

CUCRA MEETING

April 30, 2010

UC Santa Barbara - Mosher Alumni House

Minutes

OFFICERS:

Marian Gade (UCB), Chair; Lee Duffus (UCSC), Vice Chair;
Anne Gray Raventos (UCD), Treasurer; Suzan Cioffi, (UCSD) Secretary;
Toni Sweet (UCB), Information Officer.

ASSOCIATION REPRESENTATIVES:

Janis Dairiki (LBNL), Jeff Garberson (LLNL), Adrian Harris (UCLA),
Iola James (UCB), Allan Jensen (UC Berkeley), Dick Jensen (UCSB),
Chuck Meier (LLNL), Barbara J. Nichols (UCD), Sandra Norberg (UCSF),
Bob Oakes (UCSD), Pat Pelfrey (PARRA), John Pitts (LLNL),
Deanna Falge Pritchard (UCD), Lavonne Rochane (PARRA),
Marianne Schnaubelt (UCI), Dorothy Webster (UCLA), Don Wilkie (UCSD).

CENTER DIRECTORS

Suzan Cioffi (UCSD), Jeri Frederick (UCI), Debra Martin (UCSB),
Eddie Murphy (UCLA), Patrick Cullinane (UC Berkeley).

Marian Gade called the meeting to order at 1:08 p.m. and welcomed everyone.

Minutes: S. Cioffi. The October 2009 minutes were distributed electronically prior to the meeting. M. Gade asked for comments or corrections. Sue Barnes should be listed as the Center Director for UC Davis, and Sandra Norberg should be listed as the representative for UCSF. **It was moved and seconded, and then unanimously approved that the minutes were accepted as corrected.**

JBC Report: Marian reminded attendees that this is one of the reasons that the CUCRA/CUCEA meetings are now held over two days, so that Adrian Harris as well as Center Directors, can attend both the CUCRA and CUCEA meetings. Marian suggested that the assembly review the JBC recommendations, and vote yes or no to support the recommendations. Marian read Item 1 of the JBC report, and summarized other points in the JBC report (please refer to the JBC report for the full text). She then asked for questions or comments about the report. Marian added that regarding Item 6, we may want to endorse it but it's not a matter on which the university has any leverage. There is a formal legal opinion from UC's Office of General Counsel on this issue, which endorses the IRS decision. After some discussion, **CUCRA representatives voted to approve and endorse the entire JBC report, including Item 6.** Marian thanked Adrian Harris for his excellent work preparing the report. Marian noted that the Pension Obligation Bonds are not part of the JBC report.

[Correction added by Adrian Harris: "Marian added that regarding Item 6, we may want to endorse it, but it appears to be a matter on which we will have only minimal leverage, since the policy change has already been announced."]

Post-Employment Benefits Task Force: Marian remarked that she cannot guarantee what will happen after the completion of the work of the PEB Task Force. OP staff members have assured the Task Force that President Yudof is taking their work seriously. She hopes that the Regents will as well. The Task Force has worked hard to lay the groundwork for recommendations which will help keep the university's pension system sustainable for the next 60 – 75 years. As a participant in the PEB Task Force process, Marian said that she had been very impressed with the level of thoughtful discussion. She referred attendees to view the Task Force presentation slides on the web at: (<http://www.hr.ucdavis.edu/benefits/2rs/pebpp-419>), although it is important to keep in mind that these are simply recommendations to President Yudof. What President Yudof will recommend to the Regents and what the Regents will, in the end, decide to do, is, as yet unknown.

Advocacy for UC: Marian: This is the first time that she can remember that UC is asking for help from retirees, staff and faculty, asking that we write to our legislators in support of the university. Marian encouraged CUCRA representatives to go to the UC Advocacy website (<http://www.universityofcalifornia.edu/advocacy/about.html>) to learn how you can help support the university by writing to your legislators. Advocacy is not considered to be lobbying; it is education. Marian suggested that campuses may wish to include information about UC advocacy in their newsletters. The UC Advocacy website includes a wealth of information and helpful action items, such as *Talking Points* and *Sample Letters to Legislators*. Dorothy Webster added that at UCLA, the retiree association has created a Civic Engagement Committee, and one of its responsibilities is to promote UC advocacy. They include information about this in their newsletter every month.

