

## Librarian in a Classification of Her Own

**A**fter working for nearly four decades as a UCLA librarian, you might think Norah Jones would lose interest in classifying, cataloging, and organizing information.

But in the 20 years since her retirement, Jones still enjoys being a librarian, and has used her skills to develop an archive of material concerning UCLA's center for emeritus faculty.

"As a librarian, you can't imagine the satisfaction of having a file you can use!" said Jones, who loves "classifying things, finding them again, and using them to help somebody. It's a wonderful job that cuts across all subjects."

The UCLA Emeriti/Retirees Relations Center (ERRC) celebrated its 40th anniversary in April. For more than half that time, Norah Jones has been at the heart of the center.

It all began at her retirement party in 1986 when she was publicly invited to join the Emeriti Association. She was also asked if she would join Margaret Sobel, the wife of a recently deceased faculty member, in editing the association's newsletter.

The two became excellent friends as they worked together on the newsletter, and also tackled the project of cataloging the book collection left behind by Margaret's husband.

The pair then jointly took on chairing the Emeriti Association membership committee.

When Marion Broome, the

Center's founding director, retired in 1997, she brought Jones nearly 20 years of material about the Center that she'd been storing in her garage. Norah went to work. With the help of Ralph Johnson, now retired, who had worked

with her at the UCLA Tech library, she developed what she calls "the accidental archive," detailing the Center's rich history.

She also was instrumental in developing an archive for the Council of UC Emeriti Associations (CUCEA), documenting the history of that associations' campus-based groups.

As a result of her long involvement with the ERRC, Jones has both participated in and chronicled its growth into "something that's part of members' lives." 🐾



Norah Jones

## UC Makes Its Case With Lawmakers, Prepares for Cuts

**W**ith California facing one of the worst budget deficits in the nation, Governor Schwarzenegger's proposed cuts for UC mean that over the two year period, consisting of fiscal years 2008-09 and 2009-10, UC's state-funded budget will have fallen by \$619 million, or 19 percent from the 2007-08 level.

UC President Mark Yudof told lawmakers in June that further erosion of state support for higher education hurts California's long-term economic outlook. In the short-term, it jeopardizes UC's commitment to eligible high school graduates.

Even as UC makes its case with lawmakers, administrators are moving swiftly to deal with the budget situation through further cost-saving strategies, said Patrick Lenz, UC's vice president of budget.

"We're going to end up considering some pretty draconian budget reductions on top of cost-cutting measures that are already going on," Lenz said.

# UC Research of Interest

## Using Math to Battle Hearing Loss

As a child, Meng Yu struggled with his grandfather's hearing loss.

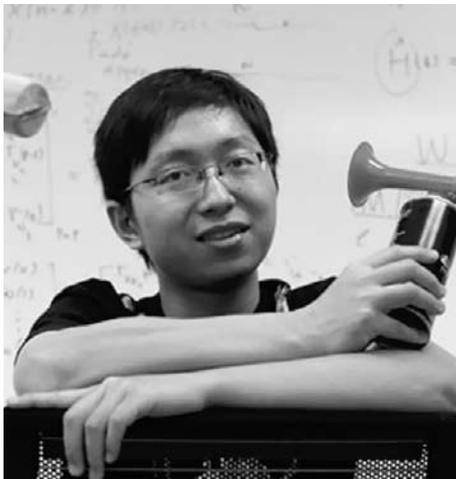
"He would talk with me about Chinese history and literature, but responding to him was tough because I had to speak loudly. He didn't wear a hearing aid," says Yu, a mathematics doctoral candidate at UC Irvine.

Today Yu is using his academic skills to help the hearing-impaired. He is fine-tuning a set of mathematical computer instructions that pulls apart overlapping voices so a listener can hear each of them distinctly.

He hopes to eventually apply this blind-speech separation algorithm to hearing aids, which amplify sound but don't allow the user to choose and clearly hear one voice in a noisy setting.

