

COMMITTEE ON EMERITI RELATIONS

Annual Report 2020-21

To: Academic Senate, Santa Cruz Division

The Committee on Emeriti Relations (CER) met four times during the 2020-21 academic year. This year, CER's pro-active agenda included a report on the UCSC faculty experience with the Retirement Administration Service Center in 2019-2020, collaboration with the Emeriti Association, the CP/EVC, and the Senate to improve the Edward A. Dickson Emeriti Professorship Award process, re-institution of an annual *In Memoriam*, consultation with Pathways to Retirement Faculty Liaison Don Brenneis, and a survey of divisional resources and benefits available to emeriti across campus.

The Chair of CER is an *ex-officio* member of the Committee on Faculty Welfare (CFW) and attended meetings throughout the year. The Chair also represented CER on the Retiree and Emeriti Center (REC) Steering Committee and participated in several pre-retirement and post-retirement events.

Retirement Issues

Following up on complaints received from two retiring UCSC faculty in July 2020 regarding UC's Retirement Administration Service Center (RASC), the Chair of CER interviewed 22 of the 24 UCSC faculty who retired between November 2019 and July 2020. A *Report on UCSC Faculty Retiree Experience with RASC, 2019-2020* was drafted by CER, summarizing the findings. Both the Committee on Faculty Welfare (CFW) and the Senate Executive Committee (SEC) endorsed the report, which was forwarded to Academic Council and shared with UC Santa Cruz administrators. It was also forwarded to the Council of UC Emeriti Associations (CUCEA).

The report documented almost universal frustration with RASC's handling of the retirement process. These problems were exacerbated by the COVID-19 shut-down, but were not caused by it, for emeriti who retired in November 2019, before the pandemic, experienced the same problems, possibly even more acutely.

Major problems cited by multiple faculty included:

- A culture of unaccountability at RASC;
- Difficulty reaching RASC personnel to answer questions, leading to great frustration and, in some cases, to delays in the retirement process;
- Once reached, difficulty obtaining reliable information;
- Delays in completion of the retirement process, resulting in delays in receiving pension checks and interruption in health care coverage;
- Errors in personalized documents transmitted by RASC to retiring faculty;
- Difficulty in transmitting documents to RASC and in receiving confirmation of transmittal.

These problems are not limited to UCSC or to emeriti, but are widely shared throughout the UC system and experienced by all retirees, both faculty and staff. Widespread awareness of these

problems led to some changes at RASC this year, including oversight by Cheryl Lloyd, Interim Vice President, Systemwide Human Resources at UCOP, a new Interim Director for RASC, a reorganization of functions, and the addition of new positions. One of the report's central recommendations--that faculty entering the retirement process be assigned a specific staff member that can work with the retiree throughout the process--has not been implemented.

CER should continue to monitor RASC's performance through its representation on CFW and the REC Steering Committee. The biannual meetings of the Council of University of California Retirement Associations (CUCRA) and CUCEA are also highly informative. CER should also consider interviewing retiring faculty in 2022 or 2023 to determine whether the changes at RASC have improved its service.

Pathways to Retirement

A Pathways to Retirement (PTR) program was initiated early in 2021, with Don Brenneis appointed the campus' initial Faculty Liaison. The goal of the program is to provide a framework which smooths the transition to retirement for both faculty and departments. Under the PTR program, faculty can enter into a binding pre-retirement agreement which commits them to retire within a fixed period in exchange for benefits intended to incentivize retirement. The Faculty Liaison is available to advise individual faculty concerning components of these agreements.

CER consulted with Liaison Brenneis during its winter meeting. Members noted that over the period of a long career, whether in book-based or lab-based disciplines, faculty accumulate a great deal of material (books, papers, course notes, samples, equipment, etc.). Sorting these materials, cataloguing them, packing them, moving them, and/or discarding them, are huge tasks, and the difficulty in thinking through how to approach them may cause some faculty to put off retirement. CER suggests that divisional funding to assist faculty in these tasks be one of the items available as part of pre-retirement agreements.

Divisional Benefits to Emeriti

Although some divisions post a list of benefits guaranteed to all emeriti on a public website, most do not. In spring 2021, CER conducted an initial survey of all five divisions regarding guaranteed benefits and found considerable variation, with additional variation among individual departments. CER is planning a follow-up survey to confirm the information received and will share it with Faculty Liaison Brenneis. Next year's CER may consider working with Liaison Brenneis to encourage all divisions to post emeriti benefits on their websites in order to make available resources known, and to explore other ways to help departments support the retirement process and enhance relationships with their emeriti.

Email Access Post Mortem

During the 2019-20 academic year, CER was made aware of a situation in which family members of an emeritus who passed away had to go through a lengthy and involved process that included University Counsel and ITS staff in order to gain access to the individual's UCSC email account. Reasons for desiring access to an email account could be personal, or research related, and may be necessary in order to complete research projects that are both collaborative and individual. Noting that systemwide polices deferred to campus policies, and finding no campus policies that specifically address this situation, in March 2020, CER sought feedback from the Committee on

Information Technology (CIT) regarding the feasibility of implementing campus policy that would allow a faculty member to authorize access for one or more individuals to their UCSC email account after death and/or expedite the current authorization process¹.

In spring 2020, CIT consulted with Vice Chancellor for Information Technology Van Williams on the topic, who informed the committee that drafting an IT procedure policy is feasible. However, noting that such a policy is complex due to privacy considerations, etc., in spring 2021, CIT wrote to Chancellor Larive and CP/EVC Kletzer to present the issue, and requested that the administration charge the appropriate parties with defining and drafting a policy solution, which the Academic Senate and other stakeholders may review in 2021-22². The administration has been quick to respond, and has scheduled a virtual meeting for administrators and Senate leadership and chairs to discuss the issue in July 2021. CER looks forward to receiving a report on next steps in 2021-22.

Senate Memorial

In fall 2020, CER proposed that the Senate renew its practice of remembering colleagues who have passed away. The Senate Executive Committee agreed that an *In Memoriam* should be included in the CALL of each spring Senate meeting. The *In Memoriam* will list the names of recently deceased colleagues who were Senate members at the time of death. It may also, at the discretion of the Chair of the Senate, include names of other colleagues. In order to allow time for the Senate to verify, to the extent that it can, that the list is complete, the time frame will be from March 1st of one year to February 28 (or 29th) of the next. It will include the month/year of death of each colleague, title at the time of death, and years as an active member of the UCSC faculty. A link to the University notice of death will be provided, when available.

CER prepared the initial *In Memoriam*, which was included in the CALL for the spring 2021 meeting. Going forward, it will be prepared by Senate staff.

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 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.

Changes in Dickson Process

Two changes in the Dickson process were initiated this year. One concerns the review process, which has two steps. The Emeriti Association (EA) reviews the applications and makes a recommendation to CER. CER reviews the EA's slate and makes a final recommendation to the CP/EVC. CER and the EA have agreed that if CER finds a nomination unacceptable, that it will ask the EA to name an alternative before forwarding a recommendation to the CP/EVC. The other change concerns approval for changes in Dickson Award budgets. The CP/EVC has delegated authority to CER to approve reallocations which do not exceed 20% of the total budget. In order

¹ Aissen to CIT, 3/24/20, Re: UCSC Email Accounts After Death

² Takayama to Larive and Kletzer, 6/14/21, Re: UCSC Email Access Post Mortem

to implement this policy, those applicants who CER has decided to recommend for Dickson Awards will be asked to submit final, revised budgets before final recommendations are forwarded to the CP/EVC for approval.

2021-2022 Dickson Professorship Award

The call for 2021-22 proposals went out to Senate Faculty, divisional deans, and department chairs on October 30, 2020 with a deadline for submissions of January 11, 2021. Seven proposals were received (representing all divisions except the Baskin School of Engineering). The submissions were forwarded to the EA 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 2021-22 Dickson Professorship was awarded to **Dana Frank, Thomas Pettigrew, and Karen Tei Yamashita.**

Dana Frank, History Department

Project Title: "What Can We Learn from the Great Depression? Essays on Collective Survival, Exclusionary Racism, and Ordinary People's Successful Demands on the State"

Professor Frank is completing a set of essays, to be published as a book by Beacon Press. The book focuses on the 1930's, a period which faced crises not unlike those we face today: economic hardship; institutionalized racism and sexism; aggressive nationalist nativism and attacks on immigrants; and ascendant fascism. The book is centered on ordinary people and the ways in which they collectively survived and pushed back against these forces. The book is organized as a set of case studies and draws on Professor Frank's primary research and that of many others, on autobiographies, and oral histories, as well as on film, art, literature, and theatre.

Thomas Pettigrew, Psychology Department

Project Title: "Racial Change in the United States, 1960-2020"

In 1964, Professor Pettigrew published a volume on American race relations ("A Profile of the Negro American"), which provided data on a wide range of racial conditions in the United States at that time. The current project proposes to compare these old data with current racial data, documenting changes that have occurred over the past six decades. The project will document areas in which there has been significant improvement and areas in which change has been minimal. The goal is to provide informed direction to protest in the Black Lives Matter Movement to achieve genuine and lasting structural change.

Karen Tei Yamashita, Department of Literature

Project Title: "Japanese American Incarceration: The Origins of the Loyalty Questionnaire"

Professor Yamashita is working on a novel titled "Questions 27 & 28", which focuses on the internment of Japanese-Americans during WWII. As background and basis for this novel, she has requested funds to support archival research into the origins of a "loyalty questionnaire" which was given to interned individuals to assess whether they should be released for military combat and useful work outside the camps. Two questions in particular, and how to answer them, were divisive within the interned communities, creating rifts within families, between friends, and within the Japanese-American community. The issues to be explored in her novel – racial profiling, unjust detention, loyalty and the right to protest – remain highly relevant.

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 UC Santa Cruz

Acknowledgements

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Respectfully submitted;

COMMITTEE ON EMERITI RELATIONS

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