

The UC Davis Retiree Center

From Concept to Reality

Charles E. Hess

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Overview

It was a dedicated group of retirees, staff, and university administrators who worked for four years, 2002 - 2006, to develop and implement the concept of the UCD Retirees Center. My engagement in this process was stimulated by the convergence of three separate activities. In sequence they were: transfer of the University Club to the campus; development of plans for a hotel/conference center on the Davis campus; and a proposal from the UCD Retirees' Association to establish a UC Davis retiree center.

The pace of the Center's development was influenced by cuts in state funding to the University just as the original proposal was submitted, legal actions to stop the planning for the hotel/conference center, and concerns about retiree parking privileges. Through perseverance of the retirees and great support from the Offices of the Chancellor and Provost and Human Resources, the concept of a Retiree Center reached its first milestone when the proposal was approved by Provost Virginia Hinshaw in 2005 and the Center's advisory committee was appointed. In June, 2006, the Center became a reality with the appointment of Doreen Barcellona Strnad as Coordinator of the Center. I will trace the evolution of the UC Davis Retiree Center and show how the above events helped shape and influence its development.

The Cast

The cast of characters who played a major role in the evolution of the Retiree Center from concept to reality, are in alphabetical order: Gloria Alvarado, Ed Costantini, Bob Eernisse, Howard Frank, Anne Gray, Calvin Handy, Liz Hansen,

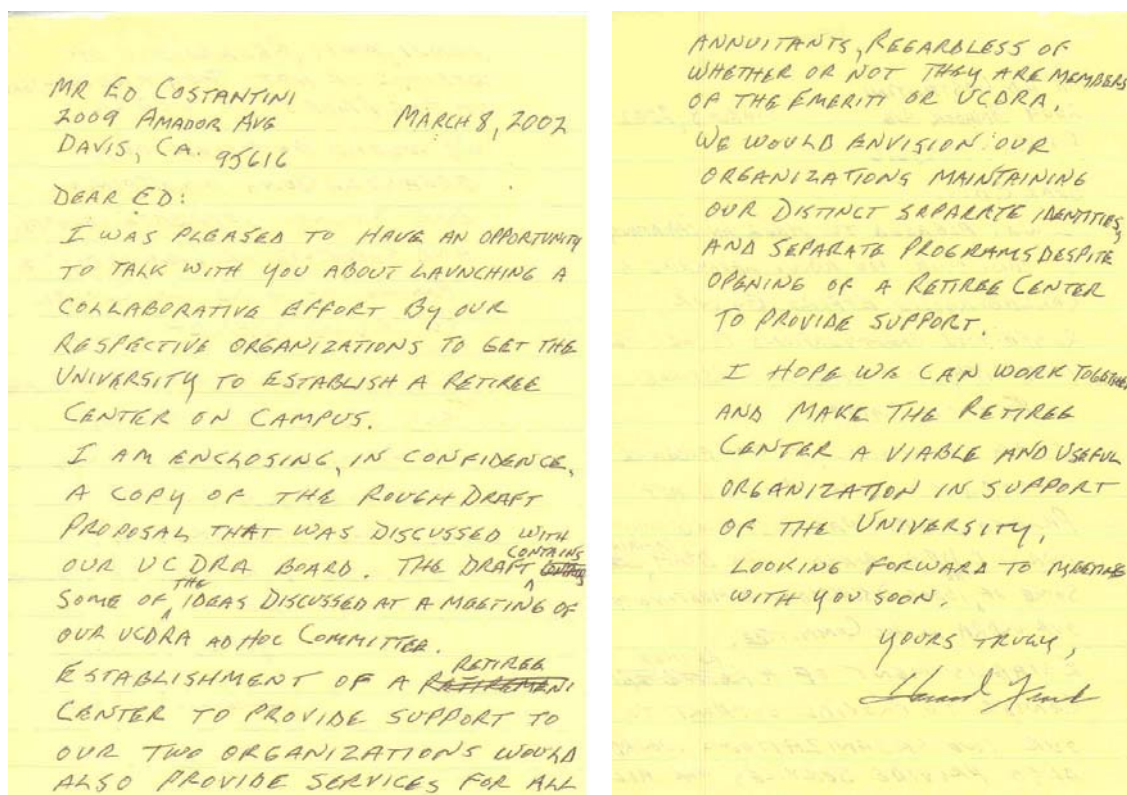
Leslye Hays, Charles Hess, Virginia Hinshaw, Arlene Kasmire, Charles Lacy, Bob Loessberg-Zahl, Don Margolis, Barbara Nichols, Deanna Falge Pritchard, Dennis Shimek, Rick Vorpe, Richard Wydick, and John Yates.

