

# A Virtual Eleventh Campus

The Ninth Inventory of  
University of California Emeriti Activity  
**2015–2018**

**CUCEA**  
Council of  
University of California  
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 the 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 mission is to serve the interests of the 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://cucea.ucsd.edu>

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## *Accomplishments of University of California Emeriti during 2015–2018:*

- 574 honored and/or recognized for their contributions
- 1,218 published journal articles
- 324 taught UC undergraduate courses
- 372 taught UC graduate courses
- 486 served as advisors and mentors
- 485 provided service to UC in various ways
- 419 authored or co-authored books
- 1,120 presented conference papers
- 1,300 have work in progress
- 807 used their expertise in *pro bono* work
- 1,009 were active in their professional associations
- 461 served on editorial boards

## OVERVIEW

This report summarizes the findings of the ninth triennial survey of University of California emeriti activity. It was conducted in the Fall of 2018. The intent of the survey was to develop an inventory of the teaching, research and creative work, as well as the community service that UC emeriti have done during the academic years 2015–2018.

This project is grounded in the premise that the University of California’s preeminence derives from the work of its faculty. In earlier decades, it was the faculty’s steady achievement in research and in the preparation of students that gained national and global recognition for the University. Most of the faculty who were instrumental in this movement are now retired; however, for many, their contributions to the mission of the University go on. This survey offers the evidence of this.

A systematic attempt was made to contact virtually all UC emeriti (more than 6,000 individuals) to encourage their participation in this project and 2,024 of them responded. This inventory provides impressive support for the claim that, when viewed in the aggregate, the teaching, the scholarship and the community work of UC emeriti during this period is equivalent to that of a major university. Their contributions to the mission of the University of California amount to a virtual eleventh campus.

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## ABOUT THE SURVEY

An estimated total of 6,030 UC emeriti were individually contacted and encouraged to participate in the survey. Most were contacted by email and completed an online survey instrument. The remainder, those who expressed this preference, received their surveys in the mail, completed them and returned them in the mail. This group is approximately 10% of the respondents.

Each of the individual campuses managed its own contact roster for this project. A total of 2,024 surveys were completed and returned—a 33% participation rate. Comparisons among/between campuses are consciously omitted. The singular focus of this report is on the aggregate, on the entire UC emeriti population. A more detailed account of the survey methods can be found at the end of this report.

## EMERITI TEACHING

<p>UC emeriti taught just under 1,000 undergraduate classes and more than 1,000 graduate classes in the UC system during 2015–2018. By a conservative estimate, this is the equivalent of approximately 500 full-time UC faculty.</p>
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Many emeriti continue to teach even after they retire for the satisfactions they get from being in the classroom or lab. Others are called back to the classroom in order to help their departments and programs fill gaps in their course offerings. This may be the result of an unfilled position or a faculty member being on leave. Still others return to teach specialized courses they have developed.

When these numbers are combined, this inventory demonstrates that UC emeriti have been making a substantial contribution to the teaching mission of the University. In the three-year period covered by this survey, they taught hundreds of courses at both the undergraduate and graduate levels. In addition, they have been delivering courses on other U.S. campuses as well as in other countries.

### ***Teaching UC Courses***

As the table below indicates, 324 survey respondents report that they taught UC undergraduate courses and 372 indicate that they taught UC graduate-level courses during the 2015–2018 period. The table also reveals that, in sum, nearly 2,000 UC courses were taught by emeriti during this reporting period.

EMERITI TEACHING UC COURSES DURING 2015–2018 <sup>1</sup>		
COURSES TAUGHT	NO. OF EMERITI WHO TAUGHT	NUMBER OF COURSES TAUGHT
UC undergraduate	324	960+
UC graduate	372	1,030+

### ***Teaching on Other Campuses***

Given the respect that UC has earned in the higher education community, it is no surprise that its faculty are invited to teach on other campuses outside of the UC system. In the past three years, 93 survey respondents indicated that they had taught undergraduate courses and 138 said they had taught graduate courses on other campuses. The table below summarizes these survey findings.

EMERITI TEACHING COURSES ON OTHER CAMPUSES DURING 2015–2018 <sup>1</sup>		
COURSES TAUGHT	NO. OF EMERITI WHO TAUGHT	NUMBER OF COURSES TAUGHT
Other campus undergraduate	93	300+
Other campus graduate	138	420+

### ***Full-time Equivalence***

In total, UC emeriti in this survey report having taught a conservatively estimated 2,000 UC courses and 720 courses on other campuses. This amounts to a total of more than 2,720 courses delivered by them during the academic years 2015–2018.

