

Committee on Emeriti Relations Annual Report 2019-20

To: Academic Senate, Santa Cruz Division

The Committee on Emeriti Relations (CER) met three times during the 2019-20 academic year. This year, CER continued to make improvements to the timeline and call of the Edward A. Dickson Emeriti Professorship Award, it petitioned successfully for representation on the Retiree and Emeriti Center Steering Committee, worked with the Committee on Information Technology (CIT) on the feasibility of developing new campus policy regarding email access post mortem, and proposed that an annual memorial be included the Senate Agenda Call. In addition, CER reviewed a draft proposal from VPAA Lee's office for a *Pathways to Retirement* program, as well as proposed changes from UCOP regarding the *Emeritus/Emerita* title. The Chair of CER is an *ex-officio* member of the Committee on Faculty Welfare (CFW) and attended meetings throughout the year.

Retirement Benefits

There were no campus-level changes to benefits for emeriti this year. Systemwide, a popular HMO health plan for retirees (*HealthNet Seniority Plus*) was eliminated in 2019-2020 and replaced by *UC Medicare Choice*, a Medicare Advantage PPO administered by United Healthcare. The new plan has a \$00.00 premium, making it attractive to emeriti, especially because the premiums for the *UC Medicare PPO* plan (administered by Anthem Blue Cross) rose substantially this year. It is too early to evaluate *UC Medicare Choice*, but it will be important to assess how well it is serving UCSC emeriti and retirees after a few cycles.

Pathways to Retirement

CER reviewed a draft proposal for a *UCSC Pathways to Retirement Program* developed by VPAA Lee's office.¹ Modelled on existing programs at several UC campuses, the program aims to provide a framework to smooth the transition to retirement for both faculty and departments. Under the program, faculty enter into a binding contract which commits them to retire within a fixed period in exchange for benefits intended to incentivize retirement. For departments and divisions, this arrangement facilitates future planning. Possible negotiated benefits might include, for example, a reduction in teaching in the year preceding retirement and/or a recall to teaching in the year or two following retirement. As envisaged, the program includes a *faculty liaison* (an emeritus or emerita faculty member) who is available to meet confidentially with faculty considering retirement and to advise on elements of the contract. CER strongly supported the proposal and recommended that

¹ Aissen to Lau, 2/26/20, Re: Proposal for a Pathways to Retirement Program

it be implemented on a trial basis with evaluation of the program after three years. The program has now been funded and the process of appointing a faculty liaison has begun.

Retiree and Emeriti Center (REC)

In fall 2019, CER petitioned then Interim Campus Provost and Executive Vice Chancellor (CP/EVC) Kletzer for representation on the REC Steering Committee. CP/EVC Kletzer has approved this request. Emeriti are now represented on the Steering Committee by two members, one from the Emeriti Association and one from CER. Beginning in April, 2020, the CER Chair represented CER.

Email Access Post Mortem

CER is exploring the possibility of policy that would allow a faculty member to authorize access for one or more individuals to his or her UCSC email account after death. At present, there is no campus policy in place which permits this. When a faculty member dies, their account is immediately closed. Access to the account involves a lengthy process which requires the involvement of University Counsel, and the intervention of ITS staff to curate the account. In the absence of any other policy, this makes sense as it protects the privacy of the individual. There may be situations, however, in which the faculty member would have wished a family member and/or someone else to have access to their account.

CER asked the Committee on Information Technology (CIT) for feedback on the feasibility of a policy in which one or more individuals designated by the faculty person in advance could have access to the account for a limited period of time, during which time the designated individual(s) could download or migrate material that they wished to preserve. CIT has agreed to work with Vice Chancellor for Information and Technology (VCIT) Van Williams's office to draft a policy proposal which would then go through a formal review process.

Memorial

CER endorsed an informal suggestion by Senate Chair Lau that the Academic Senate recognize its recently deceased members through a memorial to be included annually in the Senate Meeting Call. CER is working with Senate staff and leadership to develop this initiative.

The Edward A. Dickson Emeriti Professorship Award

The Edward A. Dickson Emeriti Professorship is an endowed award distributed to the ten UC campuses under the authority of the CP/EVC of each campus to recognize the teaching, service, and research of UC emeriti. In 2015-16 by request of former CP//EVC Alison Galloway, CER assumed management of the award and collaborated with the UCSC Emeriti Association to re-envision the award and create a new process and guidelines for the award on our campus.

The 2020-21 Dickson Emeriti Professorship Award call resulted in seven proposals. A call for 2020-21 proposals went out to Senate Faculty, divisional deans, and department chairs on October 15, 2019 with a deadline for submissions of January 10, 2020. The submissions were forwarded to the Emeriti Association Dickson Award Review and Nomination Committee, which passed its recommendation to CER. CER in turn sent a final recommendation to the CP/EVC for approval. CER is pleased to continue its collaboration with the Emeriti Association in this endeavor.

The 2020-21 Dickson Professorship was awarded to **John Brown Childs, Shelley Errington, and Andrew Szasz.**

John Brown Childs, Department of Sociology

Project Title: Transcommunal Peace-making and Learning across Difference

After working for several years with incarcerated men at Soledad Prison, Dr. Childs organized a pilot course in 2018-19 which involved both a group at Soledad and a group of students from Colleges Nine and Ten at UCSC. With support from both the prison and Barrios Unidos, the two groups met mostly in parallel, but there were three meetings in which they met together. In Dr. Childs' words, the course is “fundamentally about redemption, transformation and compassion towards others”. Dr. Childs will use the Dickson Professorship to organize a second iteration of this course in 2020-2021.

Shelly Errington, Department of Anthropology

Project Title: Pre-production Research and Preliminary Footage for a New Documentary Video

Dr. Errington is preparing a short documentary film on “heritage” food in Mexico (e.g., heritage corn, corn fungus, edible insects). The film will focus on the communities that produce such food, and their appearance on the menus of high-end restaurants in Mexico City, raising issues related to the sustainable food movement in Mexico, labor, climate change, and politics.

Andrew Szasz, Department of Environmental Studies

Project Title: A Climate Change Module for Introduction to Sociology Classes

Dr. Szasz has prepared a teaching module on climate change, which can be utilized in Introduction to Sociology courses. Dr. Szasz notes that over 800,000 undergraduates take an Intro to Sociology course each year, so that this module is an effective way to introduce students to this pressing issue. The Dickson Professorship will support Dr. Szasz's efforts to bring the module to the attention of sociologists through conference presentations and mailings.

All three of these Emeriti wrote persuasive proposals, are doing projects that are timely and relevant, and have done outstanding work in the past. Designating them as Dickson Emeriti Professors and providing them with modest funding that will help them to complete their projects, will honor them, as well as be a credit to UCSC.

Acknowledgements

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Respectfully submitted;

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