The Concept

An initiative to increase the number of campuses with Retiree Centers was launched in April, 2001, when Ralph Nair, Historian of the Council of University of California Emeriti Associations (CUCEA) distributed a questionnaire requesting information about Emeriti/Retiree Center services on each campus at the Spring CUCEA meeting. In September he followed up with a letter to each campus requesting completion of the questionnaire by October 11, 2001 with the goal of presenting the results at the joint meeting of CUCEA and the Council of UC Retiree Associations (CUCRA) to be held at UCSF on October 25, 2001. Although some preliminary data were presented at the October meeting, Nair did not present the final results of the survey until the spring, 2002, meeting of CUCEA. He reported that four of the nine campuses appeared to have centers that were staffed on a full-time or part-time basis. Those campuses, in the order of their initial service date were: UCLA, 1969; UCSB, 1978; UCB, 1997; and UCI, 1998. Nair stated in his report that “although CUCEA has not been pro-active in the establishment of Emeriti Centers, it has not been reticent to make its voice and presence known on other matters” (Attachment 1). Nair was gently prodding his colleagues on the five campuses without retiree centers to get something started.

The concept of a Retiree Center at UCD was initiated by the UC Davis Retirees' Association (UCDRA) in the spring of 2002. Howard Frank, President of the UCDRA, perhaps influenced by Ralph Nair's survey, drafted a proposal to establish a retiree center at UCD (Attachment 2). In March, 2002 Howard discussed the Retiree Center concept with Ed Costantini, President of the UCDEA. He followed up with a note proposing a joint effort by UCDRA and UCDEA to get the University to establish a retiree center on campus. He wrote “I

am enclosing, in confidence, a rough draft proposal that was discussed with our UCDRA Board. The draft contains some of the ideas discussed at a meeting of our UCDRA ad hoc committee. Establishment of a retiree center to provide support to our two organizations would also provide services for all annuitants, regardless of whether or not they are members of the Emeriti or UCDRA. We would envision our organizations maintaining our distinct separate identities, and separate programs despite opening of a retiree center to provide support. I hope we can work together and make the retiree center a viable and useful organization in support of the University"



This prompted Ed Costantini to send the following e-mail to the UCDEA Executive Committee to ask about the members' interest in participating with UCDRA in developing a proposal for a UCD retiree center, if they would want to meet with Howard Frank, or if they would prefer not to consider the issue at this time.

Cherie Felsch, 08:00 AM 3/18/2002, UCD Retiree Center

Page 1 of 1

X-POP3-Rcpt: cehess@ike
 From: "Cherie Felsch" <cafelsch@ucdavis.edu>
 To: "Charles E. Hess" <cehess@ucdavis.edu>,
 "Charles Judson" <cljudson@ucdavis.edu>,
 "Charles Nash" <cpnash@ucdavis.edu>,
 "Ed Costantini" <egcostantini@ucdavis.edu>,
 "Ethel Sassenrath" <ensassen@cs.com>, "Harry Colvin" <hwcolvin@ucdavis.edu>,
 "Jerry Kaneko" <jjkaneko@ucdavis.edu>, "John Goss" <jrgoss@ucdavis.edu>,
 "John Owens" <jrowens@ucdavis.edu>, "Paul Stumpf" <pkstumpf@ucdavis.edu>,
 "Richard W. Gable" <rwgable@ucdavis.edu>,
 "Robert Campbell" <rcncampbell@ucdavis.edu>,
 "Tom Allen" <tlallen@ucdavis.edu>
 Subject: UCD Retiree Center
 Date: Mon, 18 Mar 2002 08:00:52 -0800
 X-Mailer: Microsoft Outlook IMO, Build 9.0.2416 (9.0.2911.0)

Message from Ed below.
 Thanks, Cherie

TO: EXECUTIVE COMMITTEE MEMBERS, UCDEA

FR: ED COSTANTINI

Howard Frank, President of the UCD Retiree Association has proposed that that our two associations jointly propose the establishment of a Retiree Center on the Davis campus that would serve all UCD annuitants and each of our two organizations (whose separate identities and programs would be preserved). There are such centers at the Berkeley, UCLA, and Santa Barbara campuses. The proposal would request an allocation of designated space from the University, as well budget support for office equipment and staff, (e.g., an MSO Director and a part-time staff person). The proposal would be developed jointly by our two organizations and presented to the campus Executive Vice Chancellor and Associate Vice Chancellor for Human Resources.

I am asking for your advice on this. Specifically, let me ask three questions regarding how you would like me to proceed.

1. Would you like me (along with any other UCDEA Executive Committee members who express an interest) to cooperate with Mr. Frank (and other interested UCRA members) in developing such a proposal for submission to the appropriate University authorities?
2. Would you like to hear from Mr. Frank and discuss the matter at a special Executive Committee meeting before deciding whether to proceed not?
3. Would you prefer that UCDEA not consider this issue at this time?

Thanks for your consideration.

I responded by suggesting that Howard Frank be invited to a meeting with the Executive Committee. Subsequently, a meeting of the Executive Committee and Howard Frank was held on April 12, 2002, but no record of the meeting can be found and there was no discussion about the proposal at the May 23, 2002, Emeriti Association business meeting.

