

CUCEA

Council of University of California
Emeriti Associations

NEWSLETTER

April 2017

Previous issues of the newsletter have featured UC emeriti who received major awards in recognition of their distinguished achievements during retirement. The two most prominent awards are named after their founding donors, Constantine Panunzio and Edward Dickson. We are proud to devote this issue of the newsletter to the remarkable lives and achievements of these special people to whom we owe so much.

Constantine Maria Panunzio: His Life and Legacy

Constantine Panunzio is a familiar name to emeriti, mostly because of the emeriti awards program he created through a bequest prior to his death in 1964. With few exceptions, these awards have been made annually since 1983. The life story behind this generous bequest is much less well known. It is a remarkable story deserving of recognition and admiration. His legacy goes far beyond the emeriti awards in his name – as this article attempts to relate.

Panunzio’s life was a patchwork of the unexpected. He was born in 1884 in the ancient town of Molfetta in Southern Italy. His parents planned for him to follow in the family tradition of professional and civic leadership. But he was not interested. Instead, at the age of fourteen, he joined the crew of a merchant ship



and sailed the seas for four years. On his first voyage to North America, the hardships and brutal treatment he received at the hands of the ship’s captain led him to jump ship in Boston. This was September

1902. However, he endured further hardships and bitter experiences as a new immigrant that he later documented in a moving book, *The Soul of an Immigrant*. As a penniless young man without family or friends in a new country, rather than



Molfetta

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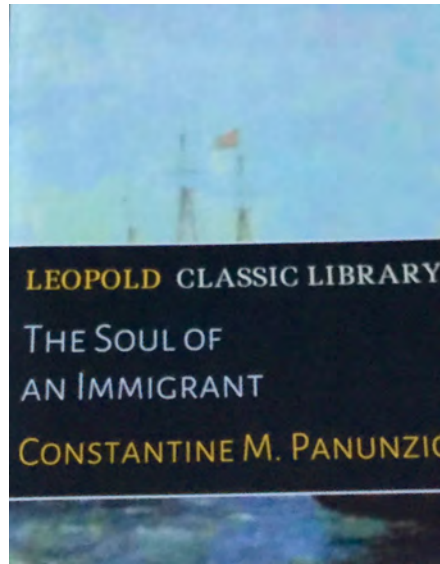
receiving help, he was jailed, robbed, cruelly treated, deceived and repeatedly disadvantaged. His difficulties as a new immigrant began to improve when he was hired as a farm hand by a devout, Protestant, church-going family who gave him kindness and humane treatment, restoring his faith in the goodness of an "American." These experiences undoubtedly contributed to shaping his character and the course of his life.

Following advice to seek an education, he succeeded in doing so after securing much-needed help with admissions and expenses.

As we know, he eventually became professor of sociology at UCLA. On the way, he attended Kent's Hill Academy (a preparatory school in Maine); Wesleyan University, Connecticut, graduating with the A.B. in 1911 and the M.A. in 1912; Boston University School of Theology, earning the Bachelor of Sacred Theology (S.T.B.) in 1914; and ultimately the Brookings Graduate School of Economics, where he earned the Ph.D. in 1925. He became a naturalized United States citizen in 1914.

Although he was born into the Catholic faith, he served as pastor in Methodist churches in Massachusetts for several years, and was superintendent of Social Services House, Boston, from 1915-1917. It seems probable that his church mission was motivated more to serve the needs of the community than to advocate religious ideology. During these years he worked closely among immigrant populations and observed their difficulties assimilating into the local "American" culture and the sad consequences of non-assimilation (poverty, ghettos). He attributes this in part to the lack of acceptance of "foreigners" by the citizenry and in part by the immigrant's reluctance to modify the habits and traditions

of the country of their birth and adapt to the culture of their new environment.



