide information. As such, it represents a lower bound on the actual level of the activities of all emeriti.

ABOUT THE SURVEY

The survey was administered through an email and/or postal mail request sent by the retiree/emeriti center of each campus to all of their emeriti faculty with contact information. A link was provided to the survey, promising anonymity to respondents. More than 6,000 emeriti were contacted, and 2,087 responded. There are surely additional activities conducted by those who did not respond. This inventory provides impressive support for the claim that, when viewed in the aggregate, the teaching, scholarship and community work of UC emeriti during this period is equivalent to that of a major university. Emeriti contributions to the mission of the University of California amount to a virtual eleventh campus.

THE IMPACT OF COVID-19 ON EMERITI ACTIVITIES

This survey covered the period from July 2018 to June 2021. Part way through that period, in March 2020, the Covid-19 pandemic changed everything. Most campuses moved to remote instruction in mid-March, and non-essential travel was restricted. The survey asked respondents whether their activities in a number of categories increased, remained about the same, or decreased as a result of the pandemic. For all categories, the number who responded that activities decreased exceeded the number who said they increased. These results indicate that emeriti activity in this period would have been even greater had it not been for the Covid-19 pandemic.

Activity	Increased	About the same	Decreased	Not relevant
Teaching	63	465	422	1081
Research/publishing	221	817	338	644
Presenting at conferences	69	386	802	769
Attending conferences	74	283	893	771
Mentoring	112	729	444	739
Professional service	194	720	432	683

TEACHING AND MENTORING

During 2018-21 UC emeriti taught at least 2,295 courses, with 1,683 for UC and 612 for other institutions. The UC courses included 781 undergraduate and 902 graduate courses.

Many emeriti faculty continue to teach in retirement even when they do not receive university funding to do so. Of the 2,087 respondents, 814 reported teaching one or more courses, with only 380 reporting that they received university payment. In addition, 664 emeriti responded that they had participated in other teaching, such as guest lectures, *Coursera* open online courses, university extension classes, professional seminars, and so on.

Teaching UC Courses

Emeriti faculty teach UC courses for a variety of reasons. Some are recalled to fill gaps in their department's teaching schedule. Others continue to teach courses they developed in their field of expertise because they enjoy doing so, or they develop and teach seminars on topics they had not taught before but that are of interest to them.

As the table below indicates, 304 emeriti said that they taught undergraduate courses and 325 said they had taught graduate courses. The survey asked how many courses of each type had been taught in the three-year period, but the maximum option was "6 or more." A total of 31 emeriti chose this category for undergraduate courses, and 52 chose it for graduate courses.

Therefore, the column showing "number of courses" is actually the minimum

taught because responses of "6 or more" were tallied as if 6 courses were taught. Similar calculations occur throughout this report, and are indicated by the "+" sign after a number.

UC EMERITI TEACHING UC COURSES DURING 2018-2021		
TYPE OF COURSE	NUMBER OF EMERITI	NUMBER OF COURSES
UC undergrad	304	781+
UC graduate	325	902+

Teaching at Other Institutions

As shown in the table below, 185 emeriti reported teaching at institutions outside the UC system. In some cases, emeriti reported that they had accepted a position elsewhere after retiring from UC. In other cases, faculty were invited to teach as visiting professors, indicating the high regard with which UC faculty are held across academia. The majority of these courses were taught at the graduate level. The average number of courses taught by these emeriti was slightly more than 3 at both levels.

UC EMERITI TEACHING COURSES AT OTHER INSTITUTIONS DURING 2018-2021		
TYPE OF COURSE	NUMBER OF EMERITI	NUMBER OF COURSES
Undergraduate	67	228+
Graduate	118	384+

Other Teaching Activities

Respondents were asked an open-ended question to describe any other

type of teaching they participated in during the period of the survey. A total of 664 emeriti responded, with a myriad of interesting activities.

Most commonly, respondents had given guest lectures and seminars, met with groups of PhD or medical students, taught local classes for laypersons, or participated in online learning. A total of 27 reported teaching for the Osher Online Learning Institute through UC University Extension. Below, in the respondents' own words, are some other typical teaching activities:

- *5 two-week lectures in China*
- *On-line classes on vegan nutrition*
- *I teach high school science, math, and programming full-time*
- *Several webinars for a medical school in Los Angeles*
- *Classes to grad students in Mexico and an educational science podcast*
- *Grand Rounds moderator, resident teaching, UCSD Health*
- *Consulting for undergraduate students for their annual dance concert*

Full-Time Equivalence

Considering only the courses taught for UC and other institutions, and not the additional teaching activities just described, UC emeriti reported teaching at least 2,295 courses over the three-year period of the survey. Of these, 1,683 were at UC campuses and 612 were at other institutions.