Center Directors' Comments:

Jeri Frederick, UCI: Jeri commented that the active role of retirees and emeriti on campus, and their interaction with campus administration, helps to drive home to the administration the value of retirees and emeriti, and justifies support for the centers. Jeri also mentioned that the UC retiree center comparison report, compiled by Suzan C., which shows statistics about the numbers of retirees served-, and information about programs, has also been very useful. Jeri urged all CUCRA representatives when they are at various campus functions to interact with administrators and share with them that although retired, they are still actively engaged with the university in many ways. I may not yet have free parking for retirees and emeriti, but we have 50% discount. Keep working on sharing with the administration how actively engaged you are. That really helps us Center Directors.

Patrick Cullinane, UC Berkeley: Patrick commented that at the last meeting of Center Directors last summer, Sue Barnes (UC Davis) had created a wonderful Wellness Initiative for their campus. We were so impressed with what Davis had done that all the center directors decided to replicate it on their campuses, expanding the resources and opportunities for retirees to identify and take advantage of wellness information and programs on their campuses.

Suzan Cioffi, UC San Diego: In the last year, we have experienced explosive growth in membership in both of our associations; on the RA side of the house we have 1,100 members and on the EA side of the house we have 460. It's really exciting. It is partially related to the fact that we have had our new, centrally-located Retirement Resource Center, for 2-3 years now. With the new center, we are able to bring both associations under the same roof, and are now offering many new programs jointly to both associations. Our Retirement Association volunteer program continues to thrive. The Emeriti Association has further developed a very exciting mentoring program. We now have some 25 professors mentoring Chancellors' Scholars, students who are first in their family to go to college. This year we have 60 students involved in the program. So now, every other person who walks in the door is a student, there to meet up with their mentor. We partnered with the campus Express to Success Program to hold monthly Chancellor's Scholars meetings, where the students learn about campus resources and improve their presentation skills. It's a very successful program.

Patrick Cullinane, UC Berkeley: Patrick added that in addition to the usual programs that our center offers, one of the things we are offering is a single portal where active staff and retirees can identify the free financial planning programs that are available on campus.

Eddie Murphy, UCLA: Eddie discussed the upcoming **AROHE** (*Association of Retirement Organizations in Higher Education*) Conference, scheduled to be held at Wesleyan University, October 14-17, 2010. It's a chance every other year to connect with other like groups from across the United States and Canada. I would encourage your association to send a representative, if you can afford it. The last AROHE conference was held in Los Angeles in October 2008, at USC. I think everyone who attended would attest to how worthwhile it is. The AROHE website is: <http://www.arohe.org>. If you visit the website you can see the program, with the speaker lineup and panels. I'm very grateful to meet Debra today. I'm very concerned that the center directors all stay in touch; it's a wonderful way to exchange ideas. I'm also grateful to report that the Belmont Village project which the Combined Housing Committee took on seven years ago has now opened its doors. Belmont Village had its opening last July, and is ahead of projections in terms of occupancy. If anybody wants any information about this project, I'm happy to talk to you and Adrian would be as well. Dorothy wants me to report that the IT Department at UCLA and I have partnered and have a program called first Fridays. Every first Friday of the month, we invite retired faculty and staff to bring their electronic devices, and the IT department furnishes staff experts to work with retirees and their devices. Retirees can bring anything from Kindles, to I-pods to I-pads, or whatever. They provide one-on-one assistance. It's a clinic which is open from 9 a.m. to noon, on a drop-in basis, with refreshments.

