



# UC Retirees

## Generous Talents, Enduring Community

~  
University of California  
Retiree Activities  
January 2017 through  
September 2020  
~

**CUCRA, Council of  
University of California  
Retiree Associations**



# UNIVERSITY OF CALIFORNIA RETIREE SURVEY HIGHLIGHTS

JANUARY 2017 THROUGH SEPTEMBER 2020



## RESPONDENTS

**4,980** University of California retirees completed the survey

## COMMUNITY AND UC SERVICE



**70%**

3,495 volunteered in the community

**25%**

1,233 volunteered for UC



## PROFESSIONAL ENGAGEMENT

**42%**

2,092 provided professional services

**21%**

1,035 authored written work



## AWARDS AND RECOGNITION

**15%**

766 received awards or recognition

## ENCORE CAREERS

**17%**

861 worked outside UC

**14%**

685 were self-employed

**10%**

477 returned to work at UC



# Not “Typical” Retirees

To better understand the University of California retirees of today—their lives, their interests, their enduring connection and contributions to the University—we put together a long list of questions.

Nearly 5,000 retirees responded to our 2020 survey. Almost half of them, after they finished checking boxes, took the time to write a comment or tell a story. Some were grateful. Others were critical. All were engaged.

We are proud that 70% of survey respondents volunteer in the community, and 25% volunteer for UC. More than 40% provide professional services, more than 20% author written work. Almost all reported an active lifestyle, although more than half are involved in caregiving.

We know our survey respondents are not “typical” UC retirees. In fact, we believe they represent the most engaged and interested retirees, those who most value their connection to the University of California. We strongly believe this group of highly engaged retirees can be expanded. Their enduring ties to each other and to UC can be strengthened by the University and by the associations and centers listed in this report.

Retirees and emeriti, with their vast institutional knowledge and professional expertise, have much to offer the University, well beyond the tens of millions of dollars they donate.

We hope you will find this report, which shares statistics but more importantly the words of retirees, serves as a window to the accomplishments and interests of today’s UC retirees.

John Meyer  
Chair, CUCRA  
Council of University of California Retiree Associations

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# The Survey

The CUCRA 2020 survey used an on-line questionnaire distributed via email. It was sent to 21,967 UC retirees who had previously provided their email addresses to a retiree association or center.

The 4,980 respondents were from 10 UC campuses (five with medical schools), the UC Office of the President, and three Department of Energy research laboratories managed or co-managed by UC.

Retired staff include professional and support staff, management and senior professionals, and non-Senate\* academic retirees. Because some emeriti are members of local retiree associations, a number of emeriti (318) did respond to this survey. These emeriti responses are included, since the number is small and the surveys conducted by the Council of University of California Emeriti Associations (CUCEA) have a different focus.

**The survey was neither of the entire retiree population nor of a randomly selected sample. For that reason, the survey results cannot be**

**generalized to all UC retirees. When this report mentions “retirees,” it is referring only to those retirees who responded to this survey.**

Response percentages shown in this report are calculated using the number of selected responses divided by the total number of respondents (4,980). Most questions allowed multiple response selections, so often the total percentages will exceed 100%.

Survey responses cover the period from January 2017 through September 2020. More information regarding methodology, the foundational CUCRA 2016 survey, and survey participation can be found on pages 17 and 18. Respondent demographics are shown on the inside back cover.

\*Tenured professors are members of the Academic Senate. When they retire, they are given emeritus status and thus are referred to collectively as emeriti. Clinical faculty and other non-Senate academics are retirees rather than emeriti.



*Retirees in action: rescuing animals from fire in Santa Cruz; visiting the U.S.S. Potomac, Franklin Roosevelt’s presidential yacht.*



# UC Retiree Organizations

## CUCRA

The Council of University of California Retiree Associations (CUCRA) is the sponsor of this survey. Founded in 1993, CUCRA is a UC system-wide consortium with representatives from all UC retiree associations. CUCRA advocates for UC retirees, represents the interests of the individual UC retiree associations, promotes mutually beneficial relationships between the University and its retirees, and supports the teaching, research and service missions of UC.

CUCRA collaborates with the Council of University of California Emeriti Associations (CUCEA), a parallel organization that represents emeriti interests. CUCRA, CUCEA and each retiree and emeriti association are officially recognized by the University as affiliated organizations.

## UC Retiree Associations

Nine of the 10 UC campuses have retiree associations. (UC Merced opened in 2005 and as yet has few retirees.) In addition, there are

associations for retirees from the UC Office of the President and from the three national laboratories managed in full or in part by UC.

All 13 retiree associations are all-volunteer organizations. They advocate on behalf of retirees, provide programs and services for their members, and support the missions of the University and their institutions. Retirees who re-locate are invited to join the closest association, regardless of where they worked.

## UC Retirement Centers

Eight of the 10 UC campuses (Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara, Santa Cruz) have established retirement centers—campus-funded departments that enhance connections for retirees to their campuses and provide business and support services for their retiree and emeriti associations. The Berkeley center supports Lawrence Berkeley Lab and Office of the President retirees in addition to the campus.

