

## COMMITTEE ON EMERITI RELATIONS Annual Report 2023-24

To: Academic Senate, Santa Cruz Division

The Committee on Emeriti Relations (CER) met once each quarter during the 2023-24 academic year. This year, CER's proactive agenda included continued collaboration with the Emeriti Association and the CP/EVC on the Edward A. Dickson Emeriti Professorship Award, and consultation with Pathways to Retirement Faculty Liaison Don Brenneis. The committee also continued to monitor improvements at the UC Retirement Administration Service Center (RASC) through secondhand reports from CUCRA/CUCEA (Council of University of California Retirees Associations/Council of University of California Emeriti Associations), the campus Retirement and Emeriti Center (REC), and an informal CER survey of those retiring in the last two years.

The Chair of CER is an *ex-officio* member of the Committee on Faculty Welfare (CFW) and attended committee meetings throughout the year. The Chair also represented CER on the Retiree and Emeriti Center Steering Committee and attended the CUCRA/CUCEA meetings in fall 2023 and spring 2024.

### I. 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.

#### Edward A. Dickson Emeriti Professorship Awards 2024-25

The call for 2024-25 proposals went out to Senate faculty, divisional deans, and department chairs on November 8, 2023, with a deadline for submissions of January 15, 2024. The call resulted in two proposals, both from Social Sciences. The proposals 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.

2024-25 [Dickson Professorships](#) were awarded to:<sup>1</sup>

*Catherine R. Cooper, Psychology Department*

Project Title: Stackable Credentials and Career Ladders into Healthcare Professions: Mapping Challenges and Resources for Low-Income and Underrepresented Students

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<sup>1</sup> CER Dickson Emeritus Award Webpage: <https://senate.ucsc.edu/committees/cer-committee-on-emeriti-relations/dicksonprofessorship/index.html>

UC Santa Cruz Newscenter announcement of 2024-25 Dickson Emeriti Professorship Recipients, June 18, 2024: <https://news.ucsc.edu/2024/06/dickson-emeritus-professorship-2024.html>

Professor Cooper will conduct interviews with students, educators, and healthcare providers at the student- and organizational-level to study challenges in building stackable credentials that create ladders for low-income students to advance from high school through community college, bachelor's, and postgraduate degrees to become successful healthcare professionals.

*G. William Domhoff, Sociology/Psychology Department*

Project Title: Corporations and their Relationships to Policy-Oriented Nonprofit Organizations in the United States

Professor Domhoff will expand his recent study on congressional legislative impacts of 250 corporations and six policy-oriented non-profits (foundations, think tanks, and policy discussion groups) in the U.S. to include 500 corporations and 93 non-profits. The research should determine the degree to which “liberal leaning, centrist, and conservative leaning policy-oriented non-profits share directors in common with corporations and each other,” allowing a finer-grained understanding of how money impacts public policy in Congress.

Additionally, the Committee received reports of previous Dickson Award recipients applauding their successful concerts, book talks, publications, and retreats. Dickson awardees shared their research and performances with the campus and the public. All emeriti faculty are encouraged to apply for the Dickson Emeriti Professorship Award, which is awarded annually. CER plans to do additional advertising to solicit proposals in 2024-25, and to remind emeriti that they are also eligible to apply for funding through the Committee on Research Faculty Allowance Program (CFA).<sup>2</sup>

## **II. UC Retirement Administration Service Center (RASC)**

CER continues to monitor the work of RASC and encourages those considering retirement to access resources to ease their transition into retirement.

Exemplary work was undertaken by two previous CER chairs (Judith Aissen and Judith Habicht Mauche) to survey recently retired faculty on their experience with RASC. Their work, in concert with similar efforts at other campuses, led to changes at UC RASC in 2022-23, such as a reduction in wait times for appointments and responses to inquiries.

In January 2024, CER contacted thirty-one UCSC faculty who have retired since the last CER survey was conducted in 2021 (between 7/1/21 and 12/31/23). In past surveys, respondents noted difficulties encountered with issues ranging from long delays in receiving retirement payments, insurance transitions, and difficulty in gaining appointments or responses to email or phone calls to RASC. However, the January 2024 query showed it was mostly those who retired in 2021-2022 who reported significant difficulties. Those who retired in 2022-2023 reported a more positive experience. This supports what RASC avers: continued improvement in customer service.

In 2024-25, the Retirement and Emeriti Center Steering Committee (with representatives from UCSC Silver Slugs, CER, and the Emeriti Association) developed a more extensive questionnaire that has not yet been launched. Once the survey is launched, faculty and staff are encouraged to

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<sup>2</sup> Committee on Research Faculty Allowance Program (CFA): <https://senate.ucsc.edu/committees/cor-committee-on-research/grant-applications/cfa-application-info.html>

participate and provide feedback to help CER advocate for timely and comprehensive service from RASC, as CER is aware that some difficulties do persist. CER will continue to monitor these issues.