The University Club and the Hotel/Conference Center

Coincident with Howard Frank's work on the concept of a retiree center, I was working with Bob Loessberg-Zahl on the future of the UC Davis University Club (U-Club). As President of the U-Club, I had negotiated an agreement with

Provost Robert Grey to transfer the U-Club facility to the campus in return for the University assuming the mortgage and operational debt that the U-Club had accumulated over a period of years. At the time there were about 200 dues paying members, approximately 140 being retired faculty and staff. Given that the preponderance of the U-Club members were emeriti, it was proposed at a May 24, 2002, meeting of the U-Club membership, to explore if the Emeriti Association would provide an interim home for the U-Club rather than disbanding it. Prior to the meeting John Yates, Executive Director of Real Estate Services and a former President of the University Club, urged us to keep the U-Club viable because he had a vision of incorporating the Club into the Hotel/Conference Center that he was planning. Although John was not able to attend the May 24th meeting, his staff presented the plans for the hotel/conference center including a room adjacent to the main dining room which could be used for University Club activities. I sent a message to Ed Costantini, President of the UCDEA on May 29th recommending that the idea of the Association providing a home for the U-Club be presented to the Executive Committee (Attachment 3). By June, Dave Labhard, U-Club manager, had left his position and the Special Events Office designated a staff person to handle membership dues. The UCDEA Executive Committee did not meet during the summer and discussion of an interim home for the University Club was postponed.

The Convergence of Activities

On September 11, 2002, Barbara Nichols, Second Vice President of the UCDRA, contacted me to see if the UCDEA would be interested in participating with UCDRA in a tour of the newly opened Mondavi Center. During the discussions and exchange of e-mail about the Mondavi tour, Barbara mentioned the UCDRA proposal for a UCD Retiree Center. Barbara said that Bob Eernisse, the new President of the UCDRA, would appreciate it if I would review the proposal and help move it forward. According to Barbara, there had been little progress since the proposal was originally drafted by Howard Frank in the spring. In the mean time, Deanna Falge Pritchard revised Howard Frank's original draft to make it a

more formal proposal, suitable for submission to the campus administration (Attachment 4).

Barbara Nichols, 09:18 AM 9/11/02, Re: Good Afternoon

X-POP3-Rcpt: cehess@ike
 From: "Barbara Nichols" <bjnichols@mindsync.com>
 To: "Charles E. Hess" <cehess@ucdavis.edu>
 Subject: Re: Good Afternoon
 Date: Wed, 11 Sep 2002 09:18:58 -0700
 X-Mailer: Microsoft Outlook Express 5.00.2615.200

Good Morning: I would be grateful if you would draft such a letter for both of us to send. The process used for the Bell Ringers was so successful. I am waiting for a response from the contact person regarding reservations as to the absolute date these invitations will need to be returned.

Also, I have contacted a Catering Service (proposed by the Special Events Services). The name of the place is "Common Grounds". He will furnish coffee, tea, bottled water and a variety of cookies. The UCDRA Board thought light refreshments would be appropriate. Does this sound OK to you?

Regarding the Center Proposal. Bob Eernisse has a very rough draft of the proposal and will bring a copy by your house for your review. We would certainly appreciate anything you can do to speed this along and your idea of the University Club is wonderful!

Talk to you later

Barbara

Bob Eernisse brought Deanna Falge's version of the Retiree Center proposal to my home a few days after Barbara's email. The proposal for a retiree center seemed to be a very viable solution for resolving the U-Club's future, at least on an interim basis, and the proposed Hotel Conference Center seem like an ideal venue for both the retiree center and some of the popular U-Club events such as the Fall Wine Festival, the Steak Bake, and the Mothers' Day and Easter Brunches. With the exception of the Fall Wine Festival, the events were ones primarily attended by retirees in recent years. It also seemed that this approach would have support from the Provost's office since there was interest in finding a resolution for the University Club as well as being very supportive of faculty and staff retirees.

I modified Deanna's document to include information about the UCDEA, since the document was evolving into a joint UCDRA/UCDEA proposal, added a section to incorporate the U-Club, and mentioned the possible location of the

Center in the planned hotel/conference center (Attachment 5). I sent the revised draft "Proposal for an Emeriti/Staff Retirees Center to Bob Eernisse, Ed Costantini, and Barbara Nichols on September 26, 2002.

mailto:linbobee@dcn.davis.ca.us, egcostantini@ucdavis.edu, bjnichols@mindsync.com, 08:5

To: mailto:linbobee@dcn.davis.ca.us, egcostantini@ucdavis.edu, bjnichols@mindsync.com
 From: "Charles E. Hess" <cehess@ucdavis.edu>
 Subject: Proposal for An Emeriti/Staff Retirees Center
 Cc: jlgastineau@ucdavis.edu
 Bcc:
 Attached: D:\Emeriti-Staff Retirees Center.doc;

Dear Bob, Ed, and Barbara:

I have done some editing of the "Proposal for an Emeriti/Staff Retirees Center" and added some additional information about the Emeriti Association and included the possibility of providing an interim home for the University Club in the Center. It is attached to this email message. Bob and Barbara, you may want to look this draft over and see if you would want to add some more information about the UC Davis Retirees Association (UCDRA) as I did for the Emeriti Association. Let me know if you want to make any changes or additions and I will incorporate them into a final draft.