Contact information and website addresses for these organizations are supplied on page 20.



*More retirees in action: touring Filoli, a State Historic Landmark; pitching in at the food bank.*

# Volunteering in the Community

“Becoming active in good causes or our communities broadens our sense of belonging and caring for others—who become less “other.”<sup>1</sup>

Dilip Jeste, UC San Diego, in *Wiser*

**S**eventy per cent of respondents reported some kind of volunteer activity in the community — whether local, national or even international. Scores of retirees took the time to write comments and stories about their community involvement, citing skills from book-mending and boat repair to gardening and meditation. Here is just a sprinkling of those responses:

“Since 2019, I took on a role with my neighborhood association to manage green spaces built by community members. Currently I am managing a park build on an undeveloped easement between Highway 101 and the community . . .”

“I perform magic at an Adult Day Care Center for adults with memory issues.”

“I saw this office that turned out to be where parolees have to report. On impulse, I suggested if anyone was trying to pass the GED exam (high school equivalency) I could help them . . . Ended up meeting with parolees . . . and coaching them through math problems . . .”

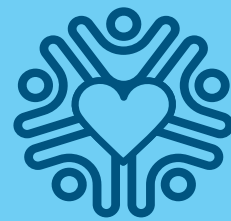
“I have volunteered a lot of time and talents pro-bono to VerifiedVoting.org, where I work alongside paid staff on a number of projects to strengthen democracy for all voters by promoting the responsible use of technology in elections.”

“I work . . . on a stream restoration project at Steelhead Creek in North Sacramento . . .”

“My husband and I started a nonprofit building schools in Burma (Myanmar). . . . We will have built 67 schools by the end of 2020.”

Dozens of comments reflected the limitations of the COVID-19 pandemic on face-to-face interactions, and many retirees vowed to resume or increase volunteering when those limitations end.

Professional services, such as service on a board of directors, are covered in the professional engagement section. There’s undoubtedly a great deal of overlap, especially in areas such as teaching.



## CATEGORIES OF COMMUNITY SERVICE

**32%** (1,586)  
Community/Civic

**18%** (917)  
Faith-Based

**15%** (728)  
Political

**11%** (537)  
Teaching

**11%** (562)  
Museum/Arts/Culture

Additional responses:  
other (749), mentoring (408),  
library/literacy (305), medical  
(299), governmental (230).

# Volunteering for the University

“Numerous studies have shown that acts of kindness promote happiness. Volunteering, for example, is one of the most meaningful prosocial activities a person can do, and it is strongly associated with life satisfaction.”<sup>2</sup>

Dilip Jeste, UC San Diego, in *Wiser*

**T**wenty-five per cent of respondents reported volunteering for UC. About 15% of respondents reported an activity in the mentoring category, which included mentoring, teaching and advising various groups. About 20% reported taking part in the “other activities” category, which included research, committee or fund raising participation, event/program support, or health care provision. (Respondents may be counted in more than one category.)

Many specific programs were mentioned in comments and stories, among them:

## Nature/Environment

- The Animal Discovery Room at the Lawrence Hall of Science
- Environmental Restoration at Younger Lagoon Reserve
- “Ask a Master Gardener” at farmers’ markets
- UCLA Botanical Gardens
- UCB Botanical Garden
- UCD Arboretum

## Health

- UCI Mind, the UC Irvine Institute for Memory Impairments and Neurological Disorders
- UCLA Healthcare

## Culture/Society

- UC Berkeley Big Ideas Program
- Mondavi Center tour guide

Some respondents offered critical comments:

**“I volunteer for diversity educational activities, which are not supported well by the UC system or UC Retirees.”**

**“I’d like to suggest that the UC make better use of their retirees. We have institutional memory and experience that remains a valuable asset. I feel mine is being wasted (and I am only 61!).”**



## CATEGORIES OF UC SERVICE

### MENTORING, TEACHING OR ADVISING

**10%** (482)

Staff, Faculty or Administration

**6%** (277)

Undergraduate Students

**5%** (249)

Graduate Students

### OTHER ACTIVITIES

**9%** (439)

University Committees, Fundraising or Promotions

**7%** (348)

Research

**6%** (318)

Event/Program Support

**2%** (104)

Health Care Provision

# Professional Engagement

Respondents answered two questions about professional engagement: providing professional services and authoring written work.

## Providing Services

More than 40% of respondents said they'd provided professional services, for pay or pro bono. The most cited examples were teaching, consulting, and serving on a board of directors.