Assuming a course load of 4 courses per year for regular faculty, the 1,683 UC courses taught by emeriti faculty are equivalent to the yearly teaching load of 421 regular faculty members. Using the increasingly common teaching load of 3

courses a year brings this total to the equivalent of 561 full-time faculty for a year. These numbers underscore the fact that emeriti faculty continue to support the teaching mission of the University of California. The 612 courses taught at other institutions represent an additional 153 FTE for a 4 course load, or 204 for a 3 course load.

Mentoring

The survey responses indicated that emeriti faculty continue to play an important role in mentoring, including supervising PhD and master's degree students, formally mentoring junior faculty and undergraduate students, and serving as informal mentors at all levels.

Many respondents reported serving in multiple mentoring roles during the 2018-2021 time period. Almost half (1,032 out of 2,087) had served in at least one informal mentoring role. In addition, emeriti reported serving in formal mentoring roles as follows:

- 475 (23%) as a PhD advisor
- 620 (30%) on a PhD committee
- 255 (about 1 in 8) on a master's degree committee
- 301 (about 1 in 7) as a formal mentor for undergraduate students
- 249 (about 1 in 8) as a formal mentor for junior faculty

Although the survey did not ask about mentoring post-docs, 37 of the respondents mentioned doing so in the free-response questions.

Clearly, emeriti faculty continue to play a significant and valuable role in the formal and informal mentoring of students, post-docs, and junior faculty.

SCHOLARSHIP AND PUBLICATION

Almost 75% of the respondents (1,526 of 2,087) reported that they published at least one article, book chapter, or book during 2018-2021. Adding up all categories, emeriti produced at least 10,809 publications in this period.

One purpose of this triennial survey is to develop an inventory of the amount of research and publication the emeriti have been engaged in since retirement. Respondents were asked if they had authored or co-authored journal articles, book chapters, textbooks, other books, and other publications. If yes, they were asked to indicate how many publications they had in each category during the academic years 2018-2021.

An astounding 73% of respondents reported that they had continued to write and publish after retiring. The number of emeriti who continue to publish indicates that the retired professoriate values the conduct and dissemination of scholarly work for its own sake, and not for the benefit of their career advancement.

The responses to the questions about publications and professional activities, as well as to the open-ended survey questions, show that emeriti are energized by the intrinsic value of their work. They continue to pursue their scholarship, go to their labs, go out in the field, and interact with students and colleagues for the excitement and fulfillment this work provides.

Types of Publications

Journal articles were the most common type of publication reported by emeriti,

with 1,265 emeriti reporting that they had published at least one journal article. The total number of journal articles published was at least 5,480. The survey questions that asked about publications had response options from 0 to “9 or more.” Amazingly, the most frequent response (other than 0) was “9 or more,” with 265 choosing that option. In calculating the total, those responses were tallied as if they were 9, so the total of 5,480 journal articles is almost surely an undercount.

The questions also asked about book chapters, and 633 responded that they had published at least one, with a total of at least 2,642 of these chapters. In the category of published books, 154 emeriti reported authoring a total of at least 231 textbooks, and 369 emeriti had authored a total of 608 other books. The table below presents the numbers for these various types of publications.

UC EMERITI PUBLICATIONS DURING 2018-2021		
TYPE OF PUBLICATION	NUMBER OF EMERITI	NUMBER OF WORKS PRODUCED
Journal articles	1265	5480+
Book chapters	633	1848+
Textbooks	154	231+
Other books	369	608+
Other types	705	2642+

These levels of productivity are impressive by any standard in higher education. They are even more impressive when coming from retirees.

Conferences and Presentations

In addition to publications, many emeriti disseminated the results of their work through presentations at conferences and other venues. More than 62% of respondents said they had given one or more scholarly presentations during the time period of the survey. The most common venues were professional conferences, with more than half of respondents saying they had given one or more conference presentations, including online conferences. The total number of conference presentations given during the survey time period was at least 4,371. Some emeriti were very active in this regard, with almost 10% reporting that they had given 9 or more conference presentations!

In addition, 848 respondents had given presentations in other venues, with a total of at least 3,212 of these reported. Venues included seminar series at the home campus or other university, special lecture series given by organizations, alumni events, industry-sponsored colloquia, and so on. Again some emeriti were very active in this category, with 143 respondents (7%) saying they had given 9 or more such presentations.