In the meantime, I will try to see if Bob Loessberg-Zahl from the Provost's office will be willing to give an informal response to the draft in the present form. Bob is the person that took over from Jerry Hallee and I have been working with him in trying to find ways to keep the University Club alive.

After we have the final draft, I recommend that there be a joint meeting of the Executive Boards of the two Associations to see if they would be willing to approve the proposal and send it forward. That decision will be up to Bob and Ed.

Charley

Bob Eernisse shared his copy with Deanna Falge Pritchard. As stated in the above e-mail message, another copy was sent to Bob Loessberg-Zahl to request an informal reading (i.e., to see whether the proposal was moving on the right track). Ed Costantini responded on September 30th with an excellent revision (Attachment 6). On October 1, Bob Loessberg-Zahl responded with the message that we were on the right track and made some suggestions for improvement and also offered to help advance the proposal (Attachment 7). I made a few changes in Ed's draft to incorporate the suggestions made by Bob Loessberg-Zahl and sent the edited proposal to Ed Costantini, Bob Eernisse, and a copy to Barbara Nichols.

The revised proposal was approved by the UCDEA Executive Committee on October 15, 2002. One member of the Executive Committee had reservations about involving the University Club in the proposal, but a majority of the members supported the concept. Following the Executive Committee meeting, Ed Costantini made a few additional modifications in the proposal and prepared a draft cover letter addressed to Provost Virginia Hinshaw and Senior Associate Vice Chancellor Dennis Shimek. Ed sent the modified proposal and draft letter to Deanna and me on October 30th. Deanna and I made some additional suggestions and on November 7, 2002, Ed sent us the penultimate draft of the proposal (Attachment 8).

Back to the Hotel/Conference Center

In a separate activity, I met with John Yates on October 30th to check on the status of the hotel/conference center and the possibility of locating the proposed retiree center in the new facility as well as including activities associated with the University Club. He continued to be enthusiastic about the concept. John requested the opportunity to meet and share the current plans for the Hotel/Conference Center with the UCDEA Executive Committee and the UCDRA Board. A meeting was scheduled for November 14th following the Emeriti/Retirees Association monthly luncheon in Rec Pool Lodge. At the meeting, John indicated that the timing of the proposed Retiree Center was excellent because he hoped to have a new developer on board by mid-November and encouraged the two associations to get the proposal to the Provost by mid November.

Proposal Submitted

Anne Gray, First Vice President of the UCDRA and an active participant in the planning process, reported that on Monday, October 4, the UCDRA Board approved the version of the proposal that Deanna Falge Pritchard had received from Ed Costantini on September 30th. The Board authorized Bob Eernisse, as President, to work with UCDEA to submit the proposal formally to the campus

administration. The proposal was submitted on November 16, 2002 (Attachment 9).

November 16, 2002

TO: Provost Virginia Hinshaw
Associate Vice Chancellor Dennis Shimek

FR: Ed Costantini, President, UCD Emeriti Association
Bob Eernisse, President, UCD Retiree Association



On behalf of our respective organizations, we are presenting the enclosed proposal for a UCD Retiree Center. Members of our two executive boards and of the board of the University Club have worked together on its preparation, and they are ready to work with you toward achieving the indicated objective. More specifically, Charles Hess, Barbara Nichols, Deanna Falge Pritchard, Orville Thompson, and the two of us are prepared to cooperate with the campus administration in whatever way you may deem appropriate in consideration and implementation of the proposal. We would welcome an opportunity to discuss the matter and respond to any questions you may have.

By mid-December I had not heard if there was any response to the proposal. On December 17, 2002, I contacted Ed Costantini to be sure the proposal had been submitted. Ed responded that the proposal had indeed been sent to both Provost Hinshaw and Senior Associate Vice Chancellor Dennis Shimek. To my knowledge there was no formal response from either Provost Hinshaw or Dennis Shimek. However, a meeting was held with some of the retirees suggested in the November 16th letter (See above). Attending were Bob Loessburg-Zahl, Dennis Shimek, Ed Costantini, Barbara Nichols, Deanne Falge Pritchard, and me. Bob indicated that the proposal had been favorably received by the Provost and that while it was being studied he and Dennis would explore the possibility of temporary staffing. At this time UCDEA had part-time staff support, but UCDRA did not.

The Hiatus

What followed was a long hiatus – over a year - caused by a number of events. First, and foremost, the University was facing a drastic budget reduction and the possibility of launching any new program such as a Retiree Center, when existing programs were facing cut-backs and staff reductions, was out of the question. Second, Norman Rogers, a Davis business person, brought a suit against the campus' proposal to build a hotel/conference center, challenging the project's environmental impact report. Third, the officers of the UCDEA and UCORA were engaged in intense discussions with the campus administration over a proposal to terminate retiree parking privileges. Ed Costantini, Deanna Falge Pritchard and I did have a meeting with John Yates in January 2004 to review the status of the Hotel/Conference Center when it seemed that the legal actions would be resolved and planning could resume. However, after the first lawsuit was judged in the University's favor by the Alameda Superior Court, Mr. Rogers appealed in April 2003 on the basis that the Hotel/Conference Center would unfairly compete with the Davis hotels and motels. A third law suit was filed by a local attorney in December 2003 following the Regents approval of the financial terms of the project. The continuing legal actions jeopardized private funding opportunities, delaying the project even more.