One familiar way to demonstrate the size and scope of this teaching contribution is to frame it

in a standard metric of the University of California: full-time equivalency (FTE). This expression stipulates the full-time teaching load of a typical faculty member.

Departments and programs throughout the University of California system vary to some extent in their assignment of teaching requirements for faculty, but a few plausible FTE numbers can be illustrative. Assuming that the current teaching load for most UC Senate faculty is four courses per year (and this is most likely a greater teaching commitment than is required of most Senate faculty), the emeriti teaching contribution during the period covered in this survey is equivalent to 680 full-time faculty.

Again, for comparison purposes, given a 3.5 FTE teaching requirement, it would take 777 additional full-time faculty to deliver the courses that were presented by UC emeriti during 2015–2018.

### ***And More Teaching***

Survey participants were also asked to describe “any other type of teaching” (other than standard university classes) they had done during this time period and nearly 800 respondents indicated that they had done some kind of teaching other than in regular university courses.

Most commonly, they have appeared as guest lecturers in local classes and as visiting professors on other campuses. They have also taught seminars in other countries, provided guidance in clinics and been instructors in lifelong learning programs. A number of them, mainly in the health care areas, presented week-long workshops and programs for other professionals. Below, in the respondents’ own words, are some typical teaching activities:

- “... clinical teaching in Vet Med”
- “... two courses for the UC Berkeley OLLI program”
- “... gave 8 lectures to upper division classes”
- “... teaching in China”
- “... one-week course in a grad program abroad”
- “... visiting prof”
- “... volunteer teaching German at a senior center”
- “... member of two dissertation committees”

## ***Mentoring***

With their decades of experience and service, emeriti are in unique positions to serve as mentors and many of them have done so. Formal mentoring programs on UC campuses vary in a number of ways, depending on the population(s) they are designed to serve. They are also variable in where they are located (e.g., in departments/programs, in colleges, campus wide—even by career track). Some programs are created for students; others are designed for beginning faculty who can benefit from guidance in their careers.

In this context, thirty percent of the respondents—486 of them—indicated that they had been involved in a formal mentoring program during this time. Fifty-seven percent—974 altogether—said they had served as informal mentors.

## **SCHOLARSHIP AND PUBLICATION**

During 2015–2018, more than 1,200 UC emeriti reported that they have been writing and publishing. They have published more than 5,000 journal articles during this time.

Scholarship and publication have long been an essential component of the UC culture. One of the University of California’s signature achievements is that it hires and supports high quality, productive faculty. It is the work of this faculty that has lifted UC to the very top ranks among campuses in the nation.

One primary purpose of this project was to develop an inventory of the amount of research and publication the emeriti have been doing since retirement. Respondents were asked if they had authored or co-authored any books during this period of time or published articles or book chapters, or if they had presented any papers at meetings or conferences. The responses once again demonstrate that this work goes on, even in retirement. The table that follows summarizes these findings.

UC EMERITI PUBLICATIONS  
AND CONFERENCE PAPERS DURING 2015–2018<sup>1</sup>

	NO. OF EMERITI WRITING	NUMBER OF WORKS PRODUCED
Books	419	700+
Journal articles	1,218	5,180+
Book chapters	932	1,700+
Conference papers	1,120	3,800+

When the individual and collaborative achievements of UC emeriti are added up, as they are in the above table, the weight of the contribution becomes clear. These levels of productivity are impressive by any standard in higher education and they are even more remarkable when they are coming from retirees.

These hundreds of UC retirees who continue their research and publication after formal retirement are no longer doing so in the expectation of career advancement. Rather, they are energized and challenged by their interests, their commitments and their curiosities. They keep going in to the lab, out in the field and back to the office, not because it will help their careers, but because they believe the work is interesting and is important.

### ***Books***

Of the 419 respondents who reported they had authored or co-authored books during 2015–2018, 275 of them indicated publication of a single book. Eighty-seven people said they had written three books during this time and at the hyper-prolific end of this scale, seven emeriti said they had authored/co-authored five books.

### ***Journal Articles, Chapters and Papers***

In the area of papers published and presented, the numbers go into the thousands. More than 1,200 emeriti reported that they had produced written works, many of them completing several pieces during this time. More than 3,800 of their papers had been presented at conferences and more than 5,000 articles were published in professional journals.