UC EMERITI SCHOLARLY PRESENTATIONS DURING 2018-2021		
TYPE OF VENUE	NUMBER OF EMERITI	NUMBER OF TALKS
Conference	1085	4371+
Other venue	848	3212+
Total	1299*	7583+

*Total respondents, one or both categories

These numbers are even more striking when viewed in the context of the Covid-19 pandemic that emerged part way through the period represented by the survey. As shown earlier, 802 respondents said that their involvement in giving conference presentations decreased as a result of the pandemic, while only 69 said it increased.

Social Media

When asked about using social media sites as outlets for their scholarly and creative work, about a third of the respondents (669/2087) said they had done so. The dissemination methods included blogs, websites, YouTube videos, Instagram posts, and so on.

The amount of scholarly work disseminated by emeriti faculty through publications, presentations, and social media as reported in the survey is truly remarkable. There is no doubt that these activities add to the continuing prestige of the University of California.

Funding Support for Scholarly Work

It is beyond the scope of this survey to develop a comprehensive profile of the amount of funding and other kinds of support that UC emeriti have received. This information is important, but it is best compiled and reported at the campus level. However, there was one general survey question that asked about funding support for research or creative work. About a third reported receiving some support, with 184, 366, and 142, respectively, receiving intramural funding only, extramural funding only, or both intramural and extramural funding.

CREATIVE ACTIVITIES IN THE ARTS

Almost 1 in 4 respondents reported that they had undertaken creative or artistic projects not covered by other questions, with a total of at least 2,165 such projects. “Visual arts” was the category with the largest number.

Emeriti were asked if they had undertaken any creative or artistic projects not covered by the questions about publications and presentations. Specific categories of creative arts were provided. The options for the number within each category ranged from 0 to “6 or more.” As with previous questions, respondents who chose the highest category were tallied as if they had 6 projects, so the totals given are an underestimate. Responses and number of works are shown in the table below.

UC EMERITI ARTISTIC AND CREATIVE PROJECTS DURING 2018-2021		
AREA OF ACTIVITY	NUMBER OF EMERITI	NUMBER OF PROJECTS
Theatrical	58	174+
Music/Dance	98	353+
Literary	183	432+
Visual arts	140	466+
Exhibits/shows	117	281+
Other creative	171	459+
Total	511*	2165+

*Total responding with one or more projects

Although the survey did not give emeriti the opportunity to expand on their responses to this question, there was an open-ended question at the end of the survey that can shed some light on these creative activities. It is clear from those responses that the emeriti who reported the creative activities featured here fall into two broad categories. In one category are those whose work in the arts is a continuation of their careers. Examples include faculty members from the arts and humanities who performed, wrote plays, displayed their creative work in museum exhibits, and so on.

In the other category are those who ventured into new creative areas after retirement, or who expanded on a hobby they had pursued before retirement. Examples include emeriti who have taken up woodworking, written novels or plays, acted in community theater, and volunteered to curate exhibits at local museums. Below, in their own words, are some of these creative activities:

- *Began writing novels and very satisfied*
- *Helped curate an exhibit [for a local museum] ... titled *The Lost Japanese Community*...*
- *I have a major 3-D Virtual Reality Museum exhibit based on my research*
- *I write plays, screenplays and television shows.*
- *Making mobiles for display and sale. Writing a book of poetry about the Trump Administration.*
- *I choreographed a dance work for [a local] Arts Festival.*
- *Engaged in chamber music, including performances at workshops.*

PARTICIPATION AND LEADERSHIP IN PROFESSIONAL ASSOCIATIONS

Emeriti continued to be active in professional associations, with 1,588 (more than 3 out of 4) reporting at least one activity. Although reviewing manuscripts and proposals were the most common activities, almost 15% reported holding leadership positions and 36% served on committees.

Although most emeriti aren't involved in the day-to-day activities of their campus or department, more than 3 out of 4 (1,588 out of 2,087) continue to bring recognition to the University through participation and leadership in their professional associations. Probably no single campus anywhere in the nation could claim a presence in these societies as widespread as the one collectively demonstrated by UC emeriti.

The table below shows the categories of professional and academic association activities listed in the survey question, and the number of emeriti who reported participating in each activity.

AREA OF INVOLVEMENT	NUMBER OF EMERITI
Leadership positions	309
Editorial board service	619
Attending meetings	985
Reviewing proposals	769
Reviewing manuscripts	1196
Serving on committees	749
Other involvement	161

CAMPUS AND COMMUNITY SERVICE

Including UC system-wide, campus, and college/school/department, 751 emeriti reported that they participated in service to UC during 2018-2021.

