

**COMMITTEE ON EMERITI RELATIONS**  
**Annual Report 2013-2014**

To: Academic Senate, Santa Cruz Division

The Committee on Emeriti Relations (CER) met once each quarter during the academic year. CER's work in 2013-14 largely focused on monitoring several changes to retiree health care and researching campus recall appointment titles for Emeriti. During the spring quarter, and along with the Academic Personnel Office (APO), the committee co-sponsored the annual Pre-Retirement Planning Workshop for faculty planning their retirement. A representative from the Office of Academic Personnel, three retired faculty members (Mary Silver, Peter Kenez, and Melanie Mayer), and CER Chair Anderson, gave presentations during a panel discussion at this year's event.

Chair Anderson represented the Santa Cruz division CER at the Council of University of California Emeriti Associations (CUCEA) meetings held during the fall and spring quarters and brought SC emeriti issues to the table. In order to further grasp the demographics and concerns of UCSC emeriti, the committee plans on conducting a survey of campus emeriti in fall 2014.

**Healthcare Programs Changes**

Following a re-bidding process held earlier this year, the University announced the 2014 medical plans on September 3, 2013. Health Net HMO (full network), which allows access to the Palo Alto Medical Foundation (PAMF), was discontinued. Further, three Medicare plans were discontinued in January 2014. Due to the changes, many emeriti had to change health care plans this year. Additionally, the health care for Medicare-eligible retirees and their families living outside of California is now managed by a third party administrator (OneExchange). Those out of state are provided with an annual health reimbursement arrangement, or voucher system, to pay for a Medicare plan in their area that is intended to cover the cost of premiums as well as some additional out of pocket costs. Some retirees have expressed concern that the new voucher program may not provide all of the previous health care options available to out of state retirees. Information provided by the UC Department of Human Resources to the UC Committee on Faculty Welfare suggests that the voucher system is working well and is actually covering the cost of a wide scale of premiums and providing retirees with extra funds for other out of pocket costs.

Pre-existing conditions were not counted against those with Medicare who chose new plans because these plans must comply with the provisions of the federal Affordable Care Act. However, the Affordable Care Act does allow insurance companies to consider pre-existing conditions if retirees with Medicare change their plan again during the next enrollment. CER encourages emeriti and retirees to look into this if choosing a new plan next year.

CER would like to thank Campus Healthcare Facilitator Frank Trueba for the expertise and guidance that he provided to emeriti and retirees during the very complicated 2014 open

enrollment process. Trueba and the Benefits Office offered numerous workshops specifically geared towards retirees to assist them in making educated choices regarding their benefits. Frank Trueba's service and expertise has proven to be invaluable to campus emeriti, and as UC healthcare and the administration of benefits is constantly evolving, CER would like emphasize the importance of and the need for a Campus Healthcare Facilitator at UC Santa Cruz.

### **Research Professor and Professor Recall Titles**

In May 2014, CER consulted with a representative from APO to inquire about the Research Professor and Professor Recall titles. Several committee members did not know that these titles existed until recently. The titles and associated appointments are for emeriti who are recalled either for research purposes only (Research Professor) or for teaching, research, and service (Professor Recall). CER would like to make these titles known to emeriti and those who are planning on retiring in the near future, and encourages interested faculty/emeriti to speak with their respective departments for more information regarding these appointments.

### **Acknowledgements**

The committee wishes to especially thank Committee Analyst Jaden Silva-Espinoza for her excellent staff support for CER during this year. She was most responsible while preparing agendas, researching information, and preparing meeting notes for the committee meetings. We thank Emeriti Association President Michael Cowan for his informative consultation about the activities of his organization. The committee would also like to thank Principal Administrative Analyst Nancy Furber who consulted with the committee, as well as Associate Vice Chancellor Pamela Peterson and the Academic Personnel Office for organizing the 2013-2014 Pre-Retirement Planning Workshop Series. In particular, the committee would like to thank Administrative Analyst Linda Tursi, who assisted the committee in organizing the Emeriti panel for this event.

Respectfully submitted;  
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August 4, 2014