Here are some examples of teaching:

**"I am glad UCLA pushed me out the door in 2011 because I found a passion in teaching others my trade, electrician."**

**"I'm a recreational therapy consultant for adults with intellectual and developmental disabilities and seniors. I specialize in teaching music and art and stained glass."**

**"I continue to teach math and statistics for the college program at San Quentin State Prison, under the auspices of the Prison University Project. (All instructors are volunteers.)"**

**"Since I retired from the Birch Aquarium at Scripps, I have been able to carry over my years of teaching marine biology and transfer that knowledge for use at Cabrillo National Park."**

Here are a few of the mentions of board service:

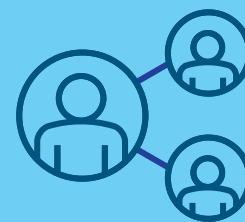
**"One of my favorite Boards is my service to East West Players, the premier Asian American theatre in the nation. My board service permits me to use my organizational skills ..."**

**"The majority of my retirement time has been spent as a board member of the Friends of the Wagner Ranch Nature Area, helping maintain and support the outdoor education program ..."**

**"I have served 2 terms as Secretary of the Western Association of Map Libraries (WAML). . . . My Library experience at UCLA has positioned me well to contribute to the success of this organization."**

**"For the last two years I have been Chair of the Hemophilia Alliance Foundation, a national non-profit organization ..."**

**"I am in my second extended term as Board President [of our local food co/op]. Our store and its community support efforts have increased five fold in the past decade ..."**



## PROFESSIONAL SERVICES

**14%** (675)

Teaching/Coaching/  
Mentoring

**12%** (611)

Consulting

**12%** (581)

Service on Board of  
Directors

Additional responses: technical services (368), professional committees (349), religious/spiritual (258), medical or therapeutic (218), legal/financial (140), and "other" (291).

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## Written Work

Twenty-one percent of respondents reported authoring written works. The non-fiction category drew the most mentions: it was defined as history, science writing, and technical papers. The journalism category was defined as news, features, and opinion; biography included biography, autobiography or memoir.

Some authors supplied the names of publishers or journals. Others specifically noted that they were self published.

Non-fiction works included several with a local focus.

“After more than forty years (I started the project before retirement) I completed a history of the 1889 Official Map of Santa Cruz County (known as the ‘Hatch Map’). It was published — released in late September 2020 by the Santa Cruz Museum of Art & History.”

“The book . . . *Fresno’s Wilson Island and Rosanna Cooper Wilson, the Woman Behind It* . . . has raised public awareness of the rich history of Fresno . . .”

“I’ve published . . . *Creative Souls: African American Artists in Greater Los Angeles*.”

“In 2017 my second book, *East Bay Hills: A Brief History*, was released by Arcadia Publishing.”

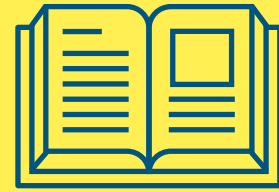
Some books had an international scope.

“I have published two books in Spain and two are being worked on for publication next year. The books are on the artists that made comic books in the 40s and 50s in Spain.”

Several respondents talked about completing memoirs.

“I self-published my memoirs, at the continued request of my children, which turned out to be an enjoyable activity for myself. As I began writing, so many stories, incidents, people, activities and memories came to me that it continued to stimulate my mind and became a reflection of my life for me. I would recommend it to others.”

Some of these written works might be classified as creative work, as well as examples of professional engagement.



### WRITTEN WORK

**9%** (461)

Non-Fiction

**4%** (191)

Journalism

**3%** (168)

Biography

Additional responses:  
“other” (234), poetry (89),  
fiction (82), and performance  
(35).

# Awards and Recognition

Fifteen per cent of respondents (766) reported receiving awards or recognition, primarily from community and professional organizations. Some reported more than one award. A number of respondents added comments identifying specific awards or kinds of awards.

“The UC Black Administrators Council created the Harry Le Grande Excellence in Mentorship Award in my honor.”

“In my leisure time, I write poetry, and some of my poems have won awards and/or been selected for publication in anthologies and other print media.”

“My memoir won several national awards. I also contributed to three other anthologies, and have written poetry and essays. I enjoy photography, belong to the Marin Photo Club, and recently won best of show in a competition.”

“I retired early to paint. Painting has been lifelong activity, and I am now an award-winning professional wildlife/nature artist.”

“In the past three years I have had two species of insects named in my honor.”

Some recognition was tied to specific calendar years from 2017 through 2020.

“2017 Master Shepherd award from California Wool Growers Association”

“2018 Irvine Ranch Conservancy Excellence in Volunteerism award”

“Community Services - Jai Hind Award . . . on Jan. 26, 2019 from India Association of Southern California”

“2020 Outstanding Fundraising Volunteer for the Coachella Valley by the Desert Chapter of the Association of Fundraising Professionals”

“2020 Martin Luther King, Jr. Oceanside Civic Award”



## ORGANIZATIONS PRESENTING AWARDS

**6%** (305)  
Community

**4%** (182)  
Professional

**3%** (140)  
UC-Affiliated

Additional responses:  
“other” entities (201) and  
government agencies (61).

# Encore Careers

**T**hirty-one per cent of respondents (1,538) have either worked in paid positions since their retirement, or report that they are self-employed. These “encore careers” are varied. (Three separate questions were asked, so respondents may be counted in more than one category.)

For some, an encore career is a way to explore their community.

“Moving to a small town of 500 closely-knit people, I knew no one and no one knew me. . . . I became a sub-rural mail carrier . . . My rural route consisted of 400+ residences and after delivering their mail to them for nine years I not only knew every person by name but every person knew me by name.”