## 20 Years Post-retirement

As expected, the research and publication activity slope trends downward as the number of years in retirement increases. More recent retirees are most likely carried by the momentum of work that was underway when they retired (e.g., grants and projects with colleagues and graduate students). Still, there are those who keep working throughout their lives—and it is a sizable number of them. The table below summarizes the scholarship and publication activity of UC emeriti who have been retired 20 years or more.

EMERITI WHO RETIRED BEFORE 2000 ARTICLES, BOOKS AND PAPERS DURING 2015–2018 <sup>1</sup>		
	NUMBER OF EMERITI WORKING	NUMBER OF WORKS PRODUCED <sup>1</sup>
Journal articles	116	400+
Book chapters	62	200+
Conference papers	75	280+
Books	72	100+

### Work in Progress

1,300 survey respondents said they have work in progress that they are intending for publication or presentation.

Given the impressive level of scholarly activity reported above, it follows that there must be a steady flow of work in progress. Survey respondents were asked to report on the work(s) they had underway and two-thirds of them replied affirmatively. The eleven hundred comments they offered describe works that are being planned, others already underway and still more currently submitted and under review. One respondent says “Five papers in various stages of preparation,” another speaks of a monograph in preparation, and another writes “... always working on research publications.”

When the responses to this in-progress survey item are sifted out according to time of retirement, they confirm expectations that there is a greater rate of productivity in the earlier years of retirement and

then it tapers off. The table below summarizes this profile. These findings are remarkably similar to those of the previous survey (2012–2015), which, taken together, confirms a pattern of stability and enduring intellectual energy in UC faculty. Among the respondents who have been retired twenty years or more, half of them are still making contributions.

UC EMERITI WHO HAVE WORK IN PROGRESS			
RETIREMENT YEAR	NUMBER IN COHORT	HAVE WORK IN PROGRESS	PERCENT OF COHORT
2015–18	524	403	76%
2010–14	539	363	67%
2005–09	382	236	62%
2000–04	236	123	52%
Before 2000	320	172	54%

### Funding Support

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 during this time interval. This information is acknowledged to be important, but it is best derived and reported at the campus level. In broad terms, however, the survey did seek to get a general profile of the support emeriti have received during 2015–2018.

One third of the respondents, 660 of them, indicated that they had received some kind of funding support for their research/creative work during this period. Of this group, 221 got their support from intramural sources and 439 said they had extramural funding.

The open-ended comments provided more detail about the sources of support. Fifty people cited NSF as their supporting agency, most typically describing themselves as co-investigators. Thirty-eight respondents mentioned being supported by NIH grants.

Private foundations were another frequently cited source of extramural support. Some of these foundations are regional, others are problem-focused. Among the national-level agencies cited: Rockefeller, Ford, Hewlett, Kellogg, Mellon, Gates and MacArthur.

The funding support from intramural sources that was reported typically came in smaller grants to underwrite part of a research project, or pay for travel and participation in conferences.

## LEADERSHIP IN PROFESSIONAL SOCIETIES

1,320 emeriti reported on their continuing participation in their academic/professional societies.

Even though most UC emeriti aren't involved in the week-to-week activities on their campuses, hundreds of them continue to bring recognition to the University through participation and leadership in their academic and professional associations. A good argument can be made that there is not a single campus in the nation that could claim a presence in these societies as widespread as the one demonstrated by UC emeriti.

UC emeriti continue to carry out vital leadership roles in these professional societies, a point which is evident in the number of them who are involved in the important business of these groups.

More than 200 UC emeriti have served as officers and board members of their professional societies during this period. Hundreds of them have held roles on editorial boards during this time. More than 600 emeriti have served by reviewing proposals and more than a thousand colleagues have served their associations by reviewing manuscripts. The following table summarizes the emeriti participation in these activities.

UC EMERITI INVOLVEMENT IN PROFESSIONAL AND ACADEMIC ASSOCIATIONS DURING 2015–2018	
Attended meetings	1,009
Held leadership positions	266
Reviewed manuscripts	1,002
Served on editorial boards	461
Reviewed proposals	625

## IN THE ARTS

One survey item asked respondents to report on their involvement in creative or artistic projects during 2015–2018 and provided a limited set of areas/categories for their replies. The table below summarizes their responses.

