



UC Retirees: Connecting and Contributing

*University of California Retiree Activities
January 2021 through September 2024*

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



UNIVERSITY OF CALIFORNIA RETIREE SURVEY HIGHLIGHTS

JANUARY 2021 THROUGH SEPTEMBER 2024



RESPONDENTS

4,466

University of California retirees completed the survey

CONTRIBUTIONS TO UC



\$169 Million

Retiree donations to UC during past four years

GIVING TO UC



38%

Have made a financial contribution to UC

9%

Have made UC part of their estate plans

ENGAGEMENT WITH UC



23%

Participated in UC volunteer activities

19%

Were involved in mentoring/teaching/advising UC groups

UNTAPPED POTENTIAL



26%

Reported not being aware of UC volunteer opportunities; retiree associations and centers could foster more engagement

Retirees Making an Impact

This report marks the third iteration of a comprehensive survey of University of California (UC) staff and non-Senate academic retirees. This survey covers the time period from January, 2021 through September, 2024. As was the case with past survey results (2016 and 2020, respectively), UC retirees continue to demonstrate their ongoing and active connection to the University and productive and engaged lifestyles.

While retirees report a wide range of activities and interests, the most striking survey findings are the extent to which respondents remain committed to the University's mission. Of particular note are the significant financial contributions made by UC retirees to UC during this timeframe, as reported from data provided by the campus advancement offices. Thousands of retiree donors contributed in excess of \$169 million in gifts and pledges to UC campuses during the past four years and 9% have indicated that they have made UC part of their estate plans. In addition to their financial commitment to UC, retirees report significant contributions of their time and talents to the University. Twenty-

three percent of the respondents report participating in UC volunteer activities and nineteen percent are engaged in mentoring, teaching, and advising activities at the campuses.

Despite this level of engagement, another 26% of respondents reported being unaware of campus volunteer opportunities. This lack of awareness represents untapped potential that could be marshalled to the benefit of the institution.

The importance of the campus retirement centers and retirement associations in actively building and maintaining relationships with UC retirees cannot be overstated. These organizations play a vital role in maintaining connections with UC retirees and providing opportunities for them to remain connected to the University. Where campuses have invested in them, it has paid dividends in strengthening the relationships with UC retirees and fostering greater connection and support to the institution.

Sue Abeles
Chair, Council of University of California
Retirees Associations

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Actively Engaging with UC

Retiree engagement with UC varies according to a host of factors — age, health, lifestyle, interests, proximity to a UC campus. Active retiree associations and retirement centers play an important role in keeping communications open and providing opportunities for service, connections, and contributions.

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/ Regents 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/Regents retirees in addition to the campus.

Contact information and website addresses for these organizations are supplied on page 18.

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.

A UC Santa Cruz retiree helps out at Grey Bears, a Healthy Food Program for local seniors. [Photo: Carolyn Lagattuta]



Retirees from the Office of the President/Regents listen to a luncheon speaker. [Photo: Connie Williams]



CONTRIBUTING TO THE UNIVERSITY

Volunteering for the University

Twenty-three per cent of respondents (1,034) reported volunteering for UC activities — 11% in research, 10% in university committees, fundraising or promotions, and 8% in event or program support. (Respondents may be counted in more than one category, 23% is the unduplicated total.)

When it came to mentoring, teaching or advising groups at UC, about 19% of respondents (855) were involved. 12% reported mentoring staff, faculty, or administration. Smaller numbers of retirees were engaged with graduate and undergraduate students. (19% is the unduplicated total.)

The most common reason for not participating (38%) was “too busy.” Similarly, 35% responded they “lived too far away.” However, a substantial 26% reported they were unaware of volunteer opportunities. This lack of awareness presents untapped potential, and an opportunity for retiree associations and centers to work more actively with campus organizations in need of volunteers for events, committee work, and other activities.

Nearly 500 respondents took the time to write down their reasons for not volunteering. They often mentioned age or illness, caregiving responsibilities, and conflicting commitments to other organizations.

COVID was sometimes cited as a reason for not volunteering — fear of exposure or unwillingness to meet vaccination requirements. Note that the survey covered the pandemic years of 2020-2023.