The First World War interrupted Panunzio's mission work. He enlisted for war service from 1917 to 1918 on the Italian front. Upon his return after the war, he held a number of academic positions in sociology or social science, frequently interrupted by various administrative and social responsibilities, viz: superintendent of the immigrant labor division in

the International Church Movement; lecturer on immigrant backgrounds at Hunter College; professor of social sciences at Willamette University; professor of social economics at Whittier College; professor of sociology at San Diego State Teachers College. In 1931 he was appointed assistant professor of sociology at the University of California, Los Angeles, and he remained at UCLA until he retired as professor of sociology in 1951.

Panunzio's writings up to and including his tenure at UCLA include several books, many articles, reviews, monographs and edited compilations, including a collection of papers on the internment of Japanese Americans during WWII. As previously mentioned, his first book, *The Soul of an Immigrant*, published in 1921, remains an important personal insight into the hardships of an immigrant in the early 1900s.

A second book, *The Deportation Cases of 1919-1920*, concerns the end of World War I when an extraordinary number of foreign-born citizens left the United States for Europe. Some 2799 persons were deported and many others left voluntarily in 1919-1920. From interviews with immigrants, Panunzio reported that many mentioned "persecution", "repression", and

“Americans don’t want foreigners” as reasons for their departure. This stimulated him to make a thorough study of the deportation cases of 200 persons, which is the topic of his short but revealing book, *The Deportation Cases of 1919-1920*. The parallel with the current immigration/deportation dilemma and voluntary departure of immigrants is striking. The following quote from the preface reveals a lot about the difficulty immigrants faced in gaining acceptance in our culture.

Since the beginning of our participation in the World War, the American people have become aware of an unwholesome situation occasioned by the absence of close understanding and sympathy between the main body of our people and large numbers of its immigrant population....The study here presented embodies the findings of an investigation into the recent deportations of persons deemed to be unlawfully in the country, under the anarchist provisions of the Immigration Law. Its purpose is to call public attention to practices that are inconsistent with the American tradition of justice and fair play. The data here recorded concerning the deportation of aliens reveal the necessity for thoroughgoing reforms.

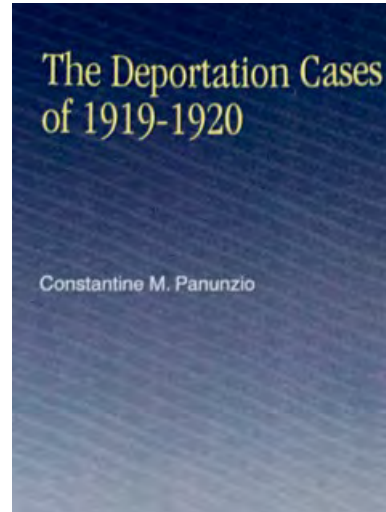
He concludes the book with the statement:

It is difficult to avoid the conclusion that, with the exception of the comparatively few persons who were clearly deportable under the law, these aliens needed not legal, but social and educational treatment, looking toward an effectual interpretation to them of the best ideals of American life. (C. M. Panunzio 1921)

Panunzio’s service to society never waned, particularly his interest and concern for immigrants, and their difficulties in becoming part of the social framework of the United States. It was a fitting recognition that, at the 1940 New York World’s Fair, The Major Social Institutions Committee named him as among

the foreign-born who made “outstanding contributions to American culture.

It is remarkable that Panunzio arguably made his greatest sociological contributions after he



retired. In 1952, the existing University pension system was grossly inadequate. The average income of emeriti was something like \$108 per month. Instead of retiring at a maximum of four-fifths of the terminal salaries, many found that they were receiving barely one-fifth of their highest pay. Non-academic

employees who were enrolled under the state civil service pension system fared much better; whereas a full professor might draw \$110, a plumber with an equivalent time record of service received something in the vicinity of \$210 a month.