“I became an enumerator for the Census Bureau and have been discovering parts of Santa Barbara that I’ve never been to in my efforts to fulfill my duties at this important temporary position . . .”

Other retirees found new outlets for their skills.

“Since leaving UC/LBL I have worked for Disney in LA doing design work for theme parks and consumer products. I have also done gallery paintings for the Disneyana Gallery at Disneyland.”

“I left UCLA and took on a completely different job, running the Summer & Auxiliary Programs for Idyllwild Arts. I quickly learned to organize summer orchestras and jazz bands. . . . in July 2018, I was responsible for evacuating 420 students, faculty and staff off of a burning mountain with a 42 minute notice. It has been a fulfilling and kind of crazy experience . . .”

Some started their own businesses.

“I have a small knitting business, selling knitted apparel at various boutiques, festivals, and personal commissions.”

“Since I am still too young to retire fully, my retirement income has allowed me to start my own consulting business focused on digital archival project management and the development of associated educational resources in the arts and humanities. Thank you UCI!”

“I met the man of my dreams late in life and we discovered that we both love sustainable living so we started a solar business together and it is finally taking off.”



## ENCORE CAREERS

**17%** (861)

Business or Organization outside UC

**14%** (685)

Self-Employed

**10%** (477)

UC, Full- or Part-Time

# Caregiving

“As caregivers, we need to take care of ourselves so we can be effective in helping our loved ones. . . . most of us get frustrated, fatigued, and angry.”<sup>3</sup>

Interview by Jennifer Merrilees, UC San Francisco, in *Hear/Say*

**M**ore than half of respondents (53%) provided care for at least one other person. In the 2016 survey, this percentage was about 39%. While the surveys are not directly comparable, the size of the difference is noteworthy.

Part of the explanation may be the pandemic year. There were multiple comments about helping grandchildren with distance learning, including “Zoom kindergarten.” Similarly, some respondents mentioned getting involved in child care because adult children were working from home, or had moved their families in with their parents due to pandemic-related unemployment.

Scores of respondents provided comments and stories about caregiving. Some retirees seemed to welcome their caregiving role.

**“I provided care for my Mom . . . She passed away and I am so grateful that I was able to spend the time with her that I did.”**

**“My husband and I, both UC retirees, care for our three small grandchildren every day all day. This is our retirement activity, for now, and we wouldn’t have it any other way!”**

**“If I didn’t help my father and my elderly aunt and uncle they would need to live in assisted living. My help keeps them independent.”**

**“Helping take care of grandchildren brings me joy. Helping my neighbors in my retirement community also gives me joy.”**

A number of respondents cited legal and financial responsibilities.

**“I have been the legal guardian for two of my siblings. Though I do not have to do their actual physical care, this responsibility has required hours of advocacy, investment management, and visitations for the last 18 years. There is something to do daily. I have also been engaged in advocacy for a fellow UC employee, who has developed dementia, after she was found wandering the streets.”**

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## WHO RETIREES CARED FOR

**16%** (789)  
Parent

**15%** (749)  
Spouse/Partner

**13%** (659)  
Grandchild

**9%** (456)  
Other Family Members

Additional responses:  
friend (344), child (339), and  
“other” (115).

Other respondents reported emotional and physical strain from caregiving responsibilities.

**“Although I enjoy all the activities I checked off here, it is quite difficult to do any of them since my mother’s heart attack. I am now a full-time caregiver for her.”**

**“Taking care of mom who is in early 90s is like taking care of a teenager. She tends to argue and disagree with everything I do for her.”**

**“I care for my Mother, in our home. She has a sedentary lifestyle, I try to recommend and suggest outings, but she’s never interested. It’s frustrating for me, however, I accept she is living the life she wants, and that must be ‘cool’ with me.”**

**“I found myself simultaneously providing child care for a new grandchild and managing medical appointments and care for my mother who was diagnosed with ovarian cancer and consequently passed away. There is no way to fully prepare oneself for the pressure this can put on an individual . . .”**

One respondent contributed an essay on caregiving almost 2,000 words long, recounting how he became the primary caregiver for his wife through two years of illness and “devastating sudden and unexpectedly early loss.”

He credited his training as an EMT and his learning experiences through UC Berkeley’s Eldercare Program with giving him the perspectives and skills he needed through a difficult time.

**“I cannot recommend those two opportunities enough, the Eldercare Program and the growth process of studying at least some form of care for others, taking it as far as your own true passions are willing. As we become more experienced in life, the situations involving caring for and the passing on of others only become more likely. We can’t escape it, only perhaps manage it a bit better and especially if the going gets tough.”**

Several retirees expressed interest in caregiver topics, and suggested programs or support groups with this focus.

# Interests and Concerns

Almost half of retirees (47%) weighed in on how UC Retiree Associations could best advocate for them. There is no way to precisely quantify these responses. However, a qualitative analysis did reveal some consistent themes.

## Benefits

Not surprisingly, retiree benefits were the concern most often cited, with a related concern about being informed of pending changes to benefits or policies.