UC San Francisco Retirees pitch in to “Beautify Parnassus,” picking up trash on and around the Parnassus Heights campus. [Photo: E. Eastman]



UC ACTIVITIES

23% Overall

11% (475)
Research

10% (430)
University Committees,
Fundraising or
Promotions

8% (338)
Event/Program Support

MENTORING, TEACHING OR ADVISING

19% Overall

12% (532)
Staff, Faculty or
Administration

8% (344)
Graduate Students

7% (297)
Undergraduate
Students



38% (1,623)

Have made a financial contribution to UC

9% (410)

Have made UC part of their estate plans

CONTRIBUTING TO THE UNIVERSITY

Giving to UC

Thousands of retiree donors contributed more than \$169 million to UC campuses during the past four fiscal years.

About 38% of survey respondents reported making a financial contribution to UC during the past four years. Almost 9% reported they have made UC part of their estate plans.

To provide an overview of retiree contributions, 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 these sources is shown in the tables on the next page.

Because not all campus development offices track and report retiree contributions in the same way, the numbers shown may not be entirely consistent. Most amounts shown include both cash gifts and planned or pledged amounts.

Variations from year to year sometimes relate to the opening or closing of specific fundraising campaigns. Fiscal 2024 giving declined on a few campuses, likely due to highly-publicized campus unrest.

The UCLA Retirees Association makes a donation to the Bruin Resource Center, which supports students from different backgrounds including foster care.



CONTRIBUTING TO THE UNIVERSITY

In addition to contributions made by individual retirees, retiree organizations make contributions not captured in the table data. Some organizations establish endowments to fund scholarships for

students, staff, alumni, or specific groups such as military veterans. Other retiree organizations make annual donations to campus groups out of their operating expenses.

Reported Retiree Contributions by Campus

Campus	2020-21	2021-22	2022-23	2023-24	Contributions
Berkeley	8,388,000	8,660,000	7,182,000	5,739,000	29,969,000
Davis	5,034,000	4,320,000	149,000	65,000	9,567,000
Irvine	47,000	209,000	228,000	56,000	540,000
Los Angeles	14,487,000	28,420,000	31,837,000	15,930,000	90,674,000
Riverside	77,000	78,000	78,000	74,000	307,000
San Diego	224,000	547,000	74,000	116,000	961,000
San Francisco	7,639,000	2,058,000	1,416,000	2,097,000	13,210,000
Santa Barbara	553,000	878,000	1,193,000	2,459,000	5,083,000
Santa Cruz	4,457,000	8,082,000	3,019,000	3,361,000	18,920,000
Total					\$169,232,000

Dollar amounts are rounded to the nearest thousand. Includes both cash gifts and pledges. UCLA also includes matching gifts.

Number of Retiree Donors by Campus

Campus	2020-21	2021-22	2022-23	2023-24
Berkeley	1,282	1,353	1,290	1,289
Davis	920	887	925	820
Irvine	96	86	79	59
Los Angeles	1,279	1,146	991	1,012
Riverside	44	44	54	43
San Diego	79	78	61	84
San Francisco	344	320	246	244
Santa Barbara	175	176	270	308
Santa Cruz	257	276	271	240
Total	4,476	4,366	4,187	4,099



CATEGORIES OF COMMUNITY SERVICE

70% Overall

35% (1,550)
Community/Civic

18% (811)
Faith-Based

12% (538)
Political

11% (474)
Museum/Arts/Culture

10% (448)
Teaching/Adult
Education

Additional responses:
other (762), mentoring (431),
governmental advisory(301),
medical/hospice (278),
library/literacy (212).

EMBRACING ACTIVE RETIREMENT

Volunteering in the Community

Retirees from UC have a big impact on their local communities. Seventy percent of respondents (3,143) reported some kind of volunteer activity. Scores of retirees took the time to write comments and stories about their community involvement.

Among the volunteer efforts mentioned are the Audubon Society, sewing quilts for charity, professional associations, native plant societies, Red Cross, arboretums, animal rescue, American Legion, Alcoholics Anonymous, churches, public radio, California Highway Patrol, Meals on Wheels, Engineers Without Borders, food banks, zoos, home owners associations, parks, youth baseball, UC Master Gardeners, NAACP, ski patrol, Osher Lifelong Learning Institute, Ukrainian refugee resettlement, Zooniverse research volunteers, and wildlife conservation.