Panunzio, upon discovering his own plight--he was to receive \$129 a month--went to work. He drew up a bill of particulars, setting forth the facts and statistics, and comparisons with benefits derived from the state's civil service pension system. It was a six-page document, signed by fifty emeriti; copies of the memorial were sent to the President of the University, the provosts and chancellors on the various campuses and to members of the Board of Regents. The document created a sensation. The reaction of certain members of the Board was particularly vivid. A special Regents committee was appointed to study the matter in 1953. Professor Panunzio met with this special Committee on Pensions and Retirements and recommended in the strongest terms that a University retirement system comparable in benefit structure to the California State Employees' Retirement be established to replace the then existing

Retiring Annuities System. Shortly thereafter he was appointed by The Regents as a consultant to the Special Committee and participated in most of its subsequent meetings.

In the months that followed he played a major role in drafting the provisions of the Standing Orders of The Regents establishing the new "Pension and Retiring Annuities System." He was also instrumental in drafting the provisions of the "interim plan," under which faculty members who had retired prior to 1953 received "Fellowship Stipends" supplementing their annuity payments. The Regents approved this interim measure in April 1953. The Regents also created the Academic Retirement Office, the function of which was to look after the interests of retired and about-to-be-retired faculty members. Panunzio was its *de facto* Director until January 1955. His advice and counsel were of great value to The Regents, and we (emeriti) have benefited greatly from all he did on our behalf - as have all retired UC personnel. As a consequence of Panunzio's characteristic unwillingness to accept things-as-they-are, he set in motion a chain reaction that has resulted in a pension structure for the University of California faculty which is among the best. As one of The Regents said: "If any one man may be said to be the architect of this reform, it is Professor Panunzio."

Yet, at seventy years old, this restless man had not finished. He recognized that the plight of the emeriti of the University of California was but a sample of what was happening to retired

professors nationwide. He sought and obtained grants from the Ford Foundation and the University of California in order to create a nation-wide registry of emeriti. Propelled by his enthusiasm and compelling energy, a National Committee on the Emeriti was formed in 1956, composed of a group of some fifty interested individuals who took it upon themselves to promote the interests of college professors throughout the United States. He also organized an employment service for retired faculty members, whereby the needs of colleges and universities and the talents and competencies of retired and interested academicians might be brought together.

In the midst of these numerous activities and responsibilities, which he was reluctant to relinquish, Professor Panunzio died, August 6, 1964, after an incapacitating illness. Until the very end he bemoaned the fact that he knew of no one who was willing to carry on his work. Yet the results of his tireless efforts did not die with him. They endure and evolve through the UC Retirement System in place today for the benefit of all UC retirees. Lastly, we hope that his concern for fairness and justice for our nation's immigrants will also endure and evolve.

Most of the information in this account is taken from Panunzio's own publications and the UC In Memoriam article available on Calisphere (UC digital library collections) textscdlib.org/view?docId=hb658006rx&doc.view=frames&chunk.id

Edward Augustus Dickson: His Life and Legacy

If asked to name past heroes of the University of California, **Edward A. Dickson** should be among the top on the list. He has the distinction of being the first UC Regent from Southern California, and the youngest, longest serving Regent in UC history (43 years from 1913 until his death in 1956). Most importantly, he was a cofounder of UCLA.

Emeriti may know of him through the Trust he endowed to fund emeriti professorships. The objective of these fellowships is to stimulate and recognize faculty who continue exceptional teaching, research, and service in retirement. The original endowment of \$207,000 has grown to over \$2.5 million and, from the earnings, provides \$15,000 annually to each UC campus for the awardees.

Evidence of his long, productive career in diverse areas lives on in the collection of Dickson papers housed in the UCLA archives. The collection is huge. Unfortunately it is not digitized. It is stored offsite in the Southern Regional Library Facility (SCLF) in 37 regular boxes (18.5 linear feet of them) and in 41 oversized boxes. We could not research the entire file but have tried to capture the highlights in the following brief summary of his life.

He was born in 1879 in Sheboygan, Wisconsin. At age six, his parents moved to California where he lived for the rest of his life, initially in Sacramento and San Francisco but mostly in Los Angeles.