Service to the University of California

Many emeriti continue to contribute to the mission of the university through service to the Academic Senate, the UC Office of the President, or their campus, school or department. The table below shows the number of emeriti who contributed various levels of service during the 2018-2021 period.

EMERITI SERVICE TO UC DURING 2018-2021			
LEVEL	ACADEMIC SENATE	OTHER COMMITTEE	OTHER SERVICE
System-wide	56	69	74
Campus	136	198	186
College or dept..	42	213	266
Total	234	480	526

Pro Bono Professional Public Service

When asked about participation in *pro bono* public service work making use of their expertise, 889 reported having done this work.

Many emeriti find opportunities to use their professional expertise in retirement in ways that go behind traditional academic roles. In this survey, 889

respondents reported doing *pro bono* work that relied on their expertise. This number represents 42.6% of those who responded to the survey. A noteworthy observation is that the figure of 42.6% is almost identical to the figure of 42% who responded that they had done such work in the previous triennial emeriti survey done in 2018, indicating that this level of service is stable over time.

The kinds of service work covered by this question can be gleaned from the free-response answers to the last survey question. Two categories of activity emerge from those answers. One is that emeriti are serving in advisory capacities on boards of directors, or to museums, libraries, service agencies, and non-profit organizations. They are involved in community activities at local, national, and international levels, such as advocating for environmental protection or working with immigrants.

A second category of *pro bono* service is in health care. Many respondents were doing volunteer work in community programs and clinics. For example, one respondent wrote “I volunteer at an inner city clinic to provide COVID vaccines to an underserved community.”

In both categories, a number of people reported offering their expertise in other countries or with international agencies. The *pro bono* work of UC emeriti faculty extends far and wide.

Community Service

In another notable show of consistency across time, 46.6% of emeriti responded

that they had performed community service outside of UC and professional organizations, almost exactly matching the figure of 46% who responded that they had done so in the previous triennial survey in 2018. Even more remarkable is that the same 46% emerged in the survey before that, done in 2015. Clearly this level of community service is a hallmark of UC emeriti across time.

The types of public service performed by UC emeriti covered many categories, as shown in the table below.

TYPE OF SERVICE	NUMBER OF EMERITI
Community/civic	514
Charity or social causes	392
Political	201
Faith-based	150
Arts/culture	170
Teaching/mentoring	347
Other	153
Total activities	1927
Total with at least one type	973

As evidenced by comparing the total number of activities with the total number of respondents with at least one activity, many emeriti are involved in multiple community service activities. Note that these activities may or may not involve the professional expertise of the respondent, unlike the *pro bono* activities discussed earlier, which explicitly did involve that expertise.

OTHER PROFESSIONAL WORK

183 emeriti reported that they were engaged in an entrepreneurial or business enterprise, and 705 participated in at least one consulting project during 2018-2021.

Some emeriti continued to engage in income-earning activities in their retirement. In total, 1,126 (about 54%) reported that they worked outside of UC in a professional capacity in at least one of the categories presented in the question. The options and the number who chose each one are shown in the table below.

ACTIVITY	NUMBER OF EMERITI
Entrepreneurial/business	183
Consulting project	705
Advisory board	474
Other	276
Total	1638

HEALTH SCIENCES EMERITI

Approximately 600 health sciences emeriti responded to the survey. Of those, about 58% maintained their license during part or all of the time period, and about 28% did clinical work during all or part of the period.

A few questions were asked only of health sciences emeriti, to ascertain whether they were still licensed and/or practicing. The first question asked whether respondents had maintained

their license to practice. The second question asked if they did clinical work during the 2018-2021 academic years. Responses are shown below.

UC HEALTH SCIENCES EMERITI ACTIVITY DURING 2018-2021		
PORTION OF 2018-2021 TIME PERIOD	NUMBER WHO MAINTAINED LICENSE	NUMBER WHO DID CLINICAL WORK
All of it	305	108
Part of it	37	64
None of it	249	430

The 172 respondents who said they did clinical work during some or all of the time period were asked two follow-up questions. First, they were asked if they were paid for the work. Three of them did not respond, 109 said yes, and 60 said no. Next, they were asked "About how many hours a month did you do clinical work?" The answers were provided as free-response. For those who gave a numerical answer, the median was 20 hours a month of clinical practice.

HONORS AND RECOGNITION

723 emeriti received at least one award, honor or other recognition during 2018-2021, with 609 receiving professional awards and 114 receiving civic/community awards.