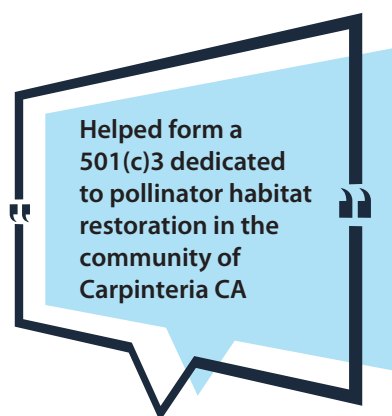
Members of the President's and Regents' Retiree Association (PARRA) pitch in at a local Food Bank. [Photo: Jim Dolgonas]



Professional Services

When it came to professional services, about 18% of respondents reported being involved in teaching/coaching/mentoring. About 15% provided service on boards of directors. About 14% provided consulting services. The survey question included both pro bono and paid professional services.

There is undoubtedly some overlap between professional services and volunteering in the community, especially in areas such as teaching.



Written Work

About 16% of respondents reported authoring non-fiction: history, science writing, or technical writing. Much smaller numbers reported involvement in other kinds of writing.

The journalism category was defined as news, features, and opinion; biography included biography, autobiography or memoir.



PROFESSIONAL SERVICES

18% (808)

Teaching/Coaching/
Mentoring

15% (668)

Service on Board of
Directors

14% (645)

Consulting

Additional responses:
professional committees
(446), technical (420),
spiritual/religious (277),
medical/therapeutic (259),
legal/financial (163).



WRITTEN WORK

16% (700)

Non-Fiction: History,
Science Writing/
Technical

Additional responses:
journalism (155), biography/
memoir (148), poetry (77),
fiction (73), scripts (44).



ENCORE CAREERS

16% (721)

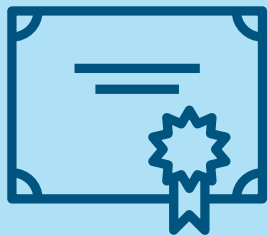
Business or
Organization
outside UC

14% (600)

Self-Employed

11% (472)

UC, Full- or Part-Time



ORGANIZATIONS PRESENTING AWARDS

6% (256)

Community

4% (188)

Professional

3% (148)

UC-Affiliated

EMBRACING ACTIVE RETIREMENT

Encore Careers

Most encore careers appear to be part-time commitments. About 12% of respondents work part-time at a business or organization outside UC; only 4% say they work full-time. Even self-employment is mainly part-time: 12.2% part-time and 1.3% full-time. About 9% have returned to UC part-time, 1.7% full-time.



Awards and Recognition

Hundreds of respondents reported receiving awards or recognition. Of the awards reported, 6% were from community/civic organizations, 4% from professional groups, and 3% from UC-affiliated groups. Almost 6% (263) reported recognition from “other” kinds of organizations.

Among the awards mentioned were awards for service, including volunteer/docent of the year. A number of respondents reported prizes or awards for their books, poetry or photography.



Retiree Robert Daly receives the Outstanding Retiree Award for service to the campus community from UC Riverside Chancellor Kim A. Wilcox.

Caregiving

More than half of respondents — 57% (2,527) — reported some level of caregiving responsibilities. Most often, the individual cared for was a spouse/partner. While prior surveys are not directly comparable, it's interesting to note that the percentage caring for a spouse/partner was 15% in the 2020 survey compared to 20% in the 2024 survey.

The multi-generational aspect of caregiving is also on display in these results, as a sizable percentage of retirees reported caring for parents and/or grandchildren.

We can only guess the impact of the COVID pandemic on caregiving duties. The pandemic years of 2020-2023 account for the greatest portion of the 2024 survey years. In past surveys, the percentage who reported providing care was 53% in 2020, 39% in 2016.

About a hundred respondents made comments, most to identify the individual(s) they cared for. A number mentioned providing hospice care, either as family members or hospice volunteers. Several cited getting groceries for neighbors or helping with their home repairs. One respondent reported vaccinating hundreds of people. Another sings at bedside as part of the Threshold Choir, which sings both songs of healing and songs of comfort for the dying.

“Like many retirees, the majority of my time is spent in caregiving responsibilities. I have an adult child with disabilities ... as well as a dependent parent.”

“Everyone talks about “what I’ll do after I retire” and very rarely do they talk about the health problems that proliferate after a certain age.”



