

**UCLA STAFF RETIREES**  
**Participation/Achievement/Contribution**  
**Survey**  
**2009 - 2010**

**The UCLA Emeriti/Retirees Relations Center**  
**(ERRC)**

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**UCLA Staff Retirees  
Participation/Achievement/Contribution Survey Report  
2009 - 2010**

<b>Contents</b>	<b>Page</b>
Introduction	2
Executive Summary	3
Tally of Responses	5
UCLA Staff Retirees... <i>continuing to make a difference</i> - Introduction	8
Featured Retirees	9
Awards/Honors/Recognitions	12
Comments	13

## Introduction

The UCLA Staff Retirees Participation/Achievement/Contribution (PAC) survey was undertaken by the Emeriti/Retirees Relations Center (ERRC) to collect data to enable University of California and UCLA decision-makers to become more knowledgeable about staff retirees' interests and activities.

The letter to retirees explaining the purpose of the survey allowed that tooting one's own horn is sometimes appropriate and necessary. Certainly not more so than in the current economic environment when scarce resources are continually being examined to determine how they should be allocated. The survey was structured to provide staff retirees the opportunity to share information regarding their:

-  Connection to UCLA.
-  Involvement in their communities.
-  Commitment to their own personal growth.

The questionnaire consisted of 12 items designed to elicit responses related to the survey's objectives as well as to update retiree records in the ERRC database. The "Comments" area of the survey permitted respondents to elaborate and to add details not covered in the questionnaire.

Of the 5,770 retired staff contacted, 1,506 or 26% responded.

The results were compiled using Microsoft Excel and its built-in functions.

## Executive Summary

The Participation/Achievement/Contribution (PAC) survey completed in January 2011 provided sufficient data to develop a staff retiree profile. The information below summarizes the survey results by category.

### UCLA Involvement

Many staff retirees never leave campus. More than 450 or 30% of those responding remain involved with UCLA. They continue to volunteer their considerable experience, expertise and talent to campus departments and programs. They participate in fundraising activities, serve on advisory boards and committees, and make personal financial donations. A number of retirees also resume employment with UCLA either on a full or part time basis as indicated by the 250 responses in that category of the survey.

### Community Involvement

There were 1,376 responses related to staff retirees' participation in myriad community based efforts, including: tutoring students, delivering meals on wheels and working in food banks. Retirees are mentors, foster grandparents, school aids and crossing guards; they participate in animal adoption and disaster relief; they are involved in their churches, synagogues, mosques and neighborhood organizations; a few serve in the Peace Corps and Americorps. The University of California advocates community involvement. *Our University*, the UC President's newsletter, regularly features faculty and staff who use their free time in community service as "People Who Make a Difference". UCLA Chancellor Block has created a Volunteer Center for the purpose of "Making a Difference in Our Communities". The "UCLA Staff Retirees....*continuing to make a difference*" segment of this report illustrates that retirees' participation is in the spirit of the UC call for civic engagement. It also shows that staff retirees are committed to the vision and mission of the University.

### Education

Self-improvement, skill enhancement and intellectual stimulation are significant aspects of UCLA staff retirees' post-employment lifestyle. They are enrolling in courses for credit, joining study groups and book clubs and learning to use new technology. There were more than 1,700 responses or 115% for this survey category, which suggests that some respondents are taking courses while figuring out how to download textbooks or the current book club selection to their Kindle. By remaining mentally active UCLA staff retirees enhance their own well-being and their ability to continue to contribute to the University and their various communities.

### Employment

Entrepreneurship is an element of the retirement experience for 109 respondents who reported that they are self-employed. The remaining 250, or 17% of those responding, have full or part time employment. Most retirees with jobs are working part time either at UCLA or for other employers.

**Political Involvement**

Participation in efforts such as registering people to vote, serving on election committees and supporting candidates and causes is reported by 23% of respondents.

**Awards/Honors/Recognitions**

Awards for community service were earned by 52% of survey respondents in this category. The remaining 48% were recognized for the excellence of their participation by various professional, educational and political organizations.