The University of California's national and global stature derives mainly from the accomplishments and contributions of its faculty. Even in retirement many emeriti faculty are still being recognized

for these accomplishments. Almost 30% of the survey respondents (609 of them) had received at least one professional honor or award during the period of the review, and 114 had received at least one community or civic award.

What’s even more significant is that many of these award recipients had been retired for a long time. The table below shows the number and percent of recipients of professional awards for different retirement cohorts.

UC EMERITI AWARDS AND HONORS DURING 2018-2021 BY RETIREMENT YEAR		
RETIREMENT TIME PERIOD	NUMBER RECEIVING AWARDS	PERCENT OF TOTAL NUMBER
2018-2021	173	28.5%
2013-2017	172	28.4%
2008-2012	120	19.8%
2003-2007	58	9.6%
Before 2003	83	13.7%
Total	606*	100%

*3 of the 609 awardees did not provide a retirement year.

Multiple Awards and Honors

Of the 609 respondents who reported receiving a professional or career award, 237 said they had received more than one such honor. Conservatively assuming they received just two honors, the total number of emeriti professional honors is 846. For civic and community honors, 79 respondents received one, and another 35 received two or more, for a total of at least 149 such honors.

Combining these two categories of awards, emeriti conservatively received 995 awards and honors.

WHAT THIS REPORT LEAVES OUT

While this report provides summaries of various categories of emeriti activities, it cannot convey the collective vitality and enthusiasm evident in the free-response answers. Those answers tell hundreds of stories and illustrate that emeriti faculty continue to thrive in their retirement. A few examples follow.

One respondent has developed teaching materials for health workers and parents about a particular medical condition in children, and created a website and smartphone app that support management of the condition. Another reports doing volunteer editorial work for poets with disabilities and terminal illness. There is an 86-year-old emeritus who biked from Mexico to Minnesota at age 83, then biked his age in miles when he turned 85. There is the retiree who was a lead advisor for a PBS film series, and another who gave a TedX talk. One retiree volunteers for the Red Cross, and another is active in Rotary International’s program to bring clean water, sanitation and hygiene to developing countries.

Answers to the free response questions contain facts, opinions and descriptions that expand on the statistics in this report. But they also convey a collective pride in the myriad accomplishments of the incredible cadre of University of California emeriti faculty. The “word cloud” on the following page displays the words most commonly used in the free-response answers.

METHODOLOGICAL NOTES

A 22-item survey was prepared using the Qualtrics platform. The link was distributed to all UC emeriti for whom email addresses were available, except that a paper copy was mailed to those who had a stated a postal mail preference. A few questions included sub-questions based on answers to the original question. Most questions were multiple choice, but the last question, shown on the previous page, was free-response.

Each of the campus emeriti associations managed its own survey distribution process and the appeals to emeriti for participation. The exact number of emeriti contacted is not known, but is likely to be slightly over 6,000. Participation numbers by campus and retirement year are shown below.

The intent of the survey was not to get responses from a representative sample, but rather, to create an inventory of activities reported by those emeriti who voluntarily responded. As such, it represents a lower bound on the level of activity of all emeriti.

ACKNOWLEDGEMENTS

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*Jessica Utts, CUCEA Survey Coordinator
UC Irvine*

PARTICIPATION BY CAMPUS AND BY RETIREMENT YEAR

NUMBER OF SURVEYS RETURNED BY CAMPUS	
Campus	Count
Berkeley	317
Davis	520
Irvine	176
UCLA	402
Merced	5
Riverside	114
San Diego	167
San Francisco	152
Santa Barbara	121
Santa Cruz	103
Not specified	10
Total	2087

NUMBER OF SURVEYS RETURNED BY RETIREMENT YEAR	
Retirement Year	Number
2018-2021	502
2013-2017	573
2008-2012	415
2003-2007	273
1998-2002	124
Before-1998	186
Missing	14
Total	2087

CUCEA

Council of University of California Emeriti Associations

Berkeley

President: David Hollinger

Website: <http://retirement.berkeley.edu/ucbea>

Davis

President: MRC Greenwood

Website: <http://emeritiassociation.ucdavis.edu>

Irvine

President: George E. Miller

Website: <http://retirees.uci.edu>

Los Angeles

President: Rosina Becerra

Website: <http://www.errc.ucla.edu>

Riverside

Co-Presidents: Darleen DeMason, Raymond (Rusty) Russell

Website: <http://emeriti-retirees.ucr.edu>

San Diego

President: Steven Adler

Website: <http://emeriti.ucsd.edu>

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Website: <https://alumni.ucsf.edu/emeriti-faculty-association>

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