CAREGIVERS
57% Overall

**WHO RETIREES
CARED FOR**

20% (882)
Spouse/Partner

15% (670)
Parent

13% (578)
Grandchild

11% (494)
Other Family Members

Additional responses: friend (417), child (366), other (122).



FAMILY AND FRIENDS

81% (3,624)

Spending Time

34% (1,509)

Using Social Media
to Connect

LIFELONG LEARNING

73% (3,238)

Reading

63% (2,800)

Travel

37% (1,502)

Learning Opportunities
(lectures, workshops)

20% (871)

Writing

OUTDOORS/ PHYSICAL ACTIVITY

61% (2,706)

Fitness, Physical
Activity, Sports

49% (2,172)

Outdoors/Nature

47% (2,091)

Gardening

EMBRACING ACTIVE RETIREMENT

Being an Active Retiree

This portion of the survey makes it clear that active retirement is the rule, not the exception. All but a handful of retirees reported activities, checking so many multiple responses that the total topped 33,000. The most popular of the 22 choices are listed on the sidebars of this and the following page, grouped into rough categories. The category assignments are somewhat arbitrary — “reading” was assigned to lifelong learning, while “television” fell into “other popular choices.”

While the surveys are not directly comparable, it’s interesting to note that “Spending Time with Family and Friends” drew an 81% response rate in 2024 compared to a 75% response rate in 2020. Perhaps the pandemic years of 2020 to 2023 increased the value retirees place on

“At the beginning of the pandemic, I started studying Chinese calligraphy virtually with a group of six ... We are still studying together.”

“I founded The Westside Wizards, a local magic organization for magicians who wish to learn and perform magic as a hobby or semi-pro.”

UC Davis retirees celebrate Picnic Day, a campus tradition dating to 1909.

[Photo: Juliane Crowley]



EMBRACING ACTIVE RETIREMENT

time with friends and family.

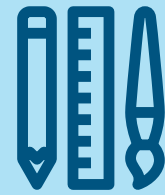
More than 300 respondents reported “other” activities in addition to the 22 choices offered. Those activities included astronomy, book clubs, bridge, Mah Jong, yoga, Tai Chi, swimming, walking, hiking groups, sailing, sewing and quilting, dancing, rock-hounding, playing music solo and in bands, piano, pickle ball, singing, museum-going, learning languages, horseback riding, and folk dancing.

There’s more about travel, chosen by 63% of respondents, on page 12.

UC Berkeley retirees enjoy Music on the Bay aboard the USS Potomac.



UC Riverside retirees visit the Cheech Marin Museum for Chicano Art.
[Photo: Cristina Otegui]



CREATIVE/ARTS

40% (1,786)

Performing Arts

23% (1,037)

Crafts

15% (664)

Photography/
Videography

OTHER POPULAR CHOICES

55% (2,463)

Watching Television

41% (1,831)

Cooking

26% {1,145}

Remodeling/
Decorating

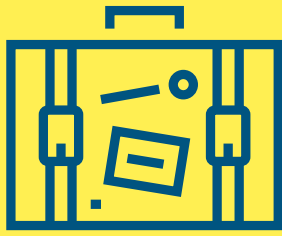
24% {1,069}

Religious/Spiritual

19% {839}

Online Games

Additional responses:
investing (625), genealogy
(499), visual arts (487), “other”
(395), auto maintenance/
restoration (166).



TRAVEL

63% (2,800)

Identified Travel as a leisure activity enjoyed on a regular basis

28% (1,270)

Selected Group Travel as a Retiree Association activity they would likely participate in

EMBRACING ACTIVE RETIREMENT

Learning Through Travel

UC retirees love to travel. Thousands identified travel as a favorite leisure activity, and group travel tours rated high among retiree association activities.

UC Retirees Travel, coordinated by UC retiree volunteers, offers about 20 worldwide group trips per year for retired UC staff, faculty, and their guests. The travel program is designed to connect retirees from all the UC locations for active and immersive learning while exploring iconic as well as off-the-beaten path destinations. Trips focus on educational and cultural experiences with many opportunities to engage with locals and participate in interactive activities. Retirees often comment that they share an instant camaraderie with their fellow travelers as well as a similar inquisitive approach to world travel because of their shared history working for UC. Participants particularly enjoy traveling in the safety of a group with a knowledgeable local guide to provide insight and information.

