

**COMMITTEE ON EMERITI RELATIONS**  
**Annual Report, 2009-10**

To the Academic Senate, Santa Cruz Division:

The Committee on Emeriti Relations (CER) met during each quarter to discuss emeriti issues. The issues this year were as follows: support policy for actively engaged faculty, emeriti directory listings with former department, emeriti parking issues for the future, and a pre-retirement workshop co- sponsored with the Committee on Faculty Welfare (CFW) and the Academic Personnel Office (APO). A brief summary of the committee's work follows.

**Still Actively Engaged Support Policy**

In 2008-9, CER asked the Council of Deans to adopt a computer support policy with a category for "still actively engaged faculty". The category of "emeriti" was to be established in order to create equity and achieve a campus norm, for those retired faculty who are still teaching and doing research. Our proposal had indicated that Deans would work with department chairs to develop criteria for the "emeriti" category, and would identify appropriate faculty and review their status. Unfortunately, the Council of Deans informed us during this academic year that they do not agree with our proposal. Contrary to our suggestion, their view appears to be that Divisions are too different to be the objects of a broad campus policy and they do not want to develop two tiers of emeriti, those who are still active and those who are not. We regret the decision of the Deans because we still receive occasional reports that emeriti who are teaching and doing research face obstacles with computer support and basic teaching needs based on their emeriti status.

**Emeriti Directory Listings**

CER was more successful in achieving results on another issue which came before us. We received complaints from some emeriti that their field(s) of specialization had been eliminated from campus directories. Understandably, emeriti who are still professionally active would like the outside world to be able to identify the areas of their expertise. The chair of CER raised the matter with EVC Kliger who in turn discussed it with the Council of Deans. EVC Kliger reported back that everyone had agreed that campus directories should carry the names of emeriti along with their specializations within a field. We were grateful to the EVC for moving to resolving this matter efficiently and effectively.

**Emeriti Parking Issues**

The Committee on Emeriti Relations (CER), Committee on Faculty Welfare ( CFW) and the UCSC Retirees Association became alarmed during the course of the academic year when we learned that emeriti/retiree parking was on the agenda for discussion at a spring Transportation Advisory Committee (TAC) meeting. The chair of CER and the Chair of the Retirees Association, Lee Duffus, met with Larry Pageler to discuss the matter. All the various arguments regarding the retention of free parking for emeriti/retirees were fully considered. Since the original granting of the benefit dates back to 1976 and a decision by then Chancellor Angus Taylor, it is our position that only the Chancellor and not an administrative unit has the authority to change or adjust emeriti/retiree parking policy.

The chair of CER and CFW, along with the current outgoing and incoming chairs of the Retirees Association, met with Chancellor Blumenthal early in June 2010. We laid out our concerns and had a full discussion and review with the Chancellor. The Chancellor agrees that the subject is a matter for chancellorial decision although, of course, administrative units may advise. Chancellor Blumenthal also indicated that he favored keeping the parking benefit. If at some future date his hand is forced and changes or adjustments need to be made, the Chancellor said he would fully consult with Senate and Staff associations. In our discussion, both the history of the policy and the current benefits to the campus of encouraging retirees to serve in various capacities were fully aired. All parties agreed that changing the status quo would be penny wise and pound foolish. It is also clear that no budgetary benefits would be realized since emeriti would not bother paying for parking permits. Thus, taking away this specific emeriti benefit would not help the campus budget. We came away from our meeting satisfied that all the relevant issues had been aired. We were also encouraged by the fact that the Chancellor hopes that when he retires he will receive his A sticker benefit.

### **Retirement Workshop**

We would like to thank the emeriti who volunteered as panelists for our retirement workshop. At the workshop, emeriti shared personal experiences with those who are thinking about retiring in the near future and answered questions.

Finally, we want to acknowledge the many emeriti who recognize the campus budget crisis and its consequences, and have sought to help their departments and the institution at large. Emeriti taught courses which otherwise could not be offered and often did so with modest remuneration. Many emeriti have served the campus in various capacities without any remuneration whatsoever. They have given lectures, supervised graduate and undergraduate students, served on panels, committees and plugged many holes. The campus owes them its gratitude and it is our hope that in this coming academic year, even more emeriti will provide help for their departments and the campus at large. We also hope that the administration will do everything in its power to avoid disincentives and the placing of obstacles in the way of those emeriti who are willing and able to help the campus in this time of need.

Respectfully submitted,

COMMITTEE ON EMERITI RELATIONS

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