Getting Back on Track

On October 1, 2004 I sent a message to Bob Loessberg-Zahl and asked if he and Dennis Shimek would be willing to meet with Barbara Nichols, Anne Gray, Deanna Falge Pritchard, Ed Costantini, and me to develop a plan of action for getting the Retiree Center back on track.

Robert Loessberg-Zahl , dwshimek@ucdavis.edu, 01:08 PM 10/1/04, Retirees Center

To: Robert Loessberg-Zahl <rjloessb@ucdavis.edu>, dwshimek@ucdavis.edu
 From: "Charles E. Hess" <cehess@ucdavis.edu>
 Subject: Retirees Center
 Cc: bjnichols@mindsync.com
 Bcc:
 Attached:

Dear Bob and Dennis,

Would you be willing to meet with a few of us to discuss the Retirees Center Concept? It has been some time since we last met together and it would be great if we could develop a plan of action.

If so, I would be glad to work with you administrative assistants and Barbara Nichols to find a time that would be mutually convenient.

Charley

A meeting was scheduled for October 20, 2004 with Bob L-Z and Dennis Shimek. Barbara, Anne, Deanna, Ed, and I met immediately before the meeting to discuss the approach we should use in our meeting with Bob and Dennis and to hear from Deanna what other universities were doing in regard to retiree centers. (Deanna was the UCDRA and UCDEA representative to the Association of Retirement Organizations in Higher Education (AROHE), a national organization representing university retiree organizations.)

At the meeting with Bob and Dennis, it was agreed that the best approach was to request from the Provost formal appointment of a Retiree Center Planning Committee with representation from the two retiree organizations, AROHE, Human Relations, University Relations, the current president of the University Club, and the Special Projects Director. Deanna agreed to draft a charge to the committee to guide the development of a UCD Retiree Center based on the November 16, 2002 proposal that had been sent to the Provost by Ed Costantini and Bob Eernisse. On October 24, 2004, I circulated Deanna's draft with a few modifications and additions to Barbara Nichols, Anne Gray, Deanna Flage, and Ed Costantini for their review and approval (attachment 10). The justification, charge, and proposed membership of the UCD Retiree Center Planning Committee were sent to Bob L-Z on October 26th. Included was also a request

that Bob L-Z serve as chair of the Planning Committee. Bob responded the same day that he would share the document with the Provost and see if she had any suggestions and then get the ball rolling. Bob sent a message on November 30th that the Provost would sign the “charge letter” and that Rick Vorpe from University Relations had agreed to serve on the Planning Committee. Bob said he would try to convene the committee in early January. A December 1, 2004 letter (Attachment 11) from Provost Virginia Hinshaw established the UC Davis Retiree Center Planning Committee with the following membership:

Ed Costantini, Past President, UC Davis Emeriti Association
 Anne Gray, Immediate Past President, UC Davis Retirees' Association
 Elizabeth Hansen, Manager, Benefits, Human Relations
 Charles Hess, President, UC Davis Emeriti Association
 Bob Loessberg-Zahl, Chair, Assistant Executive Vice Chancellor
 Don Margolis, President, University Club
 Barbara Nichols, President, UC Davis Retirees' Association
 Deanna Falge Pritchard, Representative, Association of Retirement
 Organizations in Higher Education
 Dennis Shimek, Senior Associate Vice Chancellor, Human Resources
 John Yates, Director, Special Projects, ORMP
 Richard Vorpe, Director of Planned Giving

Provost Hinshaw requested that the Planning Committee consider options, including the November 16, 2002 proposal, for strengthening campus connections with the growing UC Davis annuitant population and recommend a course of action. The aim of the center would be to enhance the retirees' participation in campus life by consolidating and expanding their program offerings, providing dedicated campus space for offices, and enhancing staff support. The charge to the committee had three elements: 1) a statement of mission, goals and organizational relationships that proposes mission, functions relationships to campus units and other campus organizations, and principal

point(s) of contact within the campus administration; 2) a statement of operations that (a) defines the operational requirements implied by the mission priorities of the Center, including staff, budget, and space, and (b) reviews the possible source of funds to support the operational requirements, including campus resources, fundraising, and member fees; and 3) a draft charge for an oversight committee that will guide the implementation of the Center and ensure its long-term viability. The Provost also requested an overview of retirement centers that exist at other UC campuses. A report from the Planning Committee was requested by April 29, 2005.