During interactions with locals, travelers have also been able to share information with their hosts about UC's worldwide collaborations that contribute to global innovation, including in the areas of agriculture, health and technology. Travelers report that these cultural exchanges are often the most memorable parts of the trips.

UC Retirees Travel is sponsored by CUCRA and revenue generated by the program supports CUCRA's advocacy efforts on behalf of all UC retirees.

A D-Day Anniversary Tour included a stop at the American Cemetery in Normandy.
[Photo: UC Retirees Travel]



Association Activities

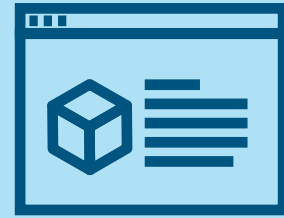
About 58% of respondents identified themselves as members of a UC-affiliated retiree association. (Another 13% weren't sure — which may reflect the fact that on some campuses retirees are automatically members, while on others they need to register and/or pay annual dues.)

When asked which retiree association activities they'd be likely to participate in, educational talks and cultural activities topped the list of responses. Day trips and social events were also popular. (So was group travel, covered on the previous page.)

More than 250 respondents made comments about activities they would be interested in. Arts and crafts, book clubs, hiking, sports events and volunteer opportunities received multiple mentions. More than two dozen respondents specifically mentioned on-line or Zoom activities as desirable, some noting their value for those who live too far from campus or have limited mobility.

The question about retiree association advocacy (page 14) also elicited dozens of comments about the desire for activities and campus services, from social events to technology training to webinars about healthy aging or open enrollment options.

These intrepid retirees spent part of their trip to Iceland on horseback.
[Photo: UC Retirees Travel]



INTEREST IN RETIREE ACTIVITIES

51% (2,274)
Educational Talks

41% (1,818)
Cultural Activities

37% (1,629)
Day Trips

28% (1,261)
Social Events

Additional responses: interest groups (840), technology training (909), tours of campus venues (732), and "other" (278).

Interests and Concerns

More than 1,500 retirees jotted down ideas of how UC retiree associations could best advocate for them. A few termed advocacy unnecessary. Some offered compliments and some voiced complaints. There is no way to precisely quantify these responses. However, a qualitative analysis did reveal some consistent themes.

Pension and Benefits

Not surprisingly, retiree pensions and benefits were the concerns most often cited, accounting for more than a third of comments. Some respondents simply named that category; others asked that current benefits be preserved or increased. Medical benefits were often mentioned, sometimes in the context of out-of-state retirees. Dozens of respondents specifically mentioned COLA (Cost of Living Adjustments), perhaps reflecting inflation concerns.

Campus Services

Many retirees want continuing access to libraries and other campus services and privileges. Some express interest in campus events and appreciate discounts on tickets. Parking privileges were often mentioned in terms of the need for mobility, or cost and convenience. Some respondents complained about the loss of email accounts.

Retiree Activities

Scores of respondents mentioned wanting more activities — in their specific area, or on campus. Webinars, seminars and on-line activities (often simply dubbed “Zoom”) were mentioned.

Information

A number of respondents wanted more information, either in general or about activities, volunteer opportunities, and association news.

Keeping our health care benefits as robust as possible while minimizing cost increases.

UC Irvine retirees learn about the Citrus Variety Collection of UC Riverside from Professor Tracy Kahn.

Continuing to provide a wide variety of curiosity quenching activities.



Survey Participation

Retirees from every UC campus, all three labs, and the Office of the President participated in the 2024 retiree survey. Unsurprisingly, the Los Alamos National Laboratory participation is slight; direct UC management of the lab ended in 2006. Conversely, UC Merced opened in 2005, so its retiree population is quite small.

One downside of the survey schedule is that survey years (2016, 2020, 2024) coincide with U.S. presidential election years. Anecdotal evidence suggests that survey participation was negatively affected by the contentious political landscape of 2024. Some retirees may have overlooked survey invitations and links because their mailboxes were overflowing with election-related messages.

