

COMMITTEE ON EMERITI RELATIONS

Annual Report 2014-2015

To: Academic Senate, Santa Cruz Division

The Committee on Emeriti Relations (CER) met once each quarter during the academic year. CER's work in 2014-15 focused largely on information gathering, monitoring several changes to retiree health care, and drafting a survey of Emeriti to be distributed in 2015-16. During the spring quarter, and along with the Academic Personnel Office (APO), the committee also co-sponsored the annual Pre-Retirement Planning Workshop for faculty planning their retirement, which was well attended.

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 Santa Cruz emeriti issues to the table.

Healthcare

In August 2014, the Office of the President (UCOP) conducted a Medical Plan Survey of UC employees. While the results showed that retirees seemed satisfied with their health plans, Emeriti participation in the survey was quite low. The total response rate was 26%, however, retirees represented under 0.5% of respondents although they make up about 7.5% of enrollment. CER would like to gather more information regarding health plan satisfaction of UC Santa Cruz Emeriti and plans to survey UCSC Emeriti on the topic.

Survey of Emeriti

This year, CER drafted a survey for Emeriti with the hopes of sending it out in 2015-16. This survey will assist the committee in identifying the unique needs of UCSC Emeriti and assess Emeriti retirement benefit satisfaction. The survey will also touch on opportunities for service. Over the course of 2014-15, the committee identified a few potential issues with changes to health plans, and a lack of local pre-retirement counselling. CER would like to gather data on the topics in order to study the issues further. With the survey drafted, next year's committee will be able to distribute the survey, review the results, and consider the next steps for CER.

Other Committee Business

This year, CER reviewed the Dickson Professorship Award criteria and selection process. The Edward A. Dickson Emeriti Professorship Endowment was created in 1955 to support and maintain special annual professorships for retired faculty members. In 2003, the endowment was reallocated into ten campus-specific endowment funds. At UCSC, the award is used as a teaching award to recall Emeriti, and the professorships are filled on a rotating basis among the academic divisions, based on a 2006 recommendation of CER at the time. This year, CER began to question whether the award and the endowment is being optimally utilized at UCSC and noted that other campuses have various models for the award in terms of management and use, with some treating the award as a great honor with a formal announcement and reception for the recipient.

CER met with Emeriti Association President Michael Nauenberg on May 7, 2015 to discuss the award. The parties agreed that the Emeriti Association will create a proposal for improvements to the award, including selection criteria, and the recipient selection process. CER will review the proposal and consider endorsement before it is sent to the administration for consideration. CER looks forward to receiving this proposal in early 2015-16.

The committee also discussed the Employee Wellness Program offered fitness classes to staff, faculty, and Emeriti, which have recently been eliminated. Next year's committee may use the Emeriti survey as an opportunity to gauge whether these courses were highly utilized by campus Emeriti, research why these classes were eliminated, and consider whether there is a need that should be addressed.

Respectfully submitted;
COMMITTEE ON EMERITI RELATIONS
Shelly Errington
Peter Kenez
James Zachos, *ex officio*
Roger Anderson, Chair

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