

**UCSB Emeriti Association
Board and Business Meeting
May 7, 2024 – via Zoom**

MINUTES

1. Call to order and introduction

2. Report from Emeriti Welfare Committee

Bill Ashby, chair of this new committee, introduced the members: Stan Awramik, Denise Bielby, and John Gilbert. (Cynthia Brown and Muriel Zimmerman are ex-officio members.)

Bill offered some background on the committee (approved as a standing committee later in this meeting). The focus is to advocate and preserve emeriti rights and privileges and to work closely with the Senate Committee on Faculty Welfare (Denise Bielby serves on this committee).

EA Welfare Committee grew out of the Task Force on Emeriti Retirement Issues. The Task Force report which came out in May 2023 contained the following key recommendations:

- a. 100% FTE for Coord. of Emeriti and Retirement Center at UCSB – with a higher classification.
- b. Establish a new position for Emeriti Faculty Liaison – a recall position that exists on other campuses.
- c. Restore on-campus retirement counseling/advising
- d. Change reporting line of Center to report to EVC
- e. Identify space on campus for a real Center
- f. Invite campus to figure out how to engage emeriti in the life of the campus – how could campus use emeriti more effectively in academic planning.

Of these recommendations, only the first is being acted on.

The Welfare Committee will continue to monitor the Task Force recommendations and report any progress – or lack thereof.

The Committee is currently working on:

- a. Survey of faculty who have retired in the last 2 years to learn about their experience with RASC
- b. Lack of transparency about policy, procedures, and support for emeriti and departments.

Bottom line: information about retirement is scattered so the committee is advocating for a central point on our campus – ideally a website, hosted by campus administration, grouping together all relevant information about retiree rights, privileges, procedures.

John Gilbert provided some preliminary information about the survey. The first round of the survey was recently distributed, covering August 2021-July 2022 and August 2022-July 2023. The first two cohorts had 46 total emeriti responses to date (approx.. 20-25% response rate).

3. Approve minutes of January 9 Board meeting

4. Reports from Officers and Committee Chairs

VP Cynthia Brown

We hosted a lunch at the Faculty Club for 3 of the 5 Promise Scholars we are helping to support. Good turnout from EA board members. Luncheon provided a good opportunity to connect one-on-one with these outstanding students.

The EVC put out a call for nominations for the Edward Dickson Emeriti Professorship (due May 10)

Treasurer Mary Nisbet

Bottom line: \$12,978.52 in our checking account – up slightly from the \$12,320 at the beginning of the year.

\$2,370 earmarked for President's budget

\$2,700 for Program Committee

\$300 for Development and Engagement Committee

The budget we are asking the Board to approve comes to \$5,370. Mary said that we have sufficient funds to cover the year's expenses.

Big question: does the new no-dues model we adopted work? Mary reported that we have no way of telling whether the new model is working because the proposed Development fund has not yet been implemented.

We have collected \$1500 in donations from the Emeriti Board, as much as we collected in dues the previous year. There is no doubt that we will eat into our balance to cover expenses. The fund administered through the Development Office has still not been set up. Hopefully over the next calendar year, the fund will be in place, and we will be in a position to ask people for money. Part of what's slowing things down is the delay in reclassifying Ellen P's position. Until the position is reclassified, Ellen is not able to handle Development funds. Anything we raise now goes into our checking account.

It has been a problem getting information about donations to the Promise Scholars fund from the Development office. Muriel will request regular reports on the amount of donations.

Nomination Committee– Bob Warner

The Nominations Committee contacted Board members whose terms were expiring to ask whether they would be willing to serve another term. All except one (Oliver Chadwick) agreed to continue.

The Committee reached out to the general membership for nominations and developed a slate of candidates. Three new members-at-large will join us in the fall.

Oral History Committee – Patricia Cline Cohen

Pat reported on discussion with Todd Gillespie at Learning Resources. Gillespie is enthusiastic about the EA oral history project.

Gillespie thought hiring a student to shoot the interview was an excellent idea and his department has a “stable” of trained students. Pat checked Learning Resources website and discovered that a trained professional videographer costs \$72/hr. She assumes that a student would be less.

It is possible to edit on a phone but using a computer is a far better option. Pat mentioned that with respect to technical editing, that the editor would work in close cooperation with one of us who would determine what cuts, edits need to be made. Hopefully these interviews won't require a lot of editing.

In addition to editing, there's the question of where to conduct the interviews. Instructional Development studios, while well set-up in terms of lighting, sound, rent for \$250/hour. Obviously we need to identify another, less expensive option.