Location	Number of Respondents	Audience Size*	Response Rate	Percentage of Total	Number of Annuitants**	Respondents as Percentage of Annuitants***
Berkeley	531	4,576	12%	12%	7,283	7.3%
Davis	707	6,919	10%	16%	11,222	6.3%
Irvine	535	4,753	11%	12%	5,210	10.3%
Los Angeles	1,048	8,405	12%	23%	11,580	9.1%
Merced	3			<1%	228	1.3%
Riverside	143	1,200	12%	3%	2,136	6.7%
San Diego	315	2,484	13%	7%	8,505	3.7%
San Francisco	296	1,623	18%	7%	9,367	3.2%
Santa Barbara	127	1,212	10%	3%	2,485	5.1%
Santa Cruz	213	1,200	18%	5%	2,344	9.1%
Office of the President/Regents	141	587	24%	3%	1,305	10.8%
Lawrence Berkeley Lab	269			6%	1,989	13.5%
Lawrence Livermore Lab	105			2%	4,228	2.5%
Los Alamos Lab	4			<1%	3,773	0.2%
[unknown]	27					
Total	4,466			100%	71,655	

*“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 2024.

***The calculation of respondents as a percentage of annuitants from each campus is not at all exact. First, some survey respondents may be retirees who are not annuitants. Second, 535 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.

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 online survey instrument using Qualtrics.

As of October 2024, the University of California had more than 71,000 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 about 32,000 retirees who had voluntarily provided contact information to retiree centers and associations.

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 (535) 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.

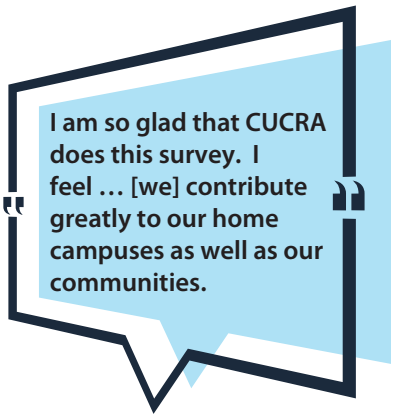
A total of 4,466 of those contacted completed the survey. Respondents included retirees from the 10 UC campuses and five medical centers, three UC-managed or co-managed Department of Energy research laboratories, and the UC Office of the President. Survey responses cover the period from January 2021 through September 2024.

Information about the survey was provided to associations and centers in August 2024. The survey launched October 1 and closed November 1.

In addition to sending emails and links, many associations posted information on their websites and included announcements in their newsletters.

The complete survey instrument and tables of responses are available at cucra.ucsd.edu/surveys/.

*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. A handful of noteworthy administrators, while technically retirees, are also granted the emeritus title.



I am so glad that CUCRA does this survey. I feel ... [we] contribute greatly to our home campuses as well as our communities.

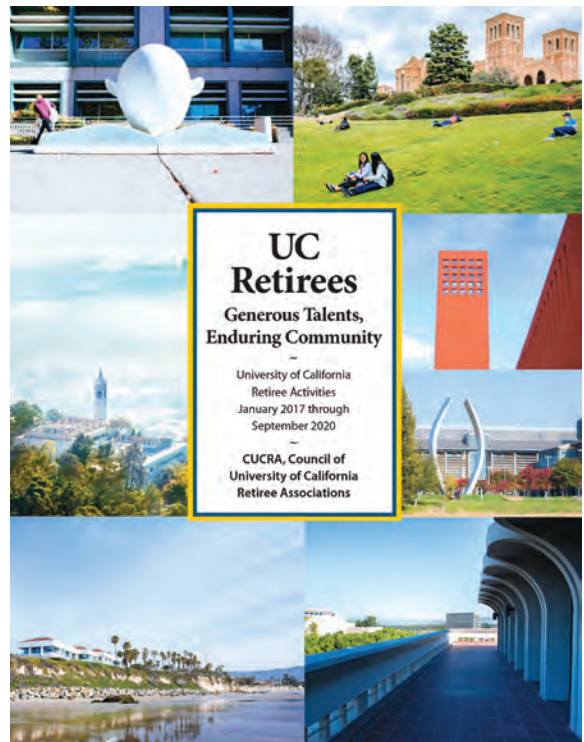
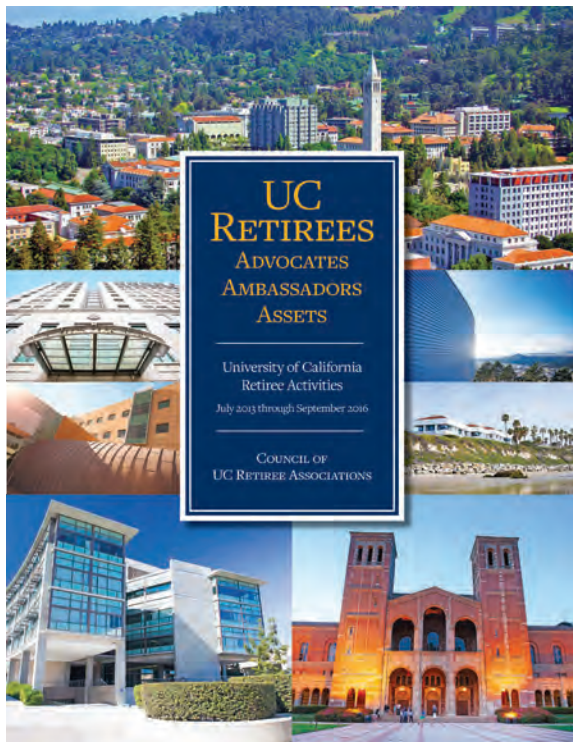
Past Surveys

