Council of University of California Emeriti Associations (CUCEA)

Minutes of Meeting

April 24, 2019

UC San Diego

Attending:

CUCEA Officers: William Ashby (SB) Secretary/Campus Representative; Caroline Kane (B) Chair/Campus Representative; William Parker (I) Treasurer; Henry Powell (SD) Chair-Elect /Campus Representative; Louise Taylor, Information Officer/Past Chair (B)

Emeriti Association Presidents and Vice Presidents: Victor Lippit (R) EA President/Campus Representative; Ronald Mellor (LA) EA President/Alternate Campus Representative; Phyllis Mirsky (SD) EA President/Alternate Campus Representative; G. Tom Sallee (D) EA President/Campus Representative; Todd Wipke (SC) EA President/Campus Representative

Emeriti Association Representatives and Alternates: Barry Klein (D) Alternate Campus Representative; George Miller (I) Alternate Campus Representative; Dan Mitchell (LA) Campus Representative; Douglas Mitchell (R) Alternate Campus Representative; John Schechter (SC) Alternate Campus Representative; William Wara (SF) Alternate Campus Representative

JBC Chair: Roger Anderson (SC) JBC Chair/Past Chair

Emeriti Survey Chair: John Vohs (D).

Past Chairs: Richard Attiyeh (SD); Ernest Newbrun (SF)

Center Directors and Liaisons: Ayesha Dixon (LA); Cary Sweeney (B)

Call to Order and Welcome:

Chair Caroline Kane called the meeting to order at 12:30. She began by welcoming participants, especially those attending for the first time. She then recognized and thanked our hosts at UC San Diego. Introductions followed.
Officers’ Reports:

Chair’s Report:

- Health care

  Caroline Kane serves as the CUCEA representative on the UC Committee on Faculty Welfare. She provided an update on issues and concerns recently discussed at the UCFW.

  The Chair of UCFW recently wrote a letter to the Chair of the Academic Council and to President Napolitano requesting and encouraging “due diligence and consultation” before making any changes to retiree health care insurance for retirees or for active employees. The letter emphasized the role of shared governance in the UC.

  The UCFW has lent support to a petition by faculty at UCSF regarding a potential partnership with Dignity Health. While the UCFW did not formally endorse the UCSF petition, it urged that UC never partner with an organization that does not support the values of the UC.

- Scheduling of CUCEA and CUCRA biennial meetings

  At the Fall 2018 CUCEA meeting, a proposal to hold the Fall meetings on a southern campus and the Spring meetings on a northern campus was unanimously approved. However, CUCRA did not approve this proposal. Consequently, there will be no change to current practice of holding the Fall meetings at a northern campus and the Spring meetings on a southern campus. The schedule of meeting locations through 2024-25 prepared by Louise Taylor, our Information Officer, is posted on the CUCEA website. Host campuses are urged to begin planning well in advance of the meeting date. [http://cucea.ucsd.edu/meetings/CUCEALocations.shtml](http://cucea.ucsd.edu/meetings/CUCEALocations.shtml)

- Via Benefits

  A survey of retirees and emeriti enrolled in Via Benefits (those residing outside the State of California) conducted by RASC was discussed at the Fall 2018 meeting. The survey showed overall satisfaction with Via Benefits, but some enrollees were highly dissatisfied. Via Benefits is following up with those individuals who expressed dissatisfaction in the survey, in order to resolve the issues. A recent anecdote related by William Ashby suggests that there is still work to be done.
Secretary’s Report:

William Ashby presented the minutes of the October 25, 2018 meeting. The minutes were approved unanimously.

Treasurer’s Report:

William Parker distributed a CUCEA financial statement, which he deemed “quite satisfactory.” Income consisted of fully paid dues of $3,000 and the Academic Council contribution of $2,000. Assets were $12,641 as of 4/24/19, with a projected year-end balance of $7,641. In response to a question from Dan Mitchell, William Parker noted that for the past several years, the reserve has been declining modestly in order to keep dues stable. William Parker believes that $6,000 is a reasonable reserve balance. With the addition of the contribution from the Academic Council, he believes that dues can remain stable in the foreseeable future. Caroline Kane stated that the Academic Council contribution is expected to recur annually. CUCEA now has a Federal employer identification number (EIN), which was required so that the Office of the President could issue a check on behalf of the Academic Council. William Parker raised the question of whether CUCEA should attain status as an officially recognized 501(c)(3) non-profit organization. This would allow donors to make tax-deductible contributions to CUCEA. His understanding is that applying for 501(c)(3) status is without monetary cost, but with some considerable paperwork. William Parker recommended that the Executive Committee discuss this in the future. At present, CUCEA can accept donations, but donors cannot receive income tax credit for them. Caroline Kane noted that the UC Berkeley Emeriti Association is now recognized as a UCB support group. Donations to the Emeriti Association are made via the UCB Foundation. This means that donors can receive income tax credit for their donations, but it also means that the UCB Development Office takes a 6% cut.