## Volunteering

Many retirees feel an ongoing connection to the University of California, and would willingly volunteer and mentor if they were aware of such opportunities. Since many associations and centers do provide this service, CUCRA leadership will consider whether a highly visible outreach program might enjoy success.

## Lifetime Learning

Learning is a high priority, as is cultural and intellectual engagement with other retirees.

## Campus Services

Many retirees want continuing access to campus services and privileges. Parking privileges were often mentioned in terms of the need for mobility, or cost and convenience.

Some respondents reported specific issues with retiree service providers. Those comments were forwarded to CUCRA leadership for further review.

The request for retiree stories elicited additional comments about lifetime learning:

**“As a result of what was instilled in me as a UC student and then a long-term employee, I have a life-long desire to keep learning and to stay up-to-date in my profession! Thank you, UC!”**

One retiree reflected on how caregiving eliminated other choices.

**“If, some day, I no longer have caregiving responsibilities, I would hope to be more active in pursuing volunteer activities, cultural events, and lifelong learning opportunities.”**



*Playing music at a welcome event; visiting the Noah Purifoy Outdoor Desert Art Museum.*



# Philanthropy

Thousands of retiree donors contributed more than \$60 million to UC campuses during the past four fiscal years.

The 2020 survey did not ask respondents about monetary contributions. Instead, the survey task group worked with retiree associations, retirement centers and development offices to identify the number of retiree donors and the amounts of their contributions.

The information collected from the development offices is shown in the table below.

Many retiree associations establish endowments to fund scholarships. Some make additional donations to campus groups out of operating expenses.

Dollar amounts shown in the table are thousands, in round numbers.

Campus	2016-17		2017-18		2018-19		2019-20		Contributions (thousands)
	(\$1,000s)	# Donors	(\$1,000s)	#Donors	(\$1,000s)	#Donors	(\$1,000s)	#Donors	
Berkeley	575	629	739	671	804	707	1,187	727	3,305
Davis	3,344	974	2,473	915	2,877	848	2,029	772	10,723
Irvine	1,047	260	1,414	229	887	202	2,733	195	6,081
Los Angeles*	4,313	546	1,788	549	1,447	505	2,181	497	9,729
Merced	11	8	25	7	24	9	28	9	88
Riverside**	402	111	285	73	212	92	586	74	1,485
San Diego	4,296	24	1,262	122	2,493	102	1,110	80	9,161
San Francisco	39	90	37	83	70	82	1,030	88	1,176
Santa Barbara***	98	192	205	218	212	141	78	120	593
Santa Cruz	5,112	428	6,680	411	872	385	6,842	311	19,506
Total	19,237	3,362	14,908	3,278	9,898	3,073	17,804	2,873	\$61,847

Not all campus development offices track and report retiree contributions in the same way. Thus the numbers shown may not be entirely consistent.

\*UCLA included planned and pledged amounts.

\*\*UC Riverside reported unencoded FY contributions of \$424,025 in the FY2017-2020 range. These were evenly applied to each fiscal year amount. The UCR Retirees' Association Scholarship fund has been established but not yet applied to any specific undergraduate scholarship.

\*\*\*UC Santa Barbara used the codes "UCSB Staff - Past" and "Staff Administrators - Past." There is no code specific to retirees.

# Active Retirement

“By keeping our brains young, we can expect more enjoyment in our later years.”<sup>4</sup>

Gary Small, UCLA, in *2 Weeks to a Younger Brain*

All but a handful of retirees reported activities, checking so many multiple responses that the total approached 39,000. The most popular of the 23 choices are listed on the sidebars of these two pages, grouped into rough categories. Some of the category assignments are arbitrary — “reading” was assigned to lifelong learning, while “television” fell into “other popular choices.”

What’s clear is that active retirement is the rule, not the exception. Here are a few of many quotes about retirement activities:

“I participate in the UCLA Senior Scholars program, taking computer science classes to learn the latest technology in order to keep myself current in IT.”

“After retiring, I resumed my passion for musical theater and have been performing (singing and dancing) in a musical theater workshop.”

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## FAMILY AND FRIENDS

**75%** (3,743)

Spending Time

**38%** (1,914)

Using Social Media to Connect

## LIFELONG LEARNING

**73%** (3,638)

Reading

**39%** (1,944)

Learning Opportunities (lectures, workshops)

## OUTDOORS/ PHYSICAL ACTIVITY

**60%** (2,995)

Fitness, Physical Activity, Sports

**50%** (2,480)

Gardening

**47%** (2,360)

Outdoor/Nature



“During the pandemic, I’ve been transforming a front yard into a drought-tolerant garden for pollinators and hummingbirds.”

“Since retiring I have been behind the growth of pickleball in Berkeley, Emeryville, El Cerrito and Albany.”

“I discovered birdwatching, and have never been so happy than to gently enter the natural world and discover the birds all around us.”

“Half of my days are spent on developing homeowner handyman skills. I never did it when I was working — no time. I enjoy it and it keeps me moving . . .”