The 2024 CUCRA Survey is the third of its kind. The ground-breaking 2016 survey served as the foundation for the 2020 and 2024 efforts.

While many survey questions and response choices have remained the same over the years, a few have been modified. For instance, the activity “web

surfing” — still a popular expression in 2016 — is now considered an outmoded term and does not appear in later surveys. A few new questions were added for 2024.

Past survey reports are available as PDF files. See cucra.ucsd.edu/surveys/.



Associations and Centers

CUCRA

Website: cucra.org

Email: cucraemail@gmail.com

UC Retiree Associations

UC Retirees' Association at Berkeley

Website: retirement.berkeley.edu/ucrab

Email: UCRAB@berkeley.edu

UC Davis Retirees Association

Website: ucdra.ucdavis.edu

Email: retireecenter@ucdavis.edu

UC Irvine Retirees Association

Website: retirees.uci.edu/ucira

Email: retirees@uci.edu

UCLA Retirees Association

Website: www.retirees.ucla.edu/

Email: UCLARA@ucla.edu

UC Riverside Retirees' Association

Website: retirees.ucr.edu/retirees-association

Email: retirees@ucr.edu

UC San Diego Retirement Association

Website: retirement.ucsd.edu/

Email: RetireeLink@ucsd.edu

UCSF Retirees Association

Website: alumni.ucsf.edu/ucsf-retirees-association

Email: UCSFRetireesAssociation@ucsf.edu

UC Santa Barbara Retirees Association

Website: hr.ucsb.edu/retirees-association

Email: mamascamp@msn.com

UC Santa Cruz Retirees Association

Website: retirees.ucsc.edu/

Email: ucscsilverslug@gmail.com

President's and Regents' Retiree Association

Website: retirement.berkeley.edu/parra

Email: parra4uc@gmail.com

Lawrence Berkeley National Laboratory Retiree Association

Website: retirement.berkeley.edu/ex-ls

Email: EX-Ls@berkeley.edu

Lawrence Livermore Lab Retiree Association

Website: www.livermorelabretirees.org

Email: chair@livermorelabretirees.org

Los Alamos Laboratory Retiree Group

Website: lalrg.org

Email: president@lalrg.org

UC Retirement Centers

UC Berkeley Retirement Center

Website: retirement.berkeley.edu/

Email: ucbrcc@berkeley.edu

UC Davis Retiree Center

Website: retireecenter.ucdavis.edu/

Email: retireecenter@ucdavis.edu

UC Irvine Center for Emeriti and Retirees

Website: retirees.uci.edu/

Email: retirees@uci.edu

UCLA Emeriti/Retirees Relations Center

Website: errc.ucla.edu

Email: emeriti@errc.ucla.edu

UC Riverside Retirement Center

Website: emeriti-retirees.ucr.edu/

Email: retirees@ucr.edu

UC San Diego Retirement Resource Center

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

Email: RetireeLink@ucsd.edu

UC Santa Barbara Emeriti and Retirees Center

Website: www.hr.ucsb.edu/emeriti-retirees-center

Email: ellen.pasternack@hr.ucsb.edu

UC Santa Cruz Retirees and Emeriti Center

Website: rec.ucsc.edu/

Email: rec@ucsc.edu

Survey Committee

The CUCRA Survey Committee included eight retirees and three UC Retirement Center leaders.