In 1901 he graduated from UC Berkeley with a Bachelor of Law degree. He immediately began a twenty-eight-year career in the newspaper business, initially with the *Sacramento Union* and the *San Francisco Chronicle*. Then, in 1906 he moved to Los Angeles and joined the editorial staff of the *Los Angeles Evening Express*. In 1919, he purchased the newspaper



and became its editor. In 1931, William Randolph Hearst acquired the paper, and Dickson left the newspaper business for a new career in banking. He served as the president of Western Federal Savings until his death in 1956.

Early in Dickson's career, Governor Johnson appointed him to the Board of Regents. The year was 1913, and at age 33 he was the youngest Regent ever appointed. This remarkable action was most likely made because of (a) the need for a Regent from the southern part of the state, (b) Dickson's increasing efforts to bring higher education to the Los Angeles area, and (c) his position as editor of an influential metropolitan newspaper. He served as Regent for the next 43 years. His devotion to the University of California was life-long.



The Founding of UCLA

Although Dickson was not an educator by profession, he realized the need to bring higher education to the LA region. In his own words:

"When I first received my appointment [as a Regent], there was no visible evidence of the University of California in this area. There did exist, however, a growing demand for higher educational facilities and I early came to the conclusion that this need must be met sooner or later."

The closest example at the time was a two-year teacher-training college on Vermont Avenue known as the Los Angeles State Normal School. (It was actually a southern branch of the State Normal School that is now San Jose State University).

Dickson was tireless in his efforts to convince the Regents and the state to upgrade the school and convert it to a southern UC campus. He worked in



partnership with the Director of the Los Angeles Normal School, Ernest Moore. There was fierce opposition from those Regents who favored the *status quo* with Berkeley as the only campus of the University of California. The "power of the press" was one tool he was quick to use to advance his goals, as he freely states in his memoir:

"I dedicated my newspaper - editorially and through its news columns - to an intensive campaign, setting forth the educational needs of this section of the state."

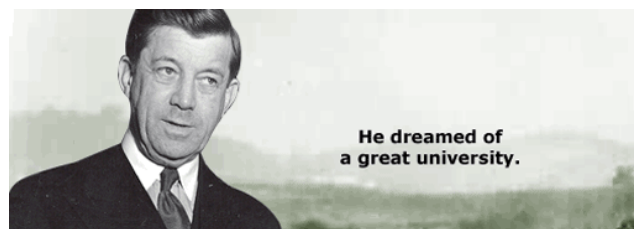
The Dickson-Moore proposal ultimately prevailed, and in 1919 the Normal School became the Southern Branch of the University of California. By 1927, the southern campus was upgraded to a 4-year school with a comprehensive undergraduate degree program.

From the start, the southern branch campus entered a period of rapid growth. It quickly became clear that the Vermont Avenue location was inadequate. Dickson and Moore had anticipated this and made a strong case to relocate the campus to a larger site. Dickson's choice was a site north of Beverly Hills (now Westwood). The big hurdle was to raise funds to purchase the site. Dickson's efforts to do so

were ultimately successful and enabled the Regents to approve the site for the relocation. In 1927, ground was finally broken for construction on the Westwood site. Also, the Southern Branch campus of the University of California was officially renamed the University of California Los Angeles-UCLA. Ernest Moore became UCLA's first executive and served as vice president for thirteen years. Both Dickson and Moore are acknowledged as cofounders of UCLA.

Postscript

Dickson became a highly respected citizen of Los Angeles. He was active in many diverse civic and community projects, including politics. He was an active Republican and influential in the Republican Party even though he had no official title and had never held or sought an elective office. He had many interests, including the arts, and his private collections were prized. He was a member of many civic clubs, museums and other organizations. But his singular life achievement was bringing higher education to Southern California. He will always be remembered for the critical role he played in the foundation of UCLA.



Then he helped build it

Reference sources of information in the article are UCLA Spotlight, History of UCLA Wikipedia, and UCLA Leaders.