“Lifelong learning, physical fitness and social activities are of primary importance to me in maintaining wellbeing in retirement.”

“It has been important for me to continue to be mentally and physically active and to continue my quest for lifelong learning.”



*Previous page: selling succulents to raise money for student scholarships; hiking in Southern California; visiting Roy’s Redwoods Reserve.*

*This page: seeing the Ruth Bader Ginsburg retrospective at the Skirball Cultural Center; hands-on practice with the cooking group.*



## CREATIVE/ARTS

**32%** (1,611)

Performing Arts

**28%** (1,375)

Crafts

**16%** (807)

Photography/  
Videography

**14%** (673)

Visual Arts

## OTHER POPULAR CHOICES

**58%** (2,878)

Travel

**52%** (2,586)

Watching TV

**46%** (2,304)

Cooking

**33%** (1,628)

Remodeling, Decorating

**23%** (1,163)

Religious/Spiritual

Additional responses:  
web surfing (861), writing (868),  
genealogy (733), online games  
(704), investing (580), online  
chat (413), “other” (298), auto  
maintenance/restoration (172).

# Association Activities

When asked what retiree association activities they'd be likely to participate in, educational talks and cultural activities topped the list of responses. Day trips, group travel and social events were also popular.

The question about retiree association advocacy also elicited dozens of comments about the need for on-line engagement, from lectures and book readings to museum tours and virtual field trips. While some of these comments may reflect the limitations of the pandemic year, multiple retirees made a case for continuing on-line engagement.

“In the era of Covid-19, the retiree center has had a few on-line talks . . . As a retiree that lives far from Davis, this is the first time I've been able to participate in a UCD retiree program. I hope a few of these continue after the pandemic is over.”

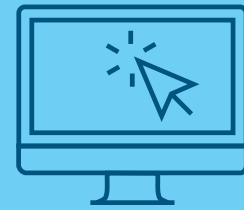
“Continue doing Zoom classes and meetings even after the quarantine is over. It is so much easier than going to campus and finding parking. I am doing so many more classes now that they are accessible on the computer.”

“I live two hours away from UCLA so virtual learning opportunities would be helpful.”

“I would also like to have you advocate for continuing remote (Zoom) access to events even after the pandemic is over, for those of us with mobility issues Zoom has actually increased what I can attend.”

“I would attend such events but my impaired mobility makes it extremely difficult for me to get out, find a place to park, and attend an event. How about some 'Zoom' educational talks or programs?”

“Provide means for retirees living out of area to interact with UC events, e.g., by setting up retiree groups in other states, providing remote access to events, etc.”



## INTEREST IN RETIREE ACTIVITIES

**49%** (2,461)  
Educational Talks

**41%** (2,040)  
Cultural Activities

**39%** (1,950)  
Day Trips

**28%** (1,411)  
Group Travel

**22%** (1,118)  
Social Events

Additional responses: interest groups (1,050), technology training (1,036), tours of campus venues (746), and “other” (208).

# Survey Participation

Location	Number of Respondents	Audience Size*	Response Rate	Percentage of Total	Number of Annuitants**	Respondents as Percentage of Annuitants***
Berkeley	801	3,154	25%	16%	7,043	11.4%
Davis	1,009	4,500	22%	20%	10,043	10.0%
Irvine	542	3,306	16%	11%	4,574	11.8%
Los Angeles	981	3,300	30%	20%	10,678	9.2%
Merced	31	79	39%	1%	153	20.3%
Riverside	78	390	20%	2%	1,981	3.9%
San Diego	276	2,365	12%	6%	7,469	3.7%
San Francisco	345	1,054	33%	7%	7,993	4.3%
Santa Barbara	189	1,030	18%	4%	2,278	8.3%
Santa Cruz	230	900	26%	5%	2,125	10.8%
Office of the President	160	563	28%	3%	900	17.8%
Lawrence Berkeley Lab	270	926	29%	5%	1,762	15.3%
Lawrence Livermore Lab	64	400	16%	1%	4,631	1.4%
Los Alamos Lab	4			0%	4,205	0.1%
Total	4,980	21,967		100%	65,835	
Overall			23%			7.6%

“Audience size” indicates the number of retirees who were emailed links to the survey. The response rate is the number of respondents divided by the audience size.

\*\*An annuitant is a retiree who has chosen to receive a pension rather than a lump-sum payment. When retirees “cash out” of the retirement system, the system can no longer track them. The number shown reflects living non-academic and non-Senate academic annuitants as of October 2020.

\*\*\*The calculation of respondents as a percentage of annuitants is not exact. First, some survey respondents may be retirees who are not annuitants. Second, 318 respondents identified themselves as emeriti. Their responses were included in the totals since the focus of the CUCRA survey is different from the CUCEA survey.

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# Survey Methodology

The Council of University of California Retiree Associations (CUCRA) undertook this survey to learn more about the contributions made by retired UC staff and non-Senate academics. The survey planning task group developed an on-line survey instrument using Qualtrics, hosted by UC Davis.