"I don't think amplification is enough," Yu says. "They should have the ability to distinguish speech, like our ears and brain can do."

See: [http://uci.edu/features/feature\\_hearingaid\\_090511.php](http://uci.edu/features/feature_hearingaid_090511.php)

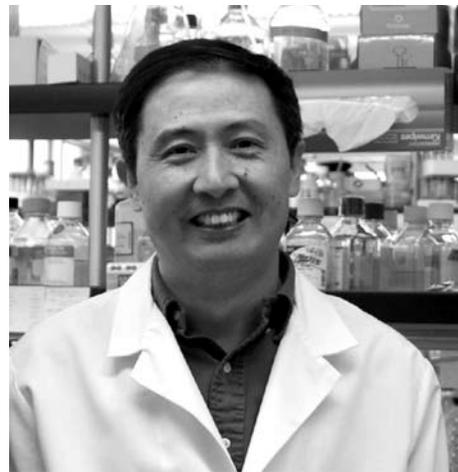


Meng Yu, UC Irvine

## Dental Researchers Identify New Target in Fight Against Osteoporosis, Periodontitis

Osteoporosis and periodontitis sufferers must cope with weakness, injury and reduced function as they lose bone more quickly than it is formed.

Now, researchers at the UCLA School of Dentistry, working with scientists at the University of Michigan and UC San Diego, have identified a potential new focus of treatments for osteoporosis, periodontitis and similar diseases.



Cun-Yu Wang, UCLA

In a paper published in the online edition of the journal *Nature Medicine*, UCLA Dental School Professor Cun-Yu Wang and colleagues suggest that inhibiting nuclear factor-kB (NF-kB), a master protein that controls genes associated with inflammation and immunity, can prevent disabling bone loss by maintaining bone formation.

The findings could offer new hope to millions who struggle with osteoporosis and periodontitis each year. The National Institutes of Health estimates that in the United States alone, more than 10 million people have osteoporosis. According to the American Academy of Periodontology, mild to moderate

periodontitis affects a majority of adults, with 5 to 20 percent of the population suffering from a more severe stage of the disease.

See: <http://newsroom.ucla.edu/portal/ucla/ucla-dental-school-researchers-91633.aspx>

## Computer-based Smoking Cessation Programs Work

Trying to quit cigarettes but don't know how? A new analysis led by researchers at the UC Berkeley School of Public Health suggests that web- and computer-based smoking cessation programs are worth a try, and many of them are free.

Such programs offer a cost-effective alternative to interventions such as telephone hotlines or counseling services, both of which require trained personnel, the researchers said.

"With the rising cost of health care, there is a need to look for less expensive health programs that are effective," said study co-author Joel Moskowitz, director of the Center for Family and Community Health at UC Berkeley's School of Public Health. "What we found in our meta-analysis was that web- and computer-based programs, once they're set up and running, are a worthy alternative."

The authors of the study, published in the journal *Archives of Internal Medicine*, analyzed 22 trials in which smokers enrolled in web- or computer-based smoking cessation programs were compared with smokers who tried to quit on their own.

They found that 9.9 percent of smokers stayed away from tobacco a year after the web- or computer-based smoking cessation program ended, about 1.7 times more than for those who tried to quit on their own.

See: [http://www.berkeley.edu/news/media/releases/2009/05/26\\_stopsmoke.shtml](http://www.berkeley.edu/news/media/releases/2009/05/26_stopsmoke.shtml) 🐼

# Post-Employment Benefits Task Force Named

The pension and health benefits that UC offers retirees and their beneficiaries play a critical role in the University's recruitment and retention efforts and in recognizing the many contributions. However, as costs continue to substantially increase, sustaining these retirement benefits is increasingly difficult with each passing year. To help the University develop a comprehensive, long-term approach to post-employment benefits, UC President Mark G. Yudof has established a task force to study and recommend funding, policy and benefits design alternatives.