Letter from the Chair

Richard Attiyeh, UC San Diego

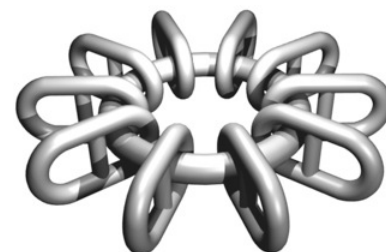
One of the highlights of the upcoming CUCEA and CUCRA joint meeting at Irvine will be the talks to be given by Rachael Nava, the UC Executive Vice President and Chief Operating Officer, and Gary Schlingen, the Executive Director of Retirement Programs and Services. Since President Napolitano spoke at the Los Angeles meeting last April, there has been discussion about the value of hearing from more high-level OP administrators - and the Irvine meeting takes us a significant step in this direction.



At the CUCEA meeting last October, there was support for the idea that we should hold meetings at the Office of the President periodically. This would make it easier for high-level administrators to attend some of our meetings, and if OP would pick up the cost of those meetings, there would be moderate financial savings for member associations over the years. After discussions with Vice President Dwaine Duckett, the decision was made to hold the October 2017 meetings in Oakland. Since UCSF had been scheduled to host that meeting, the CUCEA and CUCRA leadership thought that it would be a good idea to have UCSF and OP co-host the meetings. That way, OP would benefit from working with a nearby campus with experience in organizing these meetings. This is probably making things more complicated for UCSF, and I am grateful for their willingness to participate in this experiment. We have not yet addressed the question of how frequently OP should serve as a host and, as a result, we have not yet put together a schedule with the locations of future meetings. Clearly, there's more work to be done.

The format for the upcoming Irvine meetings has the two councils meeting simultaneously on Wednesday afternoon and the joint meeting on Thursday morning. In planning for the meetings, a majority of the CUCEA Executive Committee favored this format, and it looks like it will be used for the October meetings as well. The principal argument in favor of this format, compared to the traditional format, is that it makes travelling to and from the meetings more convenient. The principal argument in favor of the traditional format is that it makes it possible for people to attend both council meetings. This is something we can discuss again at the CUCEA meeting in Irvine.

I am happy to report that John Vohs has agreed to manage the 2015-18 survey of emeriti activities. Given the outstanding job he did with the 2012-15 survey, we are indeed fortunate that he is willing to take on this task. We can certainly count on The Virtual Eleventh Campus continuing to thrive for at least three more years! One idea discussed at the last CUCEA meeting was that we might explore the possibility of a school of education or an appropriate social science department participating in this effort. It could be a valuable experience for graduate students to work on the development of a survey and analyze and interpret the results. Thus far, no schools or departments have been contacted about this possibility, but if any of our campus representatives know of one that might be interested, they should let me know.



The UCSD Emeriti Mentoring Program for Chancellor's Scholars

Over a decade ago, it became clear to several UCSD emeriti professors that freshmen students would benefit from some one-on-one mentoring. Having taught thousands of students over the years, these professors recognized that students who appeared to have the most difficulty adjusting to UCSD were those from low-income families who were the first in their family to attend the university. Concomitantly, many of these students were also from fourth and fifth quintile high schools where student counseling and extracurricular activities were limited.

The initial idea of creating a mentoring program where emeriti professors would mentor freshmen students came from Professor Emeritus Mel Green. He began the program with a handful of students in 2006, and informally recruited a few additional emeriti to join him. The program was later formalized when Marye Anne Fox, then UCSD Chancellor, supported the joint-venture proposal of the Emeriti and Retirement Associations to create the UCSD Retirement Resource Center to be led by Director Suzan Cioffi. The Center would provide space and funding to develop the nascent mentoring program idea.

The next challenge was to identify a group of students who could derive the most benefit from the program. Through the leadership of Kim Signoret-Parr, Senior Director of Development, the Chancellor's Scholars were targeted for the program. These students, all with exceptional academic merit and leadership potential, and from the backgrounds described above, each receive a \$5000 scholarship yearly.

In the Fall of 2007, there were 25 Chancellor's Scholars and 12 Emeriti Mentors. By the Fall of 2008, the Chancellor's Scholars Program was launched at the Retirement Resource Center.