### III. UCSC Pathways to Retirement Program

The campus Pathways to Retirement program<sup>3</sup> can be accessed by all faculty considering retirement. CER encourages all faculty to talk with Professor Emeritus Don Brenneis, the UCSC Faculty Retirement Liaison, as part of their preparation for retirement. As its website notes, the program is part of the campus commitment to supporting faculty in shaping their ongoing engagement with their departments and the broader scholarly community, and aims to make the transition to retirement a smoother process for faculty and their departments/programs. For more information, contact Professor Emeritus Brenneis (<https://apo.ucsc.edu/retirement/liaison.html>).

The committee consulted with Pathways to Retirement Faculty Liaison Don Brenneis on June 10, 2024. Brenneis noted that the number of meetings that he had with faculty planning to retire had declined in the 2023-2024 cycle, with eight consultations rather than the thirty-five to forty in previous years. He reported a good mix of divisional representation, but fewer retirees proportionately in the Social Sciences accessing the program. He noted that Pathway to Retirement (PTR) agreements are normally for a one- to three-year period and vary significantly, depending on space/resources and other needs of the department and division concerned. In consultation, it was agreed that Faculty Liaison Brenneis and the CER Chair would explore the possibility of arranging a meeting for the two parties, a representative from the Academic Personnel Office (APO), and the associate deans, to discuss and advertise the program in 2024-25. Faculty Liaison Brenneis also mentioned that he had met with department chairs during fall divisional chair meetings to advertise the program in the past, and suggested that it might be worth repeating this effort in fall 2024. CER and Faculty Liaison Brenneis will continue to look for other opportunities to advertise the program, so that faculty planning to retire may be aware and take advantage of this valuable resource.

CER has long held that there needs to be some aggregate accounting of the relative success and impact of this relatively new initiative. In addition, CER has been concerned for some time about the apparent disparity in resources provided to emeriti faculty across departments and divisions. Having an annual accounting of how many Pathways agreements were initiated, how many were successfully negotiated, and what categories of provisions they included by division, would be one data point in potentially identifying and assessing the impacts of these disparities. In June of 2023, CER sent a memo to VPAA Lee and requested that the Academic Personnel Office (APO) generate an annual report, to be provided to the Pathways to Retirement Faculty Liaison and CER, listing how many Pathways to Retirement agreements are initiated each year in each division, and how many are successfully negotiated.<sup>4</sup> Unfortunately, CER received no response to this request. In spring 2024, CER sent a second request to VPAA Lee for a Pathways to Retirement Annual report.<sup>5</sup> CER should follow up on this request in 2024-25.

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<sup>3</sup> Pathways to Retirement UCSC Webpage: <https://apo.ucsc.edu/retirement/index.html>

<sup>4</sup> CER Chair Habicht Mauche to VPAA Lee, 6/08/23, Re: Request for Pathways to Retirement Program Annual Report

<sup>5</sup> CER Chair Foley to VPAA Lee, 6/21/24, Re: Follow Up on 2023 Request for Pathways to Retirement Program Annual Report

#### IV. Senate In Memoriam

In winter 2021, the Senate Executive Committee (SEC) voiced its support of a proposal from the Committee on Emeriti Relations (CER) to include an In Memoriam in the Call of each spring Senate meeting. The In Memoriam lists 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. The time frame reported on is from March 1 of each year to February 28 (or 29) of the next. This year's CER continued the annual tradition of creating and submitting a Senate In Memoriam to the spring Senate meeting call.

[A copy of the 2023-24 Senate In Memoriam](#) may be found on the Academic Senate website as an enclosure of the May 2024 spring meeting agenda.<sup>6</sup>

CER thanks these distinguished teachers, researchers, artists, and mentors for their many contributions to the UCSC community.

#### V. Additional Retirement Issues

Improved health insurance benefits for out-of-state retirees and post-mortem email access were issues raised in the 2023 CER Annual Report that have yet to be resolved.<sup>7</sup> This year's CER encourages next year's committee to continue to monitor these issues.

#### Acknowledgements

Our committee thanks our Academic Senate Analyst Jaden Silva-Espinoza, along with Senate Director Matthew Mednick and Executive Assistant Michele Chamberlin for their expert support, and guidance.

Respectfully Submitted,

COMMITTEE ON EMERITI RELATIONS

Margaret Azmitia

Ólöf Einarsdóttir

Shelly Errington

Jorge Hankamer

Alexander Sher, *ex officio*

Kathy Foley, *Chair*

August 31, 2024

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<sup>6</sup> Senate In Memoriam 2023-24: [https://senate.ucsc.edu/senate-meetings/agendas-minutes/2023-2024/2024-may22-senate-meeting/cer\\_senateinmemoriam-2024\\_scp2092.pdf](https://senate.ucsc.edu/senate-meetings/agendas-minutes/2023-2024/2024-may22-senate-meeting/cer_senateinmemoriam-2024_scp2092.pdf)

<sup>7</sup> Committee on Emeriti Relations Annual Report, 2022-23: [https://senate.ucsc.edu/committees/cer-committee-on-emeriti-relations/cer-annual-reports/cer-annualreport-2022-23\\_scp2069.pdf](https://senate.ucsc.edu/committees/cer-committee-on-emeriti-relations/cer-annual-reports/cer-annualreport-2022-23_scp2069.pdf)