As of October 2020, the University of California had almost 66,000 living retirees. However, privacy concerns prevent the University from routinely releasing contact information for all retirees. Thus the audience for the survey was limited to 21,967 retirees who had voluntarily provided contact information to retiree centers and associations. This survey methodology does not permit generalizing results to the University of California retiree population as a whole.

A total of 4,980 of those contacted completed the survey, a 23% response rate. Respondents included retirees from the 10 UC campuses and five medical centers, three UC-managed or co-managed Department of Energy research laboratories, and

the UC Office of the President. Survey responses cover the period from January 2017 through September 2020.

Each association and/or center notified retirees of the survey in late September 2020. The link to the survey was distributed via email on October 1, with at least two reminders before the survey closed on Oct. 23.

Many associations also posted information on their websites and included announcements in their newsletters.

CUCRA offered 10 gift cards of \$50 each as an incentive and selected winners via a random drawing.

The complete survey instrument and tables of responses are available at <http://cucra.org/survey>.

Additional survey data about local retiree associations and centers were collected and shared with their leadership, but not included in this report. Some associations added up to five local questions to the questionnaire.

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## 2016 CUCRA Survey

The 2020 CUCRA Survey is the second of its kind. The ground-breaking 2016 survey served as the foundation for the 2020 effort.

The 2016 survey report is entitled “UC Retirees; Advocates, Ambassadors, Assets; University of California Retiree Activities; July 2013 through September 2016.”

The 2016 survey report is available as a PDF. In addition, the questionnaire and supporting documents are also available. See: <http://cucra.org/survey>.

# Survey Task Group

The CUCRA Survey Task Group included one emeritus professor, seven retirees, and five UC retirement center directors:

**Nancy Brown**, Retiree, Lawrence Berkeley National Laboratory

**Christy Dawley**, Coordinator, UC Santa Cruz Retirees and Emeriti Center

**Ayesha Dixon**, Director, UCLA Emeriti/Retirees Relations Center

**Lee Duffus**, Retiree, UC Santa Cruz; Chair, CUCRA 2013-2016

**Russell Fitzgerald**, Retiree, UC San Francisco

**Jeri Frederick**, Director, UC Irvine Center for Emeriti and Retirees

**Jon Good**, Retiree, UC Office of the President

**Margaret Johnson**, Retiree, UCLA

**Ilse Lopes**, Retiree, UC Santa Cruz

**Cristina Otegui**, Director, UC Riverside Retirement Center

**Anne Pautler**, Retiree, UCLA

**Kyle Urban**, Director, UC Davis Retiree Center

**Mark Appelbaum, In Memoriam**

An emeritus professor of psychology at UC San Diego, Mark was a key member of the working group that finalized the survey instrument. He analyzed the quantitative data and reported on it at the Task Group meeting of Dec. 15, 2020. On Dec. 21 he died of COVID-19. We honor his memory.

## End Notes

Cover images courtesy of UC Office of the President, Elena Zhukova, photographer. ©2014-18 University of California. Images on pages 2, 3, 12, 14 and 15 were supplied by retiree centers and associations. Line drawings used in infographics are licensed from iStock.com.

Many retirees provided detailed comments (1,241) and stories (702) which are quoted extensively in this report. In some cases quotes have been excerpted from longer text, or an ellipsis (. . .) shows where sentences and phrases have been skipped. Otherwise the only changes to quotes are corrections of obvious typos and spelling out of abbreviations.

Quotes from University of California researchers were used to provide context for report topics. Campus affiliations: Dilip Jeste, UC San Diego; Hear/Say, UC San Francisco; Gary Small, UCLA.

<sup>1</sup> *Wiser: The Scientific Roots of Wisdom, Compassion, and What Makes Us Good*. Page 102. Jeste, Dilip with Lafee, Scott. Boulder, Colorado: Sounds True, 2020.

<sup>2</sup> *Wiser: The Scientific Roots of Wisdom, Compassion, and What Makes Us Good*. Page 228. Jeste, Dilip with Lafee, Scott. Boulder, Colorado: Sounds True, 2020.

<sup>3</sup> *Hear/Say: Global Stories of Aging and Connection, Vol. 2*. September 2019. Page 278. Caregiver R.B. Hackenberg, from an interview by Jennifer Merrilees, UCSF Memory and Aging Center & Global Brain Initiative.

<sup>4</sup> *2 Weeks To A Younger Brain*. Small, Gary. April 2015. Humanix Books.