ARTISTIC/CREATIVE ACTIVITIES OF UC EMERITI DURING 2015–2018		
AREAS OF ACTIVITY	NUMBER OF INDIVIDUALS	NUMBER OF EVENTS/ PRODUCTIONS
Theatre	60	193
Music	96	424
Literary	138	319
Visual arts	141	519
Exhibits/shows	114	336
Other	129	364

Of the 358 people who added brief explanations to this item, more than half of them indicated that they were still involved in work that was related to their pre-retirement faculty appointments; that is, they were still working in their respective career areas.

There are two broad categories in this group. One of these includes those whose work in the arts is a continuance of their careers as performers and creators. Representative illustrations here include composing music, acting in theatre, performing in concerts, writing, directing plays, painting, writing poetry, making films and giving recitals.

A second category for this group is on the non-performance side of the arts. Here, respondents wrote about their involvement through curating museum exhibits, producing shows, managing community theatre, teaching art classes, consulting on history and the like.

For about 30% of the respondents on this item, their engagement in the arts means venturing into a new area. Some are in the serious pursuit of developing/refining a new talent and others are simply looking for the enjoyment that comes from creating, executing and performing.

### CAMPUS & COMMUNITY SERVICE

485 emeriti provided service to UC during 2015–2018.

887 emeriti reported on their service in their communities during 2015–2018.

#### *Service to the University*

It is evident from the above findings that many emeriti continue to have a strong commitment to their pre-retirement departments and programs as well as their home campuses.

Hundreds of them stand ready to help their home campuses and the UC system, especially on short term tasks and ad-hoc assignments. They not only bring experience and dedication that is valued, they often do so ‘off-the-books’—not requiring salary and benefits. From the perspective of the institutions, they are force-multipliers.

#### *Campus and Department Service*

As the summary table below indicates, nearly 500 UC emeriti reported that they had provided service to the institution at the level of the campus, the college or the department. A review of the open-ended responses to this survey question reveals that the most frequent mention of involvement is some kind of committee service—search committees, special ad hoc committees, review committees and senate committees. Forty-nine respondents mentioned serving as a chair.

UC EMERITI PARTICIPATING IN SERVICE TO UC DURING 2015–2018	
Service to the UC system	195
Campus-level service	479
Department/College-level service	485

#### *Service in the Community*

Even before their retirement, many UC employees have been active, constructive members of their local communities and retirement simply allows more time to continue. For others, volunteerism is a new opportunity.

An impressive 46% of the respondents—a total of 887—indicated that they had done some form of community service outside of UC during 2015–2018. This is exactly the same percentage of volunteer involvement reported three years ago in the preceding survey. This may be seen as an indicator of the stable citizenship qualities of UC retirees.

More than 600 of the survey respondents also added brief notes on their participation, a number of them indicating involvement in several community causes. Many provided some kind of individual care-giving—visiting, nursing, driving or counseling. Others were involved through work in community-based nonprofit organizations. One of the most commonly-cited themes in the remarks offered by respondents was their service on local committees and boards. One hundred twenty-four people mention service on committees and 51 of them cite service on boards. Many of them report working in their churches. Below are some excerpted illustrations in the respondents’ own words.

- “...volunteered for Community art project”
- “...medical clinics”
- “...city advisory committee”
- “...involved in getting out the vote”
- “...community center as kitchen server”
- “...2 non-profits”
- “...I did in the early 2000’s but too old”
- “...chair, finance committee”

### *Pro bono work*

More than 800 of those surveyed (42%) indicated that they had done *pro bono* public service work that made use of their expertise during this period.

Many academics find opportunities in their retirement to make use of the experience and expertise that they have developed and used in their campus careers. Their expertise is adapted to new applications where it is welcomed and valued in new settings.

Eight hundred seven respondents indicated that they had done public service work on a *pro bono* basis that had made use of their expertise during 2015–2018. Two larger themes can be sifted out of the more than 600 individual accounts that people provided in answering this question. One is that of local community service on committees and boards where experience and/or expertise was sought. Examples include libraries, museums, arts/culture groups, service agencies and nonprofits. In these settings, emeriti served as board officers and board members, consultants and advisors.

Health care services is the second theme that emerges from a review of the individual brief accounts of *pro bono* work. Many of those responding were doing volunteer work in community programs and clinics. A typical account was “I volunteer in a local clinic typically 2 days a week.” A number of people offer their health care expertise in other countries. Also in the health care mission theme, many others provide leadership in the management end of the process as board members and volunteer administrators.