## Challenges of Providing Retirement Benefits

UC pays approximately \$1.5 billion annually in pension benefits, including continuing monthly pensions and one-time lump sum cashouts. The UC Retirement Plan (UCRP) each year accrues an additional \$1.3 billion in liability for all active members earning additional benefits. Overall, the funded status of the UCRP has been declining and is expected to continue to decline from its current funded status of 95% to 61% in 2013, even with contributions scheduled to resume in April, 2010.

In addition, UC currently pays, out of operating revenue, approximately \$225 million each year to provide health insurance to retired employees. These cash costs are projected to continue to increase at a rate of about \$37 million per year to \$373 million by 2013, and to \$610 million by 2018. These costs are accounted for on a "pay as you go" basis with each location paying an annual



assessment based on their payroll salary costs.

Additionally, the unfunded liability for retiree health insurance—the projected total cost for retiree health insurance for the life of current and future retirees—will increase from \$13 billion today to \$18 billion by 2013 and to nearly \$26 billion by 2018. Governmental accounting regulations now require that employers include this liability in their financial statements, which means it must be reported annually on UC's financial statements. Such a significant liability could affect UC's credit rating when seeking funding for campus buildings, hospitals and other bond-funded programs.

## Task Force To Research Options for Sustainable Benefits

With the support of the Board of Regents, President Yudof has created a Task Force to develop a comprehensive, long-term approach to UC obligations for post-employment benefits. The Task Force will study and make recommendations regarding the long-term funding,

benefits policy, and benefits design alternatives for retirement benefits for UC faculty, staff and retirees. In its deliberations, the Task Force is expected to consider the issues of market competitiveness, workforce behavior and development, affordability, and sustainability. President Yudof has asked the Task Force to balance the perspectives of the long-term costs of UC post-employment benefits and the need to maintain competitive post-employment benefits in order to recruit and retain quality faculty and staff for the University. As the Task Force considers benefit alternatives and makes recommendations to the President, it will take appropriate action to observe all requirements for notice, consultation, and meeting and conferring under the Higher Education Employer-Employee Relations Act (HEERA).

The Task Force consists of two components: Steering Committee and Work Group. Representatives from a cross section of UC stakeholders including the Academic Senate; campus and medical center leadership; as well as staff and retiree representatives are serving on the Task Force. Members of the Steering Committee and Work Group will be asked to participate on one of three Work Teams on Finance, Pension and Retiree Health. The complete roster of Task Force members is available online ([atyourservice.ucop.edu](http://atyourservice.ucop.edu))

The Task Force plans to hold a number of listening sessions at UC locations in the fall to give faculty, staff and retirees the opportunity to ask questions and share perspectives. 🌟



## Medicare Corner

### Turning 65? Plan for Transition into Medicare

You may be surprised to learn that turning 65 and becoming eligible for Medicare can mean significant changes to your health care if you don't plan ahead. To ensure a smooth transition into Medicare and the Medicare coordinated benefits that your UC medical plan provides, you will want to answer these questions during the year *before* you turn 65. By planning ahead, you can make necessary adjustments to your UC coverage during Open Enrollment.

Here are some things to consider as you approach your 65th birthday:

### Are your doctors in the Medicare version of your health plan?

Sometimes primary care physicians and specialists don't accept Medi-

care payment. As a result, you would be responsible for the full payment for your treatment from those doctors. To avoid this situation talk with your doctor/s and check with your medical plan in the year before you turn 65, so that you can make any changes during Open Enrollment prior to eligibility for Medicare.

### Will you still be in your plan's service area?

All UC medical plans except Anthem Blue Cross PPO, High Option and Core have different service areas for Medicare members and non-Medicare members. As a result of enrolling in Medicare, you may no longer be within the plan's service area. If this is the case, you will have the opportunity to enroll in another plan.