# Websites of Associations and Centers

## CUCRA

Website: <http://cucra.org>

Email: [cucraemail@gmail.com](mailto:cucraemail@gmail.com)

## UC Retiree Associations

### UC Retirees' Association at Berkeley

Website: <http://retirement.berkeley.edu/ucrab>

Email: [UCRAB@berkeley.edu](mailto:UCRAB@berkeley.edu)

### UC Davis Retirees' Association

Website: <http://ucdra.ucdavis.edu/>

Email: [retireecenter@ucdavis.edu](mailto:retireecenter@ucdavis.edu)

### UC Irvine Retirees Association

Website: <http://retirees.uci.edu/retirees-association/>

Email: [retirees@uci.edu](mailto:retirees@uci.edu)

### UCLA Retirees Association

Website: <http://www.retirees.ucla.edu/>

Email: [emeriti@errc.ucla.edu](mailto:emeriti@errc.ucla.edu)

### UC Riverside Retirees Association

Website: <https://retirees.ucr.edu/retirees-association>

Email: [retirees@ucr.edu](mailto:retirees@ucr.edu)

### UC San Diego Retirement Association

Website: <http://retirement.ucsd.edu/>

Email: [RetireeLink@ucsd.edu](mailto:RetireeLink@ucsd.edu)

### UCSF Retirees Association

Website: <https://alumni.ucsf.edu/ucsf-retirees-association>

Email: [UCSFRetireesAssociation@ucsf.edu](mailto:UCSFRetireesAssociation@ucsf.edu)

### UC Santa Barbara Retirees Association

Website: <http://hr.ucsb.edu/retirees-association>

Email: [mamascamp@msn.com](mailto:mamascamp@msn.com)

### UC Santa Cruz Retirees Association

Website: <https://retirees.ucsc.edu/>

Email: [ucscsilverslug@gmail.com](mailto:ucscsilverslug@gmail.com)

### President's and Regents' Retiree Association

Website: <http://retirement.berkeley.edu/parra>

Email: [parra4uc@gmail.com](mailto:parra4uc@gmail.com)

### Lawrence Berkeley National Laboratory Retiree Association

Website: <http://retirement.berkeley.edu/ex-ls>

Email: [EX-Ls@berkeley.edu](mailto:EX-Ls@berkeley.edu)

### Lawrence Livermore Lab Retiree Association

Website: <http://www.livermorelabretirees.org>

Email: [chair@livermorelabretirees.org](mailto:chair@livermorelabretirees.org)

### Los Alamos Laboratory Retiree Group

Website: <https://lalrg.org>

Email: [president@lalrg.org](mailto:president@lalrg.org)

## UC Retirement Centers

### UC Berkeley Retirement Center

Website: <http://retirement.berkeley.edu/>

Email: [ucbrc@berkeley.edu](mailto:ucbrc@berkeley.edu)

### UC Davis Retiree Center

Website: <http://retireecenter.ucdavis.edu/>

Email: [retireecenter@ucdavis.edu](mailto:retireecenter@ucdavis.edu)

### UC Irvine Center for Emeriti and Retirees

Website: <http://retirees.uci.edu/>

Email: [retirees@uci.edu](mailto:retirees@uci.edu)

### UCLA Emeriti/Retirees Relations Center

Website: <http://errc.ucla.edu>

Email: [emeriti@errc.ucla.edu](mailto:emeriti@errc.ucla.edu)

### UC Riverside Retirement Center

Website: <https://retirees.ucr.edu/>

Email: [retirees@ucr.edu](mailto:retirees@ucr.edu)

### UC San Diego Retirement Resource Center

Website: <https://blink.ucsd.edu/sponsor/hr/divisions-units/retirement>

Email: [RetireeLink@ucsd.edu](mailto:RetireeLink@ucsd.edu)

### UC Santa Barbara Emeriti and Retiree Center

Website: <http://hr.ucsb.edu/emeriti-retiree-resources>

Email: [karen.rasmussen@hr.ucsb.edu](mailto:karen.rasmussen@hr.ucsb.edu)

### UC Santa Cruz Retirees and Emeriti Center

Website: <https://rec.ucsc.edu/>

Email: [rec@ucsc.edu](mailto:rec@ucsc.edu)

# SURVEY RESPONDENT DEMOGRAPHICS (4,980 RETIREES)



## GENDER

**68%** (3,402) **Female**

**31%** (1,526) **Male**

1% of respondents (52) chose another category or declined to answer

## YEAR RETIRED

**4%** (195) **2020**

**35%** (1,721) **2015-19**

**25%** (1,233) **2010-14**

**17%** (827) **2005-09**

**9%** (467) **2000-04**

**4%** (192) **1995-99**

**6%** (275) **Before 1995**

1% of respondents (70) declined to answer



## RETIREE AGE



**4%** (198) **Younger than 60**

**16%** (801) **60 to 64**

**54%** (2,676) **65 to 74**

**21%** (1,067) **75 to 84**

**4%** (188) **Older than 84**

1% of respondents (50) declined to answer

## YEARS EMPLOYED AT UC

**5%** (240) **5-9 years**

**23%** (1,162) **10-19**

**34%** (1,694) **20-29**

**32%** (1,603) **30-39**

**5%** (239) **40+**

1% of respondents (42) declined to answer

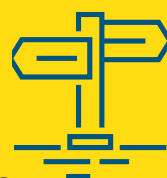


## DISTANCE FROM UC LOCATION

**49%** (2,423) **Within 10 miles**

**29%** (1,427) **11 to 30 miles**

**12%** (592) **More than 30 miles, but in California**



**9%** (473) **U.S. outside California**

**<1%** (33) **Outside U.S.**

<1% of respondents (32) declined to answer



## UNIVERSITY OF CALIFORNIA LOCATIONS