**More or Less Busy during Retirement**

Only 25% of respondents in this category are less busy now than they were before retirement, while 34% are busier now. The number of those for whom there has been no change is also 34%, leaving 7% unreported.

**More or Less Time Spent on Other Activities**

Approximately 58% of the responses for this category reveal that retirees are devoting more time to activities such as traveling for pleasure, socializing with friends and being involved with family during post-employment. A mere 11% of the responses indicate less time is being spent. The remaining 31% have not changed.

## Tally of Responses

Total Number Contacted	5,770
Responses	1,506
Response Percentage	26%
% of Total Response - Female	71%
% of Total Response - Male	25%
% of Total Response - Undeclared	4%
Average Number of Years Retired from UCLA	12

### UCLA Involvement

UCLA Retirees' Association (UCLARA)	54
Chancellor's Civic Engagement Volunteer Program	4
Campus-based volunteer program	51
UCLA Government Relations Program	51
Campus fundraising initiatives	20
Made personal financial donations to campus programs	168
Served in an advisory capacity to campus programs	51
Something else	58
<b>Total</b>	<b>457</b>

### Community Involvement

Meals on Wheels	33
Big Brothers / Big Sisters	5
Foster Grandparents	7
Peace Corps	3
AmeriCorps	2
Tutoring students	72
Food Bank / Food Pantry	73
Mentoring another person	133
Hospital / Hospice	63
Disaster relief / assistance	23
School Aide / Crossing Guard	20
Church, synagogue, or mosque	284
Library / literacy programs	87
Animal adoption / assistance	61
Gang intervention	8
Neighborhood / civic involvement	199
Something else	303
<b>Total</b>	<b>1,376</b>

**Education**

Enrolled in education courses for credit	138
Participated in informal study groups	302
Audited educational courses	116
Participated in book clubs	230
Learned a new skill (fishing, knitting, etc.)	301
Learned to use a new technology (cell phone, digital camera, etc.)	565
Something else	72

**Total** 1,724

**Employment**

Self-employed	109
Working full-time for an employer (including UC)	64
Working part-time for an employer (including UC)	186
<b>Total Employed</b>	<b>359</b>

**Political Involvement**

Registered people to vote	63
Helped at an election polling place	82
Made phone calls or canvassed for candidate / cause	150
Served on election committees	19
Elected to a public office	7
Something else	27
<b>Total</b>	<b>348</b>

**Awards/Honors/Recognition**

Professional	76
Educational	32
Political	10
Community Service	128
<b>Total</b>	<b>246</b>

**More or Less Busy during Retirement**

More	516
Less	372
About the Same	512

**More or Less Time Spent in Other Activities**

Travel for pleasure	
More	606
Less	249
About the Same	409
Personal interests or hobbies	
More	827
Less	100
About the Same	304
Being involved with family	
More	808
Less	58
About the Same	419
Socializing with friends	
More	650
Less	136
About the Same	495
Volunteering	
More	574
Less	142
About the Same	332
Exercising	
More	712
Less	161
About the Same	394
Using Internet	
More	725
Less	111
About the Same	274



## UCLA Staff Retirees

*...continuing to make a difference*

### Introduction

This segment of the PAC Report augments the response tally. It provides a more in-depth representation of today's staff retiree by highlighting the achievements of a few of the many who are making a difference. This is not to discount the contributions being made by other survey respondents who are engaged in volunteerism and community service in an ongoing and substantial manner. The purpose is to reflect the diversity of staff retiree participation.

The outline below lists the three expressions of retiree achievement presented in this section:

#### I. Featured Retirees

Dr. Ernestine Elster	UCLA Cotsen Institute of Archaeology Research Fellow at the School for Advanced Research (SAR) Santa Fe
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Dorothy Jennings	Founding Member of the Creative Retirement Institute (CRI) of Edmonds Community College in Edmonds WA
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Tom Tugend	Journalist and Contributing Editor for the