### How will your Medicare plan cover your prescriptions?

In some cases, the prescription formularies (the drugs the plan covers) are different for the Medicare version of a plan. For example, the Medicare plan may cover only the generic version of a drug while the non-Medicare plan covered generic and brand-name versions. In other cases, your prescription costs may be different. For example, the non-Medicare plan may have a co-payment of \$10/\$20/\$35 for generic, brand-name, or non-formulary drugs. The Medicare version, on the other hand, may cover prescriptions through co-insurance in which you pay a percentage of the cost. If the generic drug costs \$150 and you pay 10% of the cost, you will be paying more for your prescriptions than you had previously. 🚫

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## Whatever Your Wish... Make the Journey in 2010

Every great journey starts with a wish. Maybe it's a wish to behold South Africa's Victoria Falls or Kruger National Park where elephants, lions, and rhinos roam freely; to experience southern charm and hospitality; to take a romantic gondolier ride in Venice and visit the enchanting Isle of Capri; or to explore Canada's Atlantic Coast. Your wish is about to come true.

**Southern Charm**, a seven-day tour begins March 7, 2010, in historic Charleston, SC. Additional stops include Beaufort, SC, Savannah, GA, Jekyll Island, St. Simons Island, St. Augustine and Jacksonville, FL. \$2,199\* (Tour No. 353358)

**Spectacular South Africa**, Culture & Nature in Harmony, 13

days commencing April 8, 2010. You will visit Sandton, Soweto, Kruger National Park, Johannesburg, Port Elizabeth, Knysna and Cape Town. \$4,999\* For \$849, there is an optional 3-night Victoria Falls post-tour extension. (Tour No. 353361)

**Canada's Atlantic Coast**, 10-day tour starting July 22, 2010. Discover the natural and cultural treasures of Nova Scotia, New Brunswick and Prince Edward Island. \$2,749\*. (Tour No. 353362)

**Italian Vistas** for 13 days in November 2010. Arrive in Rome and travel to Naples, Isle of Capri, Vietri Sul Mare, Pompeii, Sorrento, Florence, Pisa, Venice, Murano Island, Verona, Stresa, Isola dei Pescatori and Locarno, Switzerland. \$3,359

(land only). *(Rate is preliminary and subject to change.)* (Tour No. 353363 – *details are being finalized and will be available soon.*)

\*The cost for all tours is per person, double occupancy and includes round-trip airfare from LAX. To obtain more information, order a brochure or see if any of these tours are available at a more convenient date, please contact Melissa Petrella, Collette Vacations, Group Sales Representative, at (877) 760-7463. Mention the tour number and that you are a University of California retiree.

Feel free to invite family and friends. They are also welcome to make their own travel plans for any of these UC tours. 🚫

# Do You Need to Make a Power of Attorney Designation?

If something should happen to you, who will make decisions regarding your UC Retirement Plan (UCRP)?

Power of Attorney gives the person you designate the authority to act on your behalf. There are a number of types of Power of Attorney, but the two most common for UCRP purposes are:

**General Power of Attorney**, which permits your attorney-in-fact to act on your behalf in all of your personal affairs. It ends when you become incapacitated or unable to act on your behalf.

**Durable Power of Attorney** contains a provision that permits your designated attorney-in-fact to act on your behalf even after you become incapacitated and are unable to handle your affairs.

In both types of Power of Attorney, you may choose to have the provisions apply only to specific or the complete range of UCRP actions, such as the authority to name

or change your beneficiary, change your mailing address, sign tax withholding forms, and conduct other retirement business on your behalf.

Because of the broad power granted by a Power of Attorney, you should consult an attorney before signing a Power of Attorney document.

If you want to put in place an already executed Power of Attorney for UCRP purposes, please send it to:

UCRP Retirement Services  
Special Claims  
P.O. Box 24570  
Oakland, CA 94623-1570

If you want to change or establish a new Power of Attorney, you should submit the California Statutory Power of Attorney form.

If you wish to terminate your Power of Attorney, you must submit your request in writing to UC Retirement Services. 📧

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## Benefits Q&A

*I appreciated the article 'Annual UCRP COLA Announced' in the May issue of New Dimensions newsletter. But I do not understand why a person's retirement date would affect their COLA percentage. If the CPI only moved 0.58%, why did the COLA for two of the groups go up more than that?*

Each year the COLA is based on the average of the Los Angeles and San Francisco Consumer Price Index. The COLA matches the CPI up to 2% and then adds 75% of the CPI

increase over 4%. That means any increase in the CPI between 2% and 4% is not matched.