Jeri Frederick, UC Irvine: Supported what Eddie said about AROHE; if any of you have any ability to attend, you really should because going to AROHE gives you a wealth of ideas for your associations and center. And you will meet a great number of people who become a resource to you. So, for the invigoration or re-invigoration of your own association for ideas it's really quite an amazing event.

Deanna Falge Pritchard (UC Davis): Sue Barnes as a Center Director is not here (due to budgetary constraints), so Deanna spoke on behalf of UC Davis. We've developed a lot of new programs as a result of having a center. The number of people participating in the retirement organization has increased significantly because our programs have developed and expanded. Things are going very well. The budget problem will affect AROHE participation. It's important that we all carry on with as much energy in the face of budget cutbacks, and continue to give priority to CUCRA and AROHE to advance these missions.

UC Call Center: Marian stated that there are still customer service issues with the UC Customer Service Call Center. Marian asked the centers to collect information about specific customer service call center complaints to provide from time to time to Joe Lewis. Chuck Meier mentioned that one of the major concerns they have encountered is the number of retirees who call them to say that they were not able to get through to the call center.

Officer Reports: Marian: Our goal is to move more and more of the communications to electronic format. It would help to get the campus reports in a little bit earlier. A request was made to receive the minutes sooner. Marian reported that with Suzan's workload is increasing due to the growth in both associations she manages; she is resigning as Secretary, after completing the minutes of this meeting.

CUCRA Website, Marian: We are moving forward on the CUCRA website. The Berkeley campus will provide a staff person (Andre Porter) who will help to create the site. In addition, the Bancroft Library at Berkeley has expressed interest in housing minutes and other documents of CUCRA as part of University of California history. We are working with that group too. Toni S., Richard Drake and I have been working on the various action steps. We also sent out a survey to you asking which things needed to be password protected and which not. The ideal model will be that the website will include the meeting minutes, agendas, rosters, campus reports, and that representatives will be able to download their copies from the site.

Vice President, Lee Duffus: Lee Duffus proposes the development of a UC Retiree Google Group, as a means of communicating between meetings, more at the association level, not at the CUCRA level. It is intended to provide a means of communication and cross fertilization among the associations to deal with the issues, problems and challenges that each of us face on our campus or laboratory level, that are not CUCRA or system-wide issues. Lee proceeded to show the UC Retiree Google Group. This is a restricted Group, with Lee Duffus as Administrator. The photo on the site will rotate among various UC campus photos. The site is divided into four key sections: Discussions, Members, Pages and Files. Lee showed the example of the UC Travel Program information on the Google Group page. The information there is a reminder that there is a travel program and that it benefits CUCRA financially. Files can be uploaded to the site. Any uploaded file can then be downloaded by another member for their use. Lee suggested that the campuses could share their newsletters here. It's much less expensive than printing and mailing copies. Lee demonstrated uploading a newsletter. Once you download a file, you can re-distribute it at the campus level. A member will need to establish a Gmail account to access the Group. The member will log into the Group to access the content. A message is broadcast to the group for every change (file upload or new message) made to the Group. Any Group member can post to the Group. This is entirely voluntarily. It's just a tool and resource we can use for an inter-association communication. One thing we could do as a resource would be to add links to all the campus and lab websites. If any of us wanted to contact a particular campus or we saw their newsletter and it was something that we're interested in, we could just go here to find that website. We could use this for posting CUCRA minutes and agendas, although this was not the original intent for this Group. Once the CUCRA website goes live, we may find that there's no need for this. Lee was heartily thanked for his efforts to develop this useful tool.

Secretary, Suzan Cioffi: She said that with the enormous growth in the associations she manages, she is obliged to concentrate her activity there, and can no longer continue as CUCRA Secretary. Marian thanked Suzan on behalf of CUCRA for her excellent job as secretary for the last two years.