We now need to get serious about identifying people to interview. Thought is to ask 2-3 Board members if they would be willing to do practice interviews (which might end up on the cutting room floor) After we identify the first couple of interviewees, we need to decide who would be conducting the interview. Do we want/need someone who knows the interviewee well, is familiar with the field? All questions we need to address.

Cynthia Brown reminded us that we also approved the concept of group interviews – 2,3,4 people with similar campus experiences who might constitute a “logical group.” These interviews might reflect on the idea of “institution building.”

Development and Engagement – Judy Gough

This new committee has three initial goals:

- a. Raise funds to support Promise Scholars. Judy gave a figure of \$26,800 in donations to this cause. This figure reflects the amount raised as of a few weeks prior to the Board meeting and exceeds our stated goal of raising \$21,000. Judy finally got a list of donors from the Development Office.

- b. Encourage people to participate in EA activities. Committee reached out especially to continuing lecturers, librarians, and professional researchers, sending a welcome email.
- c. Encourage members to become involved in service opportunities, including mentoring opportunities. Judy, Claudine, and Muriel met with Holly Roose, Dir. Of Promise Scholars Program about creating a faculty mentoring program.

In the coming year, Development & Engagement will launch a campaign to support new Promise Scholars. We need \$15,000/year.

Committee also wants to raise funds for the new Emeriti Association Fund—once the wrinkles with the Development Office are ironed out.

During the summer, Development and Engagement will work towards developing a mentoring program for Promise Scholars. Claudine will take the lead on this. Claudine stressed that mentoring could take many different forms, from one-on-one to group settings, zoom or in-person, guidance in a particular field or discipline, of more general guidance on how best to navigate the complexities of a large university. She is seeking volunteers from the Board to serve in a trial project during the summer. Holly Roose is lining up students who would like to work with a mentor.

Question came up about what our money goes towards since the Promise Scholars are “fully funded.” Claudine responded that the funds we provide help offset the high cost of living in the Santa Barbara area, helping students avoid being saddled with loans they might otherwise need to take to cover expenses above and beyond the funds they get from the Promise Scholars Program.

Judy Gough asked how we were going to recruit volunteer mentors. Claudine responded that she put out a call in January and several people volunteered. Holly will hand-select the Promise Scholars.

Program Committee – Bill Ashby

Full report available on the web.

The Program Committee held 20 events/programs this year. Bill highlighted a few :

*Collaboration between EA and CALS (Center for Aging and Longevity Studies). We are working on a second co-sponsored lecture in the fall.

*Collaboration with the Library. Programs featuring emeriti research. Library is anxious to continue this collaboration.

Bill reported that there was a very low response (15-20%) to the survey of emeriti interests in programs and events. A few themes did emerge:

*academically-oriented programs

*outdoor activities (bird walks, trips to UC Reserves)

*visit to Ensemble Theater Company (thanks to Simon)

Participation numbers somewhat disappointing (6-15 attendees out of over 500 emeriti) Big effort for not a particularly impressive result.

Fall kick-off event: campus botanical walk with Bruce Tiffany.

Question: Are field trips open to staff retirees? Answer: we decided to do a single e-blast to retirees and emeriti. With few exceptions, our programs are open to all emeriti and retirees.

Web Advisory Committee – Muriel Zimmerman reporting

Our domain was approved. There are 4 steps to web development:

*Planning; design; development; testing and launch.

We are currently at step 1, planning.

Call for volunteers to serve on the Web Advisory Committee yielded only one response (with conditions). In the meantime, we are using a web development technique called User Sourcing, sending potential designs to all Emeriti. In response to a query to the Board about homepage look/feel, most people liked the navigation on the UCSD site so we are using that as a model.

5. Voting

a. Four new committees

Motion to add 4 new standing committees:

*Oral History

*Web Advisory

*Development & Engagement

*Emeriti Welfare

Motion moved, seconded, approved

b. Ratify slate of candidates

Bob Warner displayed the new slate, including officers, continuing and new Board members.

Motion moved, seconded, approved. We will have 3 new members of the Board: Carol Gemberling Stewart, Brenda Major, Sandra Thompson.

c. Bill Villa nomination for honorary membership – Loy Lytle

Loy “introduced” William Villa to the Board, highlighting his excellent work for EOP and his time as Director of Admissions. Prior to Villa’s tenure, campus had suffered enrollment losses for 2-3 years. Villa reversed that trend. He was instrumental in increasing both the numbers and the quality of students admitted to UCSB. He also played an important role in the campus’ designation as a Hispanic Serving Institution.

Moved, seconded, and approved.

6. New business

Loy brought up the fact that we need to draft something to recognize Bill Villa formally. Loy and Muriel will meet to discuss this.

7. Adjourn

Respectfully submitted,
Ellen Broidy, Secretary, UCSB Emeriti association