The unmatched amount is placed in a "bank" for members and is available to increase the members' COLA in a year of low inflation, such as the 2008-2009 year.

Generally, the longer a member is retired, the larger the inflation bank. So, for example, people who retired between July, 2006 and July 2007 had less than 1% in their "bank," and hence received less than 1% additional COLA. Those who retired prior to July 2006 had a larger "bank," and so the COLA is larger. 📧

## Need Assistance with Life's Challenges?

Behavioral health benefits, including counseling services, depression management, substance abuse recovery, eating disorders and medication management, are available through United Behavioral Health (UBH) for members enrolled in the Anthem Blue Cross PLUS and Anthem Blue Cross PPO plans and non-Medicare members in the Health Net, Kaiser, CIGNA Choice Fund, and Western Health Advantage medical plans.

Kaiser members also have access to Kaiser's integrated behavioral health services.

With UBH, there is no copayment for the first three in-network mental health visits. For assistance in accessing benefits and receiving a referral to a provider, please contact a UBH representative at 888-440-8225. For additional information about behavioral health benefits go to the UBH website ([liveandworkwell.com/public](http://liveandworkwell.com/public)). You may use your UBH member longin or access code 11280.

Note: Medicare members enrolled in Health Net Seniority Plus, Coordination of Benefits or Private Fee for Service; Western Health Advantage WHA Care+; and Kaiser Senior Advantage do not have behavioral health benefits through UBH. Refer to your plan booklet for information about your behavioral health benefits. 📧

# Share Your Stories



In 2005, right around that time she took early retirement, Suzanne Stroh, a Lawrence Berkeley Lab retiree, happened to hear a program on National Public Radio about an organization called the Elder Wisdom Circle. The Elder Wisdom Circle ([www.elderwisdomcircle.org](http://www.elderwisdomcircle.org)) is an on-line, free, anonymous advice service that allows young people to avail themselves of “elder wisdom” and allows elders to stay connected with younger folks in a meaningful way.

Elders must be at least 60 years old and complete a formal application and vetting process. As a career counselor for 10 years on the UC Berkeley campus as part of her UC career, Stroh had maintained an interest in career counseling. “I felt well qualified to join this group and quickly added it near the top of my “To Do” list for retirement activities. The only problem was that I wasn’t

60 yet.” After a futile attempt to get an exception, she marked her calendar and applied shortly thereafter.

Advice requests come in via the Elder Wisdom Circle website and are separated into categories including relationships, marriage and family, career, children, self-improvement, and even home and garden. Elders mostly sign in from their home computers but some work in groups from senior centers and assisted living facilities. “The EWC model for volunteer involvement using the internet is very innovative and has the potential to bring many more elders together with young people who in many cases have nowhere else to turn,” Stroh says.

“It is challenging to try to extract what an advice seeker is really saying and really needs from a brief email request,” Stroh says. This is often made more difficult since requests

come from all over the world and there are sometimes language barriers to overcome. “To me, this makes it all the more interesting. I enjoy using my career counseling and life experience as well as my writing skills to try to help and encourage young people.” 🐼

## Share Your Stories

We’d like to hear from you. Whether you have a challenging issue related to retirement or a story about the joys of your life as a retiree, write to us and we may share your story in *New Dimensions*. Please respond by email ([NewDimensions-L@ucop.edu](mailto:NewDimensions-L@ucop.edu)) or regular mail (UC HR, New Dimensions editor, 300 Lakeside Drive, 12th Floor, Oakland, CA 94612).

## Prepare for Cuts continued from page 1

Personnel costs, which account for 80 percent of UC’s budget, are one of the areas that must be pared.