CUCRA Brochure, Suzan: Copies of the brochure were distributed at the meeting. The brochure will reside on the Google Group until the CUCRA website is live, and then it will be accessible there. The question was raised about the Labs being included in the CUCRA Brochure. A prior CUCRA meeting decision that the Labs not be included in the brochure was reversed at this meeting. The text makes the point of the labs and yet there's no way to contact them in here. One of the problems is one of contact information. The goal is to get away from individual contact information, wherever possible. **It was moved, seconded, and voted to include the Labs' contact information in the CUCRA brochure.** Marian said that the CUCRA brochure is an extremely handy tool for recruiting for your own association. Retirees ask "why should I join?" The CUCRA brochure shows that we serve a large number of retirees who are interested in maintaining a connection with the university. CUCRA is having an effect in many ways; such as the success that the JBC has had over the years, and the participation in the PEB Task Force and the UCRS Advisory Board. CUCRA is able to effectively speak for retirees for the work that we do in the university and beyond. Retirees have become more integrated with the University and more visible. This is important! The question of whether to include the contact information of each association, in addition to the campus retiree Center, was raised. Given space concerns, MaryAnn S. suggested changing the text above the contact list to say: "If you want to join your local association, please go through the contact listed below". The labs will be added. The website address on the front should be removed. Marian thanked Suzan for her work preparing the brochure.

Treasurer's Report, Anne Gray Raventos: CUCRA does not have any budget problems, due to the great generosity of the UC Travel Group. In the last six years the UC Travel Group has given CUCRA \$22,528.80, which accounts

for the healthy balance sheet. We have more money than we should have in checking, two CDs totaling nearly \$20,000, and very few liabilities. CUCRA is certainly in a very healthy financial position. We could in fact consider spending some money if we felt so inclined.

The second page of the Treasurer's report provides CUCRA's Cash Flow. Dues have been promptly received from all campuses and labs. Anne thanked everyone for this. Dues receipts have increased a little bit over the previous year (\$150). Total membership is not really going up as much as one would like to see. San Diego has a wonderful record but the rest of us are not doing quite so well. Expenses for the current year total \$70, as we haven't really started spending very much money, but that will change soon. The last page is the CUCRA budget. Membership dues are a little less than we had projected, carry forward about the same. CUCRA meetings will come out at about \$5,000. \$1,500 is budgeted for representation at the Fall 2010 AROHE meeting, which is enough for one CUCRA officer to attend. We might want to consider taking advantage of our healthy financial position to pay for the participation of two CUCRA officers. Anne added that it is only because of the Travel Group's donations that CUCRA finances are in such good shape. CUCRA annual dues income falls far short for our annual expenses.

A motion to send a second CUCRA representative to the AROHE Conference was moved, seconded and unanimously endorsed by the representatives. That expense will be added to the budget. Dorothy asked if \$1,500 was a sufficient amount to cover the expenses for the CUCRA representative's travel. **Toni S. moved, and the motion was seconded and unanimously approved, that the budget for travel to attend the AROHE conference be increased to \$2,000 per attendee (total budget impact of \$4,000).**

Marian mentioned that it is now time for our biennial audit. Marian will find an auditor who is willing to perform the audit for free.

Nominating Committee Report, Lee Duffus, in Don Wilkie's absence (he was obliged to leave at 3 p.m.):

Suzan is resigning as Secretary. Her term runs through the end of this calendar year. The Nominating Committee has nominated Marguerite Jackson also of San Diego as Secretary. Marguerite is on her retirement trip right now. She has offered to fill in. Lee asked if there were any nominations from the floor. Receiving none, **Lee moved that Marguerite Jackson be named Secretary to complete the unexpired term of Suzan. This nomination was moved, seconded and unanimously approved.** Suzan thanked all attendees!

