

UCSB Emeriti Association
Emeriti Welfare Committee Annual Report
May 7, 2024

Membership on the Emeriti Welfare Committee is as follows:

Bill Ashby, chair
Stan Awramik
Denise Bielby
John Gilbert

The Emeriti Welfare Committee (EWC) is a new committee. Currently an ad hoc committee, appointed by President Zimmerman, it is planned to become a new Standing Committee of the Emeriti Association.

The charge to the Committee on Emeriti Welfare is as follows:

The Committee on Emeriti Welfare shall work in concert with the Committee on Emeriti/ae and Retirement, Council on Faculty Welfare, Academic Freedom, and Awards of the Santa Barbara Division of the Academic Senate to study and make recommendations on any matter of emeriti welfare, including the welfare of surviving spouses or domestic partners of deceased emeriti. The Committee shall coordinate its work with that of UCSB Campus Representative to the Council of University of California Emeriti Associations (CUCEA) and with consultants/liaisons from the Emeriti Association invited to advise the Committee on Emeriti/ae and Retirement. The Committee shall also monitor and advocate for the welfare of retired Continuing Lecturers, Librarians, and Researchers.

The EWC was conceived as a sequel to the Task Force on Emeriti and Retiree Issues, appointed by Chancellor Yang and chaired by Bill Ashby. In its reports (2/21/2023 and 5/9/2023), the Task Force made six recommendations:

1. Create a new full-time (1.0 FTE) position of Coordinator of the UCSB Emeriti & Retirees Center with job description, responsibilities, and classification comparable to those of the other UC campuses.
2. Establish a new position of emeriti/faculty liaison.
3. Restore on-campus (in person) retirement advising/planning.
4. Change the reporting line of the Center for Emeriti & Retirees to the Executive Vice Chancellor.
5. Identify a more prominent and larger space on campus to house the Center for Emeriti and Retirees, so as to better serve emeriti and retirees, as well as currently employed faculty and staff.

6. Consider how emeriti could be more fully integrated into the academic planning of the campus.

We are pleased that the first of these recommendations was agreed by the Chancellor. The position of Coordinator has already been made full-time, and a reclassification is under way.

The second recommendation was initially agreed by the Chancellor, but has been put on hold until the effect of the reorganization of RASC has been seen.

None of the remaining recommendations has been addressed by the administration.

The establishment of Task Force was a joint recommendation of the Emeriti Association and the Senate Committee on Emeriti & Retirement, a committee of the Council on Faculty Welfare, Academic Freedom, and Awards (CFW). It was precipitated by the dysfunction of the Retirement Administrative Service Center (RASC), and by the lack of emeriti support at UCSB compared to the other UC campuses. The CFW endorsed the reports of the Task Force and urged the implementation of all six recommendations.

We are pleased that this fruitful collaboration with the Senate will continue with the new CEW. CEW member Denise Bielby is also the chair of the Senate Committee on Emeriti & Retirement. This is a happy coincidence of this year, but on October 4, 2023, the CFW adopted the following resolution to formalize the communication between the Senate committee and ours: "CFW authorizes the Committee on Emeriti/ae and Retirement to invite consultants or liaisons to their meetings as they see fit, which would include inviting representative(s) from the EA Board when appropriate."

The Committee on Emeriti Welfare continues to monitor the progress (or lack thereof) in implementing the recommendations of the Task Force. In addition, it has undertaken two initiatives:

- It has developed a survey of the retirement experience of recent emeriti, spearheaded by John Gilbert. The survey has already been sent to emeriti of the past two years, and preliminary results will be discussed at the May 7 General Meeting.
- It is advocating for the establishment of a central "clearing house" for all information relevant to retirement and emeriti rights and privileges.