The Planning Committee Meetings

The first meeting of the UC Davis Retiree Center Planning Committee, chaired by Bob L-Z, was held on December 20, 2004. Included on the agenda, following introductions, were a review of the charge to the committee including the mission; long-term organizational structure; and an operations statement dealing with funding, staffing, space and priority setting. Tasks included acquiring models from other UC Campuses, draft work products, communications, and setting deadlines. It was agreed to form a subcommittee to draft statements of mission, goals and functions of the Center. Members of the subcommittee were Bob Loessburg-Zahl, Dennis Shimek, Anne Gray, Deanna Falge Pritchard and me. I agreed to prepare a draft of the statement and circulate it to the subcommittee prior to our next meeting and Deanna Falge Pritchard agreed to collect information about Retiree Centers on other UC campuses. Bob L-Z contacted *DateLine* about developing an article describing the proposed center. A draft mission statement was circulated to the members of the subcommittee on December 30th in preparation for a subcommittee meeting on January 12, 2005 (Attachment 12). Sharon Anderson, executive assistant to Bob L-Z, set the dates for the next meetings of the full planning committee on February 28th, March 21st and April 20th. On February 7, 2005, Shelley Glazer, Director of the UC Berkeley Retirement Center, gave a presentation at the UCDRA Winter Meeting

describing how the UCB's Center serves the "Cal community". Shelley was very pleased that UCD was planning a retiree center and offered her support. Provost Virginia Hinshaw attended the presentation.

Significant progress was made at the February 28th meeting, chaired by Bob L-Z. Included was a revision of the mission statement prepared by the subcommittee and a major discussion on organizational issues. Questions were raised about the functional and operational distinction between the center and the associations. Also, could the funds currently provided by Human Relations to UCORA and the by the Provost's Office to UCDEA, via the Academic Senate, be redirected to the Center. Bob LZ agreed to explore these issues and the Association representatives were to prepare a list of functions they would retain. Additionally, the question of how to serve the UCD Health Services retirees was raised. An important issue was to whom should the center administrator report. There was general agreement that the Center's administration should report to the Offices of the Chancellor and Provost. Composition of the advisory board was discussed. A possible model would include the president and two other representatives from each Association; and three administrators, including Human Resources, Offices of the Chancellor and Provost, and a representative from the UCD Medical Center. There was also discussion about the appropriateness of having someone from the campus Development Office on the Advisory Board. It was concluded that having a person associated with fundraising on the advisory committee might send the wrong message to retirees.

The March 21, 2005 Planning Committee meeting was devoted mainly to discussions of the Division of Responsibilities drafted for the Emeriti Association, and a draft organizational plan prepared by Bob L-Z. Staff and space were also discussed at the meeting. It was agreed that the Retiree Association would prepare a Division of Responsibilities between the UCORA and the Center, similar to the Emeriti Association document. Bob L-Z's organization plan

established the Emeriti/Retiree Center as an institutional support unit of the Offices of the Chancellor and Provost (OCP). The Center would receive day-to-day administrative support services for the OCP including, but not limited to, accounting and finance, human resources, gift processing, budget, and technology operations. The director of the Center would be the equivalent to a department head, would be a University staff member, and would report to the Executive Officer of the OCP. The organizational plan also called for an Advisory Committee to work with the director on the overall direction and focus of the Emeriti/Retiree Center. This committee would work with the Director and the Provost/EVC to establish the goals and priorities of the Center, guide relations between the Center and the Emeriti and Retirees' Associations and guide relations between the Center and campus administrative units outside of the OCP. There was discussion about the name of the Center and the name "Emeriti/Retirees Center" was proposed. It was agreed that the Association representatives would consult with their respective organizations to get alternative suggestions for the Center's name.

The UCDEA Executive Committee met on March 22nd and reviewed the Division of Responsibilities between the Retiree Center and the Emeriti Associations. No changes were suggested. The Executive Committee recommended that the name of the Center should be "The Center for Retired Faculty and Staff". In preparation for the April 20, 2005 meeting of the Retiree Center Planning Committee meeting, Bob LZ sent an email with four attachments. Included were a draft letter to Provost Hinshaw, the draft organizational plan, the division of responsibilities between the Retirees' Association and the Center, and a copy division of responsibilities between the Emeriti Association and the Center that had been considered at the March meeting of the Planning Committee. The April 20th meeting completed the work of the planning committee. All members were very pleased with the rapid progress that had been made under the leadership provided by Bob L-Z. Bob sent the report of the Planning Committee to Provost

Hinshaw on May 16, 2005 (Attachment 13). On June 24, Bob sent the following e-mail message.

Subject: Retiree Center update
 Date: Fri, 24 Jun 2005 10:43:50 -0700
 X-MS-Has-Attach:
 X-MS-TNEF-Correlator:
 Thread-Topic: Retiree Center update
 Thread-index: AcV45EhNvvlCupTJRdGQfWeZagXRrA==
 Priority: Urgent
 From: "Robert Loessberg-Zahl" <rjloessb@ucdavis.edu>
 To: <GrayRaven325@aol.com>, "Charles E. Hess" <cehess@ucdavis.edu>, "Dennis Shimek" <dwshimek@ucdavis.edu>
 X-Scanned-By: MIMEDefang 2.49 on 169.237.104.195

Dear Colleagues:

Virginia Hinshaw has reviewed the Retiree Center Committee proposal with great enthusiasm. She will shortly send a letter to the Committee indicating that she will support the establishment of the center, most likely along the lines proposed under the "short-term" approach.