The Treasurer’s report was accepted by unanimous vote.

Information Officer’s Report:

Louise Taylor noted that the report had already been distributed by email. She drew attention to the spreadsheets that accompanied the report, especially the

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schedule for meeting locations. She urged host campuses to begin planning three years before the date of the meetings, as the meeting location schedule should be maintained for at least three years.

Roger Anderson asked whether CUCEA has established contact with UC Merced. Louise stated that CUCEA does have a contact at Merced, who receives our information.

Roger also asked about the status of the Office of the President, in terms of hosting or co-hosting future meetings. Caroline Kane answered that PARA prefers to be the only entity to partner with the OP in hosting meetings, but that it has not yet decided whether it wishes to be placed in the regular rotation of meeting locations.

John Vohs urged that CUCEA reach out to UC Merced, even though it may be some time before they have enough emeriti to form a local Emeriti Association. Caroline Kane agreed to reach out to Merced. Henry Powell suggested that the Academic Senate at UC Merced could be helpful in this regard. Ernest Newbrun noted that it will be some time before Merced builds a critical mass of emeriti to form an Association robust enough to host CUCEA meetings.

Louise Taylor encouraged campus Associations periodically to send her information about awards and noteworthy developments that she could distribute to the campus Associations. On behalf of webmaster Marjorie Caserio, Louise invited members to look at the information posted on the CUCEA website. Marjorie would welcome the help of anyone interested in enhancing the website. William Parker noted that there is $1,000 in the CUCEA budget earmarked for web redesign. John Vohs urged CUCEA to hire someone to redesign the website. William Parker stated that it would be best to hire someone at the campus where the website is hosted (currently UCSD). Caroline Kane will follow up on this.

**JBC Draft Report:**

Roger Anderson noted that the report had already been distributed. Roger noted that while the JBC focuses primarily on the welfare of emeriti and retirees, many of the issues it addresses also impact active UC employees. He also noted that as events sometimes evolve rapidly (e.g. healthcare insurance), the JBC Report (written on April 8, 2019) may not be entirely up to date.

Roger then summarized the main points of the Report.

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2 The JBC report is posted on the CUCEA website: [http://cucea.ucsd.edu/reports/documents/JBC8a_4_19forUCSDmeeting.pdf](http://cucea.ucsd.edu/reports/documents/JBC8a_4_19forUCSDmeeting.pdf)
The oral response to the October 18, 2018 JBC Report offered by the OP representatives at the Fall 2018 meetings was very helpful, but the JBC is disappointed that its request for a subsequent written response to these concerns has not been received. It is important to have a written response for the record.

Retiree Health Benefits Design Working Group and Request for Proposals for a new Medicare Advantage Preferred Provider Organization medical plan. The Working Group has not met since July 2018. A meeting scheduled for April 10, 2019 was abruptly cancelled. The JBC has subsequently learned that the University has issued a Request for Proposals (RFP) for a Medicare Advantage Preferred Provider Organization plan that could potentially replace one or more of the current retiree medical plans. The purpose of issuing the RFP was to determine whether there would be significant cost savings with an Advantage plan. More recently, the JBC has learned that the Retiree Health Care Benefits Design Working Group will be replaced by a new UC Employee Health Benefits Advisory Committee. The new Advisory Committee will review not only emeriti and retiree health care benefits, but also those of active employees. John Meyer (CUCRA) will chair the newly constituted Advisory Committee. Roger believes that current members of the Working Group will continue to serve on the new Committee, that there will continue to be representatives from CUCRA and CUCEA, but that the Advisory Committee will also include newly appointed members. One of the first tasks of the Advisory Committee will be to review the results of the RFP.

Access to retiree and retirement information. The JBC is concerned about adequate access to retiree and retirement information during the transition to the new Redwood and UC Rays systems. Roger invited Caroline Kane to share information she had obtained from campus Health Care Facilitators on the issue of access. Caroline reported that the six HCF’s who responded reported that they had experienced some difficulty in accessing information. They were told that all information accessible in the old system would continue to be accessible during the transition, but that has proved not to be the case. This has led to some serious problems, despite RASC’s good intentions. Caroline has sent the information she obtained from the HCF’s to RASC Director Ellen Lorenz.

Theft of pension payments. The University has made good progress in addressing the theft of pension payments and in assuring that this will not
recur. There has been a total of four thefts (two of the same individual). The University now has insurance that will cover such losses. Multifactor login will now be required.