“As President Yudof has said, given the magnitude of the proposed cuts everything must be on the table. For employees this could mean furloughs, salary reductions and layoffs, he said.

President Yudof submitted a proposal, which would save approximately \$195 million in state funds, to the Regents for consideration at their July meeting.

Many campuses have already enacted hiring freezes, layoffs and voluntary separation programs. UC

San Diego, for example, has cut 800 positions from its work force. UC Riverside eliminated the office of the vice chancellor for administration. Plans to open a School of Public Policy have been put on hold.

All campuses have cut back on faculty hiring, some by more than 50 percent. Low-demand programs have been cut and class sizes increased.

UC’s Office of the President recently streamlined its operations, cutting the budget by \$67 million and reducing the workforce by 30 percent. Campuses may need to undertake similar restructuring to take advantage of the administrative efficiencies.

Student fee increases are also an option, though UC officials say they will move very cautiously, given that the state’s proposed budget eliminates the Cal Grant program, which serves the lowest income students.

## Stay On Top of the Budget Situation

Find the latest developments at: <http://www.universityofcalifornia.edu/budget/>

## New Dimensions

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## Retiree Association Contacts

Use this listing if you are interested in joining an association or to inform your association of an address change. If you have moved away from your home campus emeriti/retiree association, you are welcome to join the association where you live.

If you have questions about your UCRS retirement benefits, call the UC Customer Service Center at 1-800-888-8267 (8:30 a.m. to 4:30 p.m. PT)

### UC Berkeley Retirement Center

510-642-5461, ucbrc@berkeley.edu  
Fax: 510-643-1460

### UC Davis Retiree Center

530-752-5182  
retireecenter@ucdavis.edu

### UCI Center for Emeriti and Retiree Relations

949-824-7769  
emeriti@uci.edu or retirees@uci.edu

### LANL Retiree Association

Mary Mariner  
505-672-1950  
Chuck Mansfield  
505-662-2115

### LBL Retiree Association

Suzanne Stroh  
510-524-1953, scstroh@gmail.com

### LLNL Employee Services Association

925-422-9402

### UCLA Emeriti/Retirees Relations Center

310-825-7456, emeriti@errc.ucla.edu

### President's and Regents' Retiree Association

Patricia Pelfrey  
510-528-4490, ppelfrey@berkeley.edu

Note to associations: To update a listing, write to Anne Wolf at *New Dimensions* (email: anne.wolf@ucop.edu).

### UC Riverside

Emeriti: Dericksen Brinkerhoff  
951-682-3293  
dericksen.brinkerhoff@ucr.edu  
Retirees: Cliff Wurfel  
951-689-3885, falaise27@cs.com

### UCSD Retirement Resource Center

Suzan Cioffi, Director  
858-534-4724, RetireeLink@ucsd.edu  
or Emeriti@ucsd.edu

### UC San Francisco

Emeriti: Ernest Newbrun  
415-731-7421  
Retirees: Frances Larragueta  
415-776-7220

### UC Santa Barbara Emeriti/Retiree Relations Center

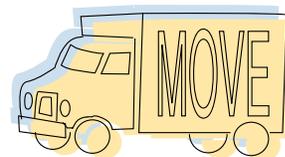
805-893-2168

### UC Santa Cruz

Emeriti: Stanley D. Stevens  
831-475-9172, sstevens@library.ucsc.edu  
Retirees: Lee Duffus  
831-426-6960, duffus@cruzio.com

## Are you moving?

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You can also choose to receive the newsletter electronically rather than the paper version. To choose the electronic version, sign in to your personal account on At Your Service ([atyourserviceonline.ucop.edu/ayso](http://atyourserviceonline.ucop.edu/ayso)). Then select "Newsletter" under "Stay Connected." 📧



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## Comments or questions?

Write *New Dimensions* at:  
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P.O. Box 24570, Oakland, CA 94623-1570  
Email: [NewDimensions-L@ucop.edu](mailto:NewDimensions-L@ucop.edu)

### For benefits questions:

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