The program had two key components: monthly meetings with a focus on public speaking skills and leadership development, and the ongoing Emeriti Mentor Program with each scholar being paired with an emeriti mentor.

Eight years later, the program now has 40 Chancellor's Scholars recognized among the freshman cohort, and 46 emeriti and retired administrators serving as mentors. Almost all the mentors are members of both the campus Retirement and Emeriti Associations.

The program includes weekly meetings focusing on campus resources, leadership development, and speaking skills.



A highlight of the first year is always the etiquette dinner where students and mentors enjoy a five-course meal together at the faculty club. This event is sponsored by the UCSD Chancellor Pradeep Khosla.

In the Spring, all students work together in small groups to create poster presentations that are judged, and the winners awarded small prizes.

In addition to emeriti faculty giving their valuable time, many also donate generously to the Emeriti Chancellor's Scholarship Fund. Each year, between \$20,000 and \$150,000 in donations are raised for scholarships. A second formal dinner, a donor-recognition dinner, brings together donors and scholars for another memorable evening each spring.

By the Fall of 2016, the program had grown sufficiently that, with additional funding from Chancellor Khosla, it was increased to two years for each student. Students in their second year participate in an Advanced Chancellor's Scholar's Program that focuses on career development, life skills, and leadership. Volunteer activities include participation in the Fall Fiesta Island Beach Cleanup (see photo), the January Martin Luther King parade, and Soup Kitchens. In addition, the scholars on their own created the Chancellor's Alliance, whose Board of Directors meet monthly to plan and organize various social events for Chancellor's Scholars throughout their UCSD tenure.

Through the success of the Chancellor Scholar's Program, we believe our Emeriti Mentors have clearly contributed to the acculturation and success of these students as evidenced by an over 90% four-year graduation rate among students in the program. This graduation rate and the median GPA for our scholars (3.47) are significantly higher than that of UCSD graduates overall.

The Emeriti Mentor program for Chancellor's Scholars was showcased at the 2015 joint meeting of CUCEA/CUCRA held at UCSD. There was great interest by other campuses in replicating part or all of the UCSD program. Accordingly, a book is in preparation and will be published in 2018. The goal of the book is to guide other campuses in the UC system and beyond should they choose to embark upon this very rewarding process.

We thank Dr. Marguerite Jackson for contributing this article. Dr. Jackson is the Chair of the Emeriti Mentor Program, 2015-2017, and UCSD Director Emerita, Administrative Unit, the National Tuberculosis Curriculum Consortium (NTCC).

New Items

The Value of CUCEA and Ensuring its Continued Support.

The February issue of the benefits newsletter for UC Retirees, *New Dimensions*, has a most-welcome article about CUCEA and CUCRA, and the role they play as advocates for the welfare of all UC retired personnel. To our knowledge, this is the first time that *New Dimensions* has mentioned either of these Councils or Consortia as a resource for emeriti and retirees. Each issue of the benefits newsletter includes contact information for campus Emeriti /Retiree Associations and campus Retirement Centers, but, for some reason, does not include contact information for CUCEA or CUCRA.

The article is timely, as it will surely help to remind emeriti and retirees of the positive role these organizations serve on their behalf and will hopefully encourage more of them to join their respective campus associations following retirement. Membership numbers have always been much smaller than the number eligible, but sadly, the EA and RA numbers continue to decline on several campuses.

Without a sustaining membership, the campus organizations and the associated councils may not survive. Their loss would leave retirees and emeriti with no voice in the University's health and retirement benefits structure. The advantage of retaining connection with the university would be greatly diminished, and the many contributions emeriti and retirees provide to the university (so well documented in the report "The Virtual Eleventh Campus") would also be diminished.