She needs your further advice about naming the Center. She was not enthusiastic about the name we suggested. She would prefer something like:

UC Davis Retiree Engagement Center

Her preference would be to leave it at that. However, if you feel very strongly about keeping the emeritus designation somewhere in the title, she likely would also support something like:

UC Davis Retiree Engagement Center:
 Resources and Programs for Staff Retirees and Emeriti Faculty.

Please let me know what you think. Charley and Anne, please feel free to consult with Ed, Barbara, and others in your respective organizations.

Thank you!

Bob Loessberg-Zahl
 Assistant Executive Vice Chancellor

The Center Gets Another Name

The Center Planning Committee members were very pleased with the Provost's decision to support the establishment of the Retiree Center. However, there was concern about the name that the Provost suggested for the Center. I followed up on Bob LZ's offer to consult with others about the name and set up a meeting with Anne Gray, Barbara Nichols, Deanna Falge Prichard, Charles Lacy, and Ed Costantini to explore other suggestions for the name of the Center. Dianna was not able to attend but sent a suggested name "The Center for Retirees Resources and Relations". The short name could be Retirees' R&R. The

outcome of the meeting was a list of three suggestions. Listed in order of preference, they were:

Activities Center for Retirees and Emeriti (ACRE),

Retiree Activity Center (RAC)

Center for Retirees Resources and Relations (Retiree R & R)

On June 13th we learned that the Provost selected “The Center for Retirees Resources and Relations” as the name.

On August 5, 2005, Provost Hinshaw sent the following letter to the Retiree Center Planning Committee (See also Attachment 14):

UC DAVIS: OFFICE OF THE CHANCELLOR
OFFICE OF THE PROVOST

August 5, 2005

RETIREE CENTER COMMITTEE

SUBJECT: Establishment of the Center for Retirees Resources and Relations

Dear Colleagues:

I am writing to thank you for your work on behalf of the campus in developing your May 16, 2005, recommendations for establishment of a retiree center. I have reviewed your report and accept the organizational plan you have proposed. I have decided to support the establishment of a center at the short-term level proposed on Attachment A, page 5, of the organizational plan (attached). Therefore, beginning in fiscal year 2005-06, I will make available up to \$96,000 to the Offices of the Chancellor and Provost annually for support of the center. I intend this amount to be used, as you have suggested in your report, for the salary and benefits of 1.0 FTE staff person (Analyst V, midpoint, or some functionally equivalent combination of part time staff positions and volunteers) and supplies and equipment. I have asked the Office of Resource Management and Planning to identify short-term options for office and conference room space. In the longer term, we will seek options for accommodating the center in the Hotel/Conference Center project. Thank you also for your recommendations about a name for the center. I think "Center for Retirees Resources and Relations" captures our goals, so let's go with that.

My next action in establishing this center will be to appoint the advisory committee you have recommended in your report. The first tasks of the committee will be to develop position descriptions and recruitment plans for center staff, review space options provided by the Office of Resource Management and Planning, develop a communication plan, and generally guide the Offices of the Chancellor and Provost in the establishment of this center during academic year 2005-06. I accept your recommendation for the composition of the committee, and ask that the following organizations and individuals provide nominations to me by August 30, 2005:

- UC Davis Emeriti Association—association member at large, and committee member at large to represent retirees and emeriti not currently affiliated with an association.
- UC Davis Retiree Association—association member at large, and committee member at large to represent retirees and emeriti not currently affiliated with an association.
- Dennis Shimek—representative of Senior Associate Vice Chancellor—Human Resources

RETIREE CENTER COMMITTEE

August 5, 2005

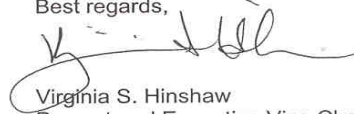
Page 2

- Gloria Alvarado—representative from UC Davis Health System Human Resources
- Bob Loessberg-Zahl—representative from the Offices of the Chancellor and Provost

Please also review the attached draft charge letter for the oversight committee and return any suggestions you may have to Bob Loessberg-Zahl by August 30, 2005.

Again, I thank you for your hard work as a committee to enable this concrete and very welcome step forward in achieving the UC Davis vision. Whether you continue this important work as members of the advisory group or as campus citizens, I look forward to working with you to create new opportunities for engagement between campus units, retirees, and emeriti. Our campuses in Davis and Sacramento will be better for this work!