Information Officer, Toni Sweet: The CUCRA roster contains everybody's email, home address and phone number, as well as the position they hold in the various organizations. The updated roster will be emailed to all representatives next week. If you find any changes, please just send them back to me and I will make the changes to have a final version by May 15th. Second, Toni asked if there was anyone who had any objection to sharing the roster with all members of the CUCRA Group. **To opt out of having your personal information (address/phone number/email) provided to all members of the group, send an email request to Toni Sweet.**

Travel Group, no representative present: Marian noted that Rosemary Norling was not in attendance. Marian reiterated that CUCRA is grateful for the donations from the UC Travel Group. The latest information about the UC Travel Group's vacations is listed on the UC Retiree Google Group site.

Website Password Protection Issue, Marian: Suzan developed a survey using the online survey tool, Survey Monkey, and it was sent out to representatives. 12 responded. Should website information be public or not?

- CUCRA Directory of Officers: 5 public, 7 password protected.
- CUCRA Meeting Agendas: Majority said that these should be public.
- CUCRA Directory of Representatives: Majority said password protected.
- CUCRA Minutes (more than a year old): Majority said public.
- CUCRA Minutes (less than a year old): Majority said password protected.
- CUCRA Treasurer's Reports (of most recent year): Split half and half – public/password protected.
- Other Committee Reports: Split half and half – public/password protected.

Conclusion: We may go through another iteration of this survey as we come closer to putting particular things up on the website. There was consensus that people's private contact information will be password protected. Jeff suggested using a public email label (e.g., something like LLNL Retiree Association Chair), but that this email would then be directed to the representative's private email inbox.

The goal is to have the CUCRA website fulfill two roles: 1) A password protected area for representatives, and 2) A public website with detailed information for retirees who want to learn more about CUCRA.

Survey Monkey tool, Marian asked representatives about the usefulness of collecting opinions using the Survey Monkey tool, where we can have a simple yes or no or fairly simple multiple choice question. Jeff Garberson said he found it really easy to use and wanted to hear more from a professional survey builder about the arguments for or against having things be public or private. UC Berkeley also has a contract with Survey Monkey, where we can elaborate surveys and download results in ways that are graphic and more complete. Marian concluded that it was an easy-to-use tool which they (who?) will use again.

CUCRA Archives, Toni Sweet: asked for approval to have CUCRA archives held at the UC Berkeley Bancroft Library. Lee Duffus reported that the UC Santa Cruz Library houses all of the UC Santa Cruz Retiree Association documents (bylaws, newsletters, etc.). Lee suggested that each campus house its retiree associations records at the local campus library, and the Bancroft Library take care of CUCRA and CUCEA archives. Marian agreed.

CUCRA/CUCEA Meeting – Fall 2010: Since Iola James had to leave, Marian announced that the joint CUCRA/CUCEA meeting will be held at UC Berkeley. It appears that joint meetings are now necessary. The CUCRA meeting will be on Wednesday afternoon, October 27th. Then the joint meeting will be the morning of the 28th and the CUCEA meeting that afternoon.

The AROHE meeting is October 14th - 17th. We can have a nice report about AROHE at the Fall CUCRA meeting.

Lee Duffus suggested that prior to the fall CUCRA meeting, Joe Lewis has offered to take us on a tour of the new OP Service Center, if people are interested. Marian suggested the early afternoon time after the joint morning CUCRA/CUCEA meeting on the 28th.

The Nominating Committee will accept nominations for the offices of Chair, Vice Chair and Secretary until July 1. Marguerite Jackson would like to be nominated as Secretary. Marian and Lee are willing to be nominated again. The election will be held at the October meeting for 2 year terms, beginning January 1, 2011.

Healthcare Facilitator: Ann stated that the Healthcare Facilitator position is so invaluable; she hopes that this is not a position which will be cut due to budget shortfalls. Jeri Frederick urged that retirees give positive feedback to campus HR office and to OP about how much good the Healthcare Facilitator is doing, and how important this role is to retirees, this will help to protect this position from the budget-cutting axe.

Marian thanked everyone for their participation and concluded the meeting five minutes ahead of schedule.

Respectfully submitted,

Suzan Cioffi
Secretary