### HEALTH SCIENCES EMERITI

Thirty percent of the survey respondents, 608 of them, identified themselves as working in the health sciences. Most of them were/are identified with medical schools but other colleagues completing the survey are in dentistry, nursing, pharmacy and veterinary medicine.

Health science emeriti activities are well represented in research, teaching and service cited earlier

throughout this report. In addition, this population was asked two specific questions about their degree of professional engagement since retirement: 1) whether they were still maintaining their licenses to practice and 2) whether they were still doing clinical work.

Forty-eight percent of this group are still maintaining their licenses to practice and 28% report that they have been doing clinical work during this three-year period. Below is a profile of this information as it is linked with time of retirement.

HEALTH SCIENCES EMERITI ACTIVE DURING 2015–2018			
RETIREMENT YEAR	NUMBER RETIRED	MAINTAINING LICENSES	DOING CLINICAL WORK
2015–18	158	37%	20%
2010–14	167	53%	29%
2005–09	106	41%	19%
2000–04	78	40%	17%
Before 2000	97	30%	16%

The responses in the open-ended sections of this survey item reveal high levels of activity among the health science professionals. Among these, many are still practicing one or two days a week. Others report that they have stopped their clinical work and have turned their attention to research and consulting. Still others are teaching and serving as mentors.

### HONORS AND RECOGNITION

574 people indicated that they had received an award or had been given some form of recognition during 2015–2018.

The University of California’s national and global distinction derives mainly from the accomplishments and contributions of its faculty. It was the work of many who are now retired that initially propelled the campuses to the top ranks in many fields and, remarkably, hundreds of them are still adding value to their campuses and their communities. Moreover, they are still being recognized for it.

The survey asked respondents to report on any honors or other recognition they had received during 2015–2018 in two broad categories: in their professional fields and in their communities. Thirty percent of them (574) indicated that they had received some kind of recognition in their professions.

In the professoriate, as in many career tracks, the most knowledgeable, the most rigorous assessment of one's work comes from colleagues in the field. They are the best judges and also the most severe critics. It follows, too, that peer review is the ultimate standard when it comes to honor and recognition. This survey shows that recognition comes in many ways.

### ***Career Achievement Awards***

Virtually all academic and professional societies have ways of recognizing a given individual's body of work over the span of his or her active career. This recognition goes by various names and titles (*e.g.*, Lifetime Achievement, Career Achievement, Lifetime Service) but the spirit of the recognition is constant. In the current survey, 44 respondents reported that they received an honor of this kind.

### ***Prizes, Medals, Fellows and Degrees***

Honors are earned and bestowed in several other ways as well. During this survey period, 45 colleagues spoke of having been named as Fellows in their professional societies. Honorary degrees, in several instances more than one, were reported by a number of people. Twenty-nine respondents wrote of medals they had been given in recognition for their work. Thirty-seven people said they had been awarded prizes—some were prizes for writing, several were for achievements in their respective fields. One received the Nobel Prize.

### ***Uniquely Recognized***

Among the hundreds of UC emeriti being honored, many were recognized in ways that defy simple categories such as those mentioned above, but the uniqueness of some deserve mention. One emerita was honored at a concert featuring her own compositions; several had Festschrifts in their honor. One earned a Friend of the Farmer Award and another now has a building with his name on it. Another colleague reported having received three honorary degrees, two medals and having been named a fel-

low in national academies in two different countries. One respondent had two bacteria named in his honor and another earned one of NASA's highest honors. Yet another was a United Way Person of the Year.

## **WHAT THIS REPORT LEAVES OUT**

What this report leaves out is the vitality of the activities that are merely summarized here. It leaves out the hundreds of the stories and contexts that deserve to be told. It conveys the content but it doesn't capture the spirit.

An emeritus microbiology professor tells of his work in another country over the years that has led to development of a research center and degree programs. An emerita writes of being a speaker on women's economic empowerment and poverty. Another talks about continuing to perform as a concert pianist. One writes of his twice-a-year travels to an African nation to teach and mentor in medicine. One reports that he "built a new department at another university" and another says he is "pursuing an undergraduate degree in another field." One is involved in violin-making and learning to play the flute. Another writes of the onset of dementia and how it has slowed down his scholarly work.

The survey data contain an almost countless number of brief anecdotal notes that accompany the responses to the survey items. These remarks speak of the satisfactions of teaching and mentoring. They express the fulfillments of consulting and advising. They convey the passions for creating and performing. They speak of the commitments to learning and discovering. They testify to their ongoing commitments to their careers and to the University of California.

## **THE ELEVENTH CAMPUS**

As with previous CUCEA surveys, if all of the activity that is reported here were to be depicted in the form of a virtual college catalog, it would reveal the outlines of a leading major university. This construct-campus has been created and delivered by University of California retirees. For the citizens of California and its University system, it is UC's eleventh campus.

## METHODOLOGICAL NOTES

A 21-item standard survey using a SurveyMonkey format was prepared and distributed to all University of California emeriti for whom addresses were available. A copy of the online survey can be found at the CUCEA website: <https://CUCEA.ucsd.edu>.

Each of the nine individual UC emeriti associations managed its own survey distribution process and made its own appeals to emeriti for participation. An exact number of surveys sent out is not available, although a reasonable estimate is 6,030.

Although there were some campus-by-campus variations in this protocol, respondents were contacted either by regular mail or by email, depending on their stated preference for receiving information about emeriti affairs. Those contacted by email were encouraged to participate in the study and given a link to an online SurveyMonkey survey. Those emeriti who stated a preference to use standard mail received a printed version of the online survey along with a stamped return envelope. Mailed surveys were returned to the local campuses and the information on them was transcribed into the SurveyMonkey database.

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## ENDNOTE

<sup>1</sup> The + sign beside the numbers in some of the tables in this report indicates that the actual number is most likely somewhat higher than the number that is posted. The survey format did not allow for more precise tallying at the very high end of the scale. At some point, a “More than X” rather than a specific number had to be used. A “more than 5” response to the question on courses taught, for example, could be six but it could also be more than six. A review of the open-ended comments verifies that this was very commonly the case.

In all instances discussed in this survey, the reported findings used the most conservative numbers. They are more than sufficient to convey the story of emeriti productivity.

## ACKNOWLEDGMENTS

Staff members from each of the nine campuses were invaluable in managing local campus survey logistics—contact rosters, mailings, correspondence and the like. They are Cary Sweeney and Kris Thornton (UC Berkeley), Deanna Agneta (UC Davis), Jeri Frederick (UC Irvine), Sue Barnes (UCLA), Jorge Sanchez (UC Riverside), Karen Rasmussen (UC Santa Barbara), Christy Dawley (UC Santa Cruz), Suzan Cioffi (UC San Diego) and Louis Gutierrez (UC San Francisco).

Thanks also go to the Emeriti Association presidents, whose names are listed elsewhere as well as to two emeriti colleagues, Doug Mitchell (UC Riverside) and Sy Levin (UCLA) who provided leadership on their campuses.

Two other people deserve special mention. Marjorie Ahl (UC Davis) was again resourceful and creative in the design/format areas as well as in numerous detail-related ways throughout the process. Sue Barnes (UCLA) managed the SurveyMonkey mechanics and, as needed, served as a sounding board, logistics consultant and copy editor. Both of them filled essential, much appreciated roles in the previous iteration of this project and were invaluable again this time. Errors of omission and commission can be attributed to the undersigned.

John Vohs  
UC Davis

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CAMPUS PARTICIPATION: NUMBER OF SURVEYS RETURNED	
UC Berkeley	371
UC Davis	457
UC Irvine	172
UC Los Angeles	407
UC Riverside	103
UC San Diego	98
UC San Francisco	131
UC Santa Barbara	131
UC Santa Cruz	148

# CUCEA

## Council of University of California Emeriti Associations

### BERKELEY

*Website:* <https://retirement.berkeley.edu/ucbea>

*President:* John Swartzberg

### DAVIS

*Website:* <https://emeritiassociation.ucdavis.edu>

*President:* G. Thomas Sallee

### IRVINE

*Website:* <https://sites.uci.edu/emeriti>

*President:* Jim Danziger

### LOS ANGELES

*Website:* <https://emeriti.errc.ucla.edu>

*President:* Ronald Mellor

### RIVERSIDE

*Website:* <https://emeriti-retirees.ucr.edu>

*President:* Victor Lippit

### SAN DIEGO

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

*President:* Phyllis Mirsky

### SAN FRANCISCO

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

*President:* John Greenspan

### SANTA BARBARA

*Website:* <https://www.hr.ucsb.edu/retirees/retirees/emeriti-association>

*President:* W. Douglas Morgan

### SANTA CRUZ

*Website:* <http://emeriti.ucsc.edu>

*President:* Todd Wipke