Best regards,



Virginia S. Hinshaw
Provost and Executive Vice Chancellor

/sa

Attachments

c: Executive Officer Hays
Assistant Vice Chancellor Keller
Dean Emeritus Lacy
Vice Chancellor Meyer
Vice Chancellor Nosek
Assistant Vice Chancellor Ratliff
Academic Senate Chair Simmons
Professor Emeritus Richard Walters

The Presidents of the UCDEA and UCDRA sent recommendations to the Provost for an Association member at large to serve on the Advisory Committee and a person who was not currently an Association member to represent emeriti and retirees who were not affiliated with either Association. A letter appointing the Advisory Committee for the Center for Retirees Resources and Relations and assigning a charge to the Committee was sent to the members on September 22, 2005. (Attachment 15)

UC DAVIS: OFFICE OF THE CHANCELLOR
OFFICE OF THE PROVOST

September 22, 2005

EXECUTIVE DIRECTOR ALVARADO
PROFESSOR EMERITUS COSTANTINI
CHIEF EMERITUS HANDY
PROFESSOR EMERITUS HESS
DEAN EMERITUS LACY
ASSISTANT EXECUTIVE VICE CHANCELLOR LOESSBERG-ZAHL
MS. BARBARA NICHOLS
MS. DEANNA FALGE PRITCHARD
SENIOR ASSOCIATE VICE CHANCELLOR SHIMEK
PROFESSOR EMERITUS RICHARD WYDICK

**SUBJECT: Advisory Committee--Center for Retirees Resources and
Relations Charge Letter**

Dear Colleagues:

I am writing to ask that you serve on an Advisory Committee for the newly established Center for Retirees Resources and Relations. I ask that those appointed by virtue of their offices in the UC Davis Emeriti Association and the UC Davis Retiree Association serve for the duration of their terms as president or immediate past president. Other members of the Advisory Committee will serve for a three-year term.

As you may know, the Center for Retirees Resources and Relations will provide new resources and tools that promise to enrich the already strong relations between the UC Davis Campus—including the UC Davis Health System—and its emeriti and retirees. I have accepted the organizational plan for the center—including the establishment of an advisory committee—that was recommended by the Retiree Center Committee. I have enclosed a copy of the organizational plan and the other recommendations of the Retiree Center Committee for your information and guidance. I have authorized funding for the short-term, start up phase described on pages five and six of the organizational plan.

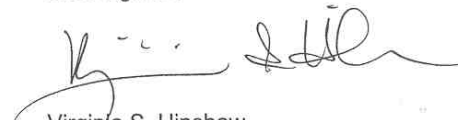
I charge the committee, within the general framework established by the organizational plan, to advise the center director about the overall direction and focus of the center; work with the director and me in establishing specific priorities and goals for the center; guide relations between the center, the UC Davis Retirees' Association, and the UC Davis Emeriti Association; and guide relations between the center and campus administrative units outside the Offices of the Chancellor and Provost. During the current year, academic year 2005-06, I charge the committee, in addition, to guide the Offices of the Chancellor and Provost in establishment of the center by developing

Advisory Committee--Center for Retirees Resources and Relations Charge Letter
 September 22, 2005
 Page 2

position descriptions and recruitment plans for center staff, reviewing space options provided by the Office of Resource Management and Planning, and developing a communication plan.

Thank you for considering this opportunity to serve the campus in a very important new way. There is no need to respond unless you are unable to serve, in which case you should contact Bob Loessberg-Zahl at 752-6550. Staff will be in touch shortly to schedule the inaugural meeting of the committee.

Best regards,


 Virginia S. Hinshaw
 Provost and Executive Vice Chancellor

/sa

Attachments

c: Chancellor Vanderhoef
 Academic Senate Chair Simmons
 Executive Officer Hays

The inaugural meeting of the Advisory Committee was held on October 28, 2005. Attending were Gloria Alvarado, Liz Hansen, Charles Hess, Charles Lacy, Bob Loessberg-Zahl, Barbara Nichols, Deanna Falge Pritchard, Dennis Shimek, and Richard Wydick. Two members, Ed Costantini and Calvin Handy, were not able to attend. The first year's activities of the Advisory Committee are described in the 2005-2006 Annual Report of the UC Davis Retiree Center Advisory Committee. The report can be seen on the UCD Retire Center web-page: <http://retireecenter.ucdavis.edu/welcome.html>.

One of the major activities during the first year of operation was the development of a position description for the Coordinator of the Retiree Center followed by the recruitment and interviews of individuals who applied. Leslye Hays, Executive

Officer of the Chancellor/Provost's Office joined the committee, and along with Gloria Alvarado and Liz Hansen, played a key role in the development of the position description and the recruiting process.

One of the issues that came up during the development of the position description was that the name Center for Retirees Resources and Relations was awkward to use in position descriptions and when describing the Center. The Committee reviewed the names that had been considered in the past and after several discussions, recommended the "UC Davis Retiree Center" as an alternative and the Provost accepted. The UC Davis Retiree Center - finally a reality - became operational in June 2006 following the appointment of Doreen Barcellona Strnad as the Center's first coordinator.

Acknowledgements

I thank the following individuals for reviewing the draft of The UC Davis Retiree Center – From Concept to Reality. All played important roles in the evolution of the Center. Their suggestions, corrections, and edits have been incorporated into the text.

Ed Costantini, Bob Eernisse, Howard Frank, Anne Gray, Arlene Kasmire, Charles Lacy, Bob Loessberg-Zahl, Barbara Nichols, Deanna Falge Pritchard, Dennis Shimek, and John Yates.

I also thank Eva Hess, my wife, for her very constructive suggestions and edits.