All these organizations have operational expenses that have to be met. Neither state nor regent funds are provided. Each campus organization (EA and RA) derives support in large part from membership dues set by the association. In some cases, additional sources of discretionary funding may come from the

campus administrations. However, the Council (specifically CUCEA) has no similar source of funding. Instead, CUCEA's support has until very recently come from taxing the campus emeriti associations. Each association contributed support to CUCEA based on their respective membership numbers. This has proved to be increasingly inadequate to cover the council's expenses, which are primarily meeting expenses. This has mandated a change in the Council's dues structure. Accordingly, the Council recently approved a bylaw change that now requires contributions from the individual EA's based on the number of *campus* emeriti rather than the number of EA members. The argument is that the Council works to serve *all emeriti*, not just the EA members. Therefore *all emeriti* should in turn support the Council. Without this additional support, the Council's service to emeriti will falter. The change in dues structure is easy to justify, but it remains to be seen how easy it will be to implement. Understandably, EA members may resent being required to subsidize emeriti who choose not to join their emeriti association. This would not be a problem (be more "affordable") if more faculty joined their campus emeriti association upon retirement.

President Napolitano's recent newsletter addresses the University's concern over the Trump Administration's actions on immigration and travel bans to the United States, and their adverse effect on the University's international community.

International students, faculty, staff, researchers and scholars are seriously impacted by the Administration's sudden and rapidly changing travel policies.

The most recent Trump executive order (13780) that was to take effect March 16 has been temporarily suspended by a restraining order and a preliminary injunction issued

respectively by the District Courts of Hawaii and Maryland. This offers temporary relief but leaves the problem unresolved and confusing. Also, some sections of the executive order remain in effect, including increased screenings and suspension of certain visa waivers.

Understandably, international students and scholars currently in the US are seriously worried about their visa status and whether they will be able to re-enter the US should they leave the country, however briefly. Students are concerned that they may be unable to complete their studies.

The University is doing all it can to advise students of their rights, help and assist them where possible, and keep them informed of the situation, which is likely to change rapidly. President Napolitano has also reached out to make sure the Trump Administration is made aware of the disruptive consequences these executive orders have on the University and its international community.

Future Newsletter Topics

We had hoped to feature in this issue short descriptions about various activities and programs organized by campus emeriti associations that serve their campus and local communities. Our objective did not quite work out as planned. Apart from the informative UCSD article on the Chancellor's Scholars Mentoring Program, related articles from other campus emeriti associations were not forthcoming – at least in time to include here. These programs are of wide interest, especially among UC campuses. However, it seems unlikely that there will be enough responses to justify a special issue on the topic, but any response will always be welcome for inclusion in the newsletter.

CUCEA Officers 2016

Richard Attiyeh (SD)	Chair (2016-18)
Caroline Kane (B)	Chair Elect (2016-18)
Roger Anderson (SC)	Past Chair (2014-16)
Doug Morgan (SB)	Past Chair (2012-14)
Ernest Newbrun (SF)	Past Chair (2010-12)
William Parker (I)	Treasurer (2017)
Louise Taylor (B)	Inf. Officer (2017)
Marjorie Caserio (SD)	Web Manager- Newsletter Editor (2017)
William Ashby (SB)	Secretary (2017)
Open	Archivist, Historian
Charles Berst (LA)	CUCEA Honorary Member
John Vohs (D)	Chair, Survey Committee, Emeriti Activities

JOINT BENEFITS COMMITTEE

Adrian Harris (UCLA)	Appointed by CUCRA
Randy Scott (UCOP)	Appointed by CUCRA
Joel Dimsdale (UCSD)	Appointed by CUCEA
Dan Mitchell (UCLA)	Appointed by CUCEA
Louise Taylor (UCB)	Selected by JBC
Larry Pitts (UCSF/UCOP)	Selected by JBC
Roger Anderson (UCSC)	Selected by JBC
Marianne Schnaubelt (UCI)	CUCRA Chair
Joe Lewis (UCOP)	CUCRA Chair-Elect
Dick Attiyeh (UCSD)	CUCEA Chair
Caroline Kane (UCB)	CUCEA Chair-Elect

Be sure to visit the CUCEA website for information about members, meetings, campus reports, awards, memorials, bibliographic surveys, and pertinent articles.

Go to: <http://CUCEA.UCSD.EDU>