Patrick Cullinane, Chair, Retiree, UC Berkeley; immediate past director, UC Berkeley Retirement Center

Robert Daly, Retiree, UC Riverside, UC Irvine

Christy Dawley, Administrative Manager, UC Santa Cruz Retirees and Emeriti Center

Ayesha Dixon, Director, UCLA Emeriti/Retirees Relations Center

Cristina Otegui, Director, UC Riverside Retirement Center

Anne Pautler, Retiree, UCLA

Judith Tuch, Retiree, UCLA; President, UCLA Retirees Association

Marianne Schnaubelt, Retiree, UC Irvine; past CUCRA chair

Narriman Shahrokh, Retiree, UC Davis

Elaine Wedegaertner, Retiree, UC Santa Cruz

Elise Jacobs Woods, Retiree, UC Berkeley; President, UC Retirees' Association at Berkeley

Center Leadership

Cary Sweeney, Director, UC Berkeley Retirement Center, cary.sweeney@berkeley.edu

Juliane Crowley, Director, UC Davis Retiree Center, jmcrowley@ucdavis.edu

Mary Garcia, Director, UC Irvine Center for Emeriti and Retirees, mary.garcia@uci.edu

Ayesha Dixon, Director, UCLA Emeriti/Retirees Relations Center, adixon@errc.ucla.edu

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Other Contributors

Juliane Crowley, Director, UC Davis Retiree Center

Ahna Heller, Retiree, UC Davis

Each campus/lab location had one or more “champions” to coordinate local efforts.

UC Berkeley: **Elise Woods**

UC Davis: **M.L. Farrell**

UC Irvine: **Jill Vidas**

UCLA: **Judith Tuch**

UC Riverside: **Susan McKee, Andrew Plumley**

UC San Diego: **Nancy Wilson**

UC San Francisco: **Shirley Hodges**

UC Santa Cruz: **Ilse Lopes, Esther Sylvan**

Office of the President: **Jim Dolgonas**

Lawrence Berkeley Laboratory: **Nancy Brown**

Lawrence Livermore Laboratory: **Jeff Garberson**

Los Alamos Laboratory: **Dale Thompson**

End Notes and Credits

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Printing by UCSF Campus Life Services.

Cover images courtesy of UC Office of the President, ©2014-2023 University of California. Photographers Elena Zhukova and Dawn Johnson.

UCLA retirees make a trip downtown to LA Opera.



UC San Francisco retirees explore their inner marine mammal.
[Photo: Richard Drake]



Photos on pages 2-4, 6, 8 10, 11, 14 and 20 were supplied by their respective retiree centers and associations. Photos on pages 12-13 courtesy of UC Retirees Travel.

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Many retirees provided detailed comments and stories. A number of those quotes are featured. In some cases quotes have been excerpted from longer text, or an ellipsis (. . .) shows where sentences and phrases have been skipped. The only other changes to quotes are corrections of obvious typos.

UC Riverside retirees gather for lawn bowling.

[Photo: Cristina Otegui]



UC Santa Cruz retirees donate coffee to the annual Staff Appreciation Picnic. [Photo: Christy Dawley]



SURVEY RESPONDENT DEMOGRAPHICS (4,466 RETIREES)



GENDER

64% (2,848) **Female**

34% (1,500) **Male**

2% of respondents (99) preferred not to answer or chose another category

YEAR RETIRED

5% (207) **2024**
27% (1,211) **2019-23**
25% (1,125) **2014-18**
19% (840) **2009-13**
12% (513) **2004-08**
6% (264) **1999-2003**
3% (115) **1994-98**
3% (146) **Before 1994**



RETIREE AGE



3% (142) **Younger than 60**
12% (541) **60 to 64**
46% (2,056) **65 to 74**
31% (1,397) **75 to 84**
7% (298) **Older than 84**

YEARS EMPLOYED AT UC

6% (252) **5-9 years**
21% (955) **10-19**
32% (1,400) **20-29**
34% (1,499) **30-39**
7% (330) **40+**



DISTANCE FROM UC LOCATION

48% (2,133) **Within 10 miles**
28% (1,248) **11 to 30 miles**
12% (552) **More than 30 miles, but in California**



11% (477) **U.S. outside California**
<1% (37) **Outside U.S.**



UNIVERSITY OF CALIFORNIA LOCATIONS

