

Committee on Emeriti Relations Annual Report 2015-16

To: Academic Senate, Santa Cruz Division

The Committee on Emeriti Relations (CER) met six times during the 2015-16 academic year. This year, CER's work focused largely on the re-envisioning and management of the Edward A. Dickson Emeriti Professorship Award and on monitoring the announcement and selection of the new third tier of retirement. In addition, CER co-sponsored the annual Pre-Retirement Planning Workshop along with the Academic Personnel Office (APO), and participated in the UCSC Retirees Welcome to Retirement Celebration in June 2016. This year CER developed connections with other UCSC Emeriti and groups serving retirees, and worked diligently to collaborate with several of these groups during the 2015-16 academic year in order to better serve UCSC Emeriti.

Encouraging Collaboration

CER began the academic year by calling together all UCSC Retiree affiliated cohorts to share purviews, concerns, and goals for the academic year. Representatives from CER, the Emeriti Association, the UCSC Retiree/Emeriti Resource Center, the Council of University of California Emeriti Associations (CUCEA), the Council of University of California Retiree Associations (CUCRA), and the UCSC Retiree Association were in attendance. The meet-and-greet format at Chair Errington's house allowed participants to get acquainted with other Retiree groups and resources on campus, encouraged open dialogue between the groups, and established a collaborative community of UCSC Emeriti service groups moving into 2015-16.

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. Systemwide, the handling of the Dickson award varies. Some campuses have made it an administrative decision; some have given the responsibility to their respective Emeriti Associations; and at some, it is handled by Senate Committees. Until this academic year, the UCSC award has rotated through the academic divisions and has been used by the Deans to recall the awardee to teach. This process was suggested originally by the Committee on Emeriti Relations (CER) in 2006 and had been followed by the then-Vice-Chancellor for Academic Affairs, who had been asked by the then-Chancellor to handle it. The VCAA at the time was Alison Galloway.

At the request of CP/EVC Alison Galloway, the CER met with her on October 12, 2015 to discuss the way the Dickson Emeriti Professorship should be handled on our campus. CP/EVC Galloway expressed the view it was time to rethink the criteria and guidelines of the award to broaden the use and more accurately reflect the original gift document. In this consultation, CP/EVC Galloway requested that CER manage the Dickson Emeriti Professorship Award. CER accepted the invitation and agreed to formulate a new process and guidelines for the award. The announcement of this change was made at the November 2015 Academic Senate meeting.

Following the fall Senate meeting, CER representatives had a productive and collaborative meeting with Executive Committee members of the Emeriti Association regarding the award and its re-envisioned implementation on our campus. An agreement was made that our proposal for the award would include the participation of an Emeriti Association Dickson Award Review and Nomination Committee, which will include an active member of CER as *ex officio*. CER proposed a set of guidelines for the award¹ to CP/EVC Galloway, including specific details regarding nominations, proposals, and award, which were approved by the CP/EVC in January 2016.²

A call for proposals went out to Senate Faculty, divisional deans, and department chairs on January 11, 2016 with a deadline for submissions of March 21, 2016. (We anticipate that in future, the process will be both launched and completed earlier in the academic year.) The submissions were forwarded to the Emeriti Association Dickson Award Review and Nomination Committee, which gave its recommendation to CER. The CER in turn sent a final recommendation to the CP/EVC for approval.

The 2016-17 Dickson Professorship was awarded to **Lewis Watts** and to **Charles (“Chip”) Lord**, both Emeriti of the Division of the Arts, and both with impressive records of creative achievement. Both Professor Watts and Professor Lord have the ability to transform elements of daily life into unforgettable visual images.

As a Dickson Emeriti Professor, **Lewis Watts**, Professor Emeritus of Art, will engage in a time-sensitive documentary photo project reporting on the immigrant crisis in Europe. He has previously photographed diverse populations in Europe, where his ability to gain access and trust has resulted in images that communicate the often overlooked human dimensions of individuals who are more than troubling statistics, more than an inconvenient ‘problem’. Professor Watts has already begun refugee documentary photography in the makeshift migrant camp called ‘La Jungle’ in Calais, and plans to continue this relevant and humanistic work in France in the months to come. **Chip Lord**, Professor Emeritus of Film & Digital Media, has built a distinguished career in video art and installations exploring urban settings. Through his lens, ordinary life is alternately curious, disturbing and beautiful. As a Dickson Emeriti Professor, Professor Lord will use his Dickson Award to extend his ongoing studies of individual cities with forthcoming projects in Miami and Phoenix, two cities dramatically impacted by critical contemporary issues. Professor Lord plans to explore the effects of climate change in Miami, Florida, focusing on the higher sea levels during the destructive ‘King tides’. Augmenting the Dickson Award with other research funding, Professor Lord will also concurrently explore Phoenix, Arizona’s curious intersections of hydrocarbon vehicle lifestyle, solar energy and urban sprawl.

The Dickson Emeriti Professorship Recipients were announced by Chancellor Blumenthal during the annual Emeriti Association luncheon on April 11, 2016 and at the Spring Academic Senate Meeting of 2016. In the future, we look forward to having the names of the new Dickson Emeriti Professors announced and publicized in additional venues.

¹ Errington to Galloway, 1/05/16, Re: Request for Approval – UCSC Dickson Professorship Award Guidelines

² Galloway to Errington, 1/06/16, Re: Edward A. Dickson Emeriti Professorship

Recipients of the Dickson Emeriti Professorship Award are asked to make the fruits of their research known and available to the larger campus community and beyond. Thus during the course of the academic year for which they are appointed, or the following year if necessary, each awardee must give a lecture, a performance, a workshop, or other such event concerning their research. These events will be announced by CER in a timely and appropriate manner and publicized further by other relevant groups.

CER is pleased to have collaborated with the Emeriti Association on this award and hopes that this will be the beginning of many collaborations yet to come. The CER looks forward to stewarding a new life for the Dickson Emeriti Professorship on the UCSC campus to bring the award back to the intended goals of the endowment and to make the campus community aware of the great research, service, and teaching performed by UCSC Emeriti.

Retirement – 3rd Tier (Retirement Options Task Force Report)

The 2015-16 budget agreement between the University of California and the Governor resulted in a new third tier of the UC Retirement Program (UCRP). A UC task force was charged with analyzing options for this new third tier including considerations of a full or partial defined contribution plan. The report with recommendations of the Task Force was distributed for divisional review and comment in January 2016.

In its committee response, CER recommended the Task Force's proposal of a new UCRP 2016 Tier (with the required PERPA cap) plus a Defined Contribution Supplemental Plan as the better option, but raised very serious concerns about the impact that a third tier will have on the future quality of the university. The committee noted that many Emeriti chose to stay with the university during their prominent careers not only due to the well-deserved reputation of the university, but also due to benefits associated with a defined benefit retirement plan. The committee further noted concerns regarding inequities that may be caused by a new third tier, and the transfer of risk to the employee and the effect that this may have on individual retirement preparedness.

Following divisional feedback, President Napolitano has implemented two retirement options for new employees hired on or after July 1, 2016: Option 1 – The current UC pension benefit capped at the PEPRA salary limit plus a supplemental 401(k) style benefit up to the IRS limit, or Option 2 – A new stand-alone 401(k) style benefit up to the IRS limit. CER, along with the Committee on Faculty Welfare (CFW), will continue to monitor the implementation and effects of the new third tier of UCRP retirement in 2017-18.

Pre-Retirement Planning Workshop

In spring 2016, the Academic Personnel Office and CER co-sponsored a pre-retirement workshop entitled "Joining the Ranks of Emeriti: The Nuts and Bolts of Academic Retirement." This annual event is organized and supported by APO, and the technical "nuts and bolts" are handled largely by APO, whereas CER contributes by securing a panel of Emeriti for the event to reflect on the process and on the state of being retired itself (rather than the mechanics of retiring), and to share their tips, cautionary and joyful anecdotes, and experience with negotiating the "nuts and bolts." Representatives from Earth and Planetary Science, History, Literature, and Anthropology participated on the panel. In addition, Chair Errington worked with VC Pamela Peterson to expand

and reorganize the written resources available to faculty thinking about retiring and in the process of retiring. We look forward to working further with APO to make the event even more useful. CER encourages those faculty planning on retiring in the next three years to attend next year's pre-retirement workshop.

Respectfully submitted;
COMMITTEE ON EMERITI RELATIONS
Barry Bowman
Linda Burman-Hall
James Zachos, *ex Officio*
Shelly Errington, Chair

August 31, 2016