

## **COMMITTEE ON EMERITI RELATIONS**

### **Annual Report 2016-17**

To: Academic Senate, Santa Cruz Division

The Committee on Emeriti Relations (CER) met three times during the 2016-17 academic year. This year, CER's work focused largely on making improvements to the timeline and call of the Edward A. Dickson Emeriti Professorship Award. In addition, CER co-sponsored the annual Pre-Retirement Planning Workshop along with the Academic Personnel Office (APO), participated in the UCSC Retirees Welcome to Retirement Celebration, and proposed legislation to increase CER membership.

#### **CER Legislation**

The previous CER Charge in the Santa Cruz Division Manual limited the membership of the committee to two emeritus and one non-emeritus, plus the Chair of the Committee on Faculty Welfare serving as ex officio. This year, in order to expand the membership of the committee, CER proposed legislation changing the charge to expand the membership to include "at least two emeritus and no more than five emeritus and one non-emeritus Santa Cruz Division members". The legislation change was approved during the spring Senate meeting of May 19, 2017.

#### **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 and by request of 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.

A call for 2017-18 proposals went out to Senate Faculty, divisional deans, and department chairs on November 18, 2016 with a deadline for submissions of January 16, 2017. The deadline was later extended to January 30, 2017 in order to encourage more applications. 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. CER is pleased to continue its collaboration with the Emeriti Association in this endeavor.

The 2017-18 Dickson Professorship was awarded to **Catharine Cooper, E.G. Crichton, and Murray Baumgarten.**

Murray Baumgarten, Professor Emeritus of Literature (Humanities), will be pursuing his ongoing research on Primo Levi. His proposal was entitled "From the Ghetto to the Nazi Lager: Primo Levi's Modern Journey."

Catharine Cooper, Professor Emerita of Psychology (Social Sciences), will update and revise her book, which will include web-based and other modalities of outreach, called "Bridging Multiple Worlds Toolkit."

E.G. Crichton, Professor Emerita of Art (Arts), will complete her research project entitled "OUT/LOOK and the Birth of the Queer."

All three of these Emeriti wrote persuasive proposals, and 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.

The Dickson Emeriti Professorship Recipients were announced by Chancellor Blumenthal during the annual Emeriti Association luncheon on March 23, 2017 and at the Spring Academic Senate Meeting of 2017. In the future, we look forward to having the names of the new Dickson Emeriti Professors announced and publicized in additional venues.

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. In order to emphasize this requirement, in spring 2017, CER made adjustments to the 2018-19 award call to further emphasize and clarify the expectations regarding a final presentation and/or event and associated budget. These events will be announced by CER in a timely and appropriate manner and publicized further by other relevant groups.

### **Retirement – 3<sup>rd</sup> Tier and a Need for Education**

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). Following divisional feedback, President Napolitano 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), have continued to monitor the implementation and effects of the new third tier of UCRP retirement in 2017-18.

In meeting, members expressed concern about the lack of systemwide pro-active education for incoming and junior faculty considering the new options and the associated risks. CER encourages the UCSC administration and Benefits Office to offer workshops and take active steps to ensure that incoming faculty are prepared to make informed decisions while choosing a retirement plan, and to ensure their retirement readiness in the future.

### **Pre-Retirement Planning Workshop**

In past years, the Academic Personnel Office and CER have 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 contributed 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). During Spring of 2017, the plan was changed to create an occasion in which both

faculty and staff participated in a joint informal panel about the state of retirement and retiring, sharing their tips, cautionary and joyful anecdotes, and experience with negotiating the “nuts and bolts.” (The “nuts and bolts” of retiring are somewhat different for staff and Academic Senate faculty, particularly because of the possibility of teaching recall as well as various privileges, post-retirement associations, and so forth; but many social and psychological aspects of retirement and planning for it are shared by the two categories.)

This year, the informal joint panel included emeriti from Literature, Social Sciences, and Physical and Biological Sciences, as well as two staff members, one from the Library and one from Information Technologies. All panelists did an excellent job, and CER believes this new format is very productive and enjoyable for both categories of retirees. CER encourages faculty who are planning on retiring in the next three years to attend next year’s pre-retirement workshops.

Respectfully submitted;  
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