Report to UCSB Emeriti Association Board
on
October 2025 CUCEA / CUCRA Meetings

January 7, 2026

CUCEA

The Council of University of California Emeriti Associations [https://www.cucea.org/] is a systemwide body whose goals are to foster mutual support among the individual campus Emeriti Associations, and to advocate at all levels of UC governance for emeriti welfare, status, and benefits. The CUCEA officers and board members meet regularly with the UC systemwide administration and Academic Senate in several contexts. CUCEA has representatives from each of the 9 campus Emeriti Associations (UC Merced has no EA). The UCSB representatives are John Gilbert (representative) and Denise Bielby (alternate).

CUCEA meets twice each year, in April and October, for two half days. The first half day is a joint meeting with CUCEA's sibling organization CUCRA (the Council of UC Retirees Associations), and the second half day is just CUCEA. The meetings are hosted alternately by northern and southern California campuses, and are usually hybrid in-person / zoom. All UC emeriti are welcome to attend.

The most recent CUCEA / CUCRA meetings were hosted in zoom-only format by UC San Francisco on October 29 and 30, 2025. Agendas and materials for both meetings are archived on the CUCEA web site. Here we report some highlights from the meetings.

Systemwide Information Technology (IT) Discussion

Van Williams, the UC Chief Information Officer and VP for IT, and Monte Retzlaff, the UC Chief Information Security Officer, spoke about cybersecurity, IT support issues, and artificial intelligence vis-à-vis UC. Video of the entire session is on the CUCEA web site. They noted (as have we) that the level of IT support supplied to emeriti and retirees varies a great deal by campus / medical center / laboratory, and many locations don't even have written policies. The general trend is to tighten limits on lifelong email access. (The JBC report, described below, makes an opposite recommendation.) Several questions were asked about whether and when emeriti and retirees are covered by IT mandates such as cybersecurity training and EDR/Trellis security software. VP Williams said that mandates apply only for IT being used for University business or "when being paid by UC"; discussion ensued about situations in which this is ambiguous, especially in the case of emeriti.

Though all our concerns were not resolved, the tenor of the session was quite positive. VP Williams concluding by saying that he wanted to remain engaged with the emeriti and retirees, and would welcome regular meetings with CUCEA representatives about emeriti issues. I intend to follow up on this with CUCEA and VP Williams.

CUCEA / CUCRA Joint Benefits Committee

The Joint Benefits Committee (JBC) was formed in 1994, responding to the need for the interests of both emeriti and retirees to be articulated more effectively to UCOP. Its ongoing purpose is to consider and make recommendations regarding the University's pension, health insurance, and other benefit programs. JBC's fall 2025 report made specific recommendations to UCOP on the first six issues below, and also made general comments in a seventh section. For details, see the report itself.

1. **Via Benefits Issues.** This concerns UC's contribution to medical insurance for emeriti and retirees who do not live in California. 3 recommendations.

2. **Return to Active Duty.** This concerns implementation of the new (July 2025) policy that retirees recalled to active duty without a 6-month gap in UC employment need to enroll in employee health insurance during their recall (disenrolling from retiree health insurance and Medicare, if applicable), and then re-enroll in retiree insurance and Medicare afterwards. 2 recommendations.

3. **Retirement Administration Service Center (RASC).** JBC has been concerned about RASC issues for several years. This year's report notes that RASC has reported improvements, requests more detailed statistics on performance, and expresses concern about RASC's upcoming move from Human Resources to Shared Services (see the HR section below). 4 recommendations.

4. **Status of Survivor Processing.** This has been an area of concern for several years. JBC requests more transparency and details of RASC's performance. 1 recommendation.

5. **Dental Benefit.** UCOP recently recompeted its dental benefits. UCOP's conclusion was that, although there have been complaints about Delta Dental, it's still the best of the bunch. 2 recommendations.

6. **UC Computers and Policies.** This is a new topic for JBC this cycle. Our EA Board will recognize most of the issues discussed. 4 recommendations, as follows:

   6.1. JBC recommends that the UC VP/ITS engage CUCEA/CUCRA on an ongoing basis to ensure that cyber and IT concerns specific to emeriti and retirees are understood and addressed.

   6.2. JBC recommends that IT organizations at all levels communicate specifically with emeriti and retirees about IT-related requirements. When email communications go both to active faculty and to emeriti, make clear what requirements do and do not apply to emeriti.

   6.3. JBC recommends that continued access to UC email after retirement be made systemwide policy, both for emeriti and for retirees.

   6.4. JBC recommends putting in place systemwide policy mandating some reasonable level of emeriti/retiree IT support.

7. **Budget Cuts to UC, Total Remuneration, and Medicare Trust Fund Depletion Projections.** JBC made comments but not recommendations in these areas.

Systemwide Human Resources and RASC

Cheryl Lloyd, the UC Vice President for Human Resources, along with several of her staff, gave an update on current issues, including a response to the JBC report. VP Lloyd noted that she herself is retiring at the end of 2025.

VP Lloyd also announced a significant organizational change: RASC will no longer report to the Vice President of HR. Instead, it will report to the Vice President of Shared Services, which also includes the administration of UCPath. The Interim VP of Shared Services, Calvin Turner, gave a brief presentation. RASC Director Bill Perez expressed enthusiasm about the new structure, and then presented a detailed response to the JBC report's section on RASC. RASC staffing levels are improving but are not yet where they need to be. RASC's own statistics on phone wait time and retirement processing time show considerable improvement over the past few years. Median processing time for survivor benefits is down this year from about 150 days to 94 days; all parties seem to agree that this is still far too long.

Other Reports and Presentations

Jessica Utts made a presentation on the Eleventh Campus Report, which is a systemwide survey of emeriti activity. I asked whether anyone had thought about possibly producing a short video on the report (an idea that came up at a UCSB EA Board meeting); nobody had, but people seemed to like the idea and CUCEA leadership expressed support.

Each campus Emeriti Association reports semiannually to CUCEA both in writing and orally. Reports are posted on this page at the CUCEA website. One highlight is that UC Davis is in the process of creating an "Emeriti Computing Guide", to attempt to answer some of the questions we've all asked recently on this topic.

The CUCEA meeting concluded with a stimulating guest presentation by UC Regent Emeritus John Perez, who is also a past Speaker of the California State Assembly. The video of Regent Perez's remarks is on the CUCEA YouTube channel here.

Next CUCEA / CUCRA Meetings

The next CUCEA / CUCRA meetings will be hosted by UCLA on April 29 and 30, 2026, in a hybrid in-person / zoom format. As always, all UC emeriti are welcome to attend.

Respectfully submitted,
John Gilbert, UCSB CUCEA Representative
With thanks to Denise Bielby, CUCEA Alternate