- **Allow UC retirement savings in either UC Total Return Investment Pool (TRIP) or UC Short Term Investment Pool (STIP).** The JBC recommends that the University offer retirees and active employees the option to invest savings in TRIP or in STIP. Currently, only STIP is available. Those who do not anticipate needing to access their savings in the short term could gain by investing in TRIP. William Parker recommended that the Pension Advisory Board be invited to consider the JBC proposal.

- **Comments, suggestions and questions about pension/savings choice.** The JBC is concerned about the lack of information about how and why newly hired individuals make the choice to enroll in the pension plan or the savings plan, or why they do not make a choice and thereby default into the pension plan. Roger drew attention to the chart on page 5 of the JBC Report, wondering how to account for the wide variation shown across campuses and medical centers. Perhaps this is due to the varying quality of education provided to those making the choice. Ayesha Dixon reported that at UCLA education on this choice is quite abbreviated, with the result that many are enrolled in the pension plan by default, without fully understanding the advantages and disadvantages of the pension and savings plans.

Following some further discussion, the JBC Report was unanimously approved and accepted.

**UC Emeriti Activities Survey:**

John Vohs distributed twenty copies of the 2015-2018 edition of *A Virtual Eleventh Campus* to representatives from each campus. John emphasized the importance of the survey in demonstrating the astounding amount of work that emeriti continue to produce (equivalent to that of a campus) and in reinforcing the presence of CUCEA. John urged campuses to post the survey on their websites; it has already been posted to the CUCEA website. John noted the usefulness of the survey as an introductory piece that can be presented to new campus administrators. Louise Taylor noted that campuses should also send a copy of the survey to current administrators. Caroline Kane will send a copy to President Napolitano. John noted that a story about the survey will appear in *New Dimensions* and urged anyone with contacts with the press to explore the possibility of coverage. Campus-specific data have already been sent to each
campus, and several campuses have produced handouts showing the campus results. Todd Wipke asked why information about emeriti donations and research funding was not included. John explained that the reporting of such information varied across the campuses, making any attempt to aggregate the data untenable. Campuses are free to obtain and distribute these data. Louise Taylor urged campuses to contact their Development offices now, asking them to begin tracking emeriti donations if they are not already doing so.

**Joint Mission Statement with CUCRA**

Caroline Kane presented a revision to the Joint Mission Statement that was discussed at the Fall 2018 meeting and invited discussion. John Vohs had previously noted that the four points listed under “Purpose” could be put on a business card and used locally. The Joint Mission Statement was approved unanimously.

**Elsevier and overall Library Update**

Caroline Kane gave an update on UC’s negotiations with Elsevier. After protracted negotiations with Elsevier, particularly involving open access, UC has announced that it will drop its Elsevier subscription. To date, Elsevier has not shut off access to its publications and continues to negotiate with UC.

Caroline Kane invited Todd Wipke to give an update on the removal and shredding of some 80,000 volumes from the UCSC Library. The plan to remove the books was established in 2013 and implemented in Summer 2016, when the library was closed for renovations. Apart from a brief meeting with the Senate Library Committee, no faculty members were consulted or informed of the plan; and many were surprised when they returned to campus in Fall 2016 and found the volumes missing.

A related issue is that the emeritus faculty member who did the research to understand what had happened to the missing volumes has been threatened with removal of his emeritus status and other privileges; and he has been barred from entering the library. The UCSC Privilege and Tenure Committee will hold a hearing on his case soon.

After some discussion, it was decided that removal of the books without adequate consultation, lamentable as it may be, was a campus matter not within the purview of CUCEA. CUCEA will continue to monitor the situation pertaining to the aggrieved emeritus faculty member, but will take no action at this time.
Campus Reports:

Campus Reports are posted on the CUCEA website. Since time was short, Caroline Kane proposed dispensing with oral summaries, but invited Campus Representative to discuss any particularly noteworthy items.

Victor Lippit announced that the Riverside Provost has allocated $50,000 per year for a three-year trial period to establish a Retirees/Emeriti center. A building has been identified for this purpose. Victor praised the Center directors, particularly Sue Barnes, for their help.

John Vohs noted the passing of Charles Hess, distinguished past Chair of CUCEA. He asked whether CUCEA would like to send a letter to be read at the memorial service planned for him in May. Caroline Kane said that plans for such a letter were already under way, and that she had planned to say so under New Business. The letter may perhaps be written jointly with CUCRA. A link to Charles Hess’s obituary has been posted on the CUCEA website.

Henry Powell drew attention to the UCSD Emeriti Association Chronicles that were placed in our packets.

Adjournment:

There being no further business, the meeting was adjourned at 3:30 p.m.

Respectfully submitted,

William J. Ashby
Secretary

1st draft: 5/11/2019
2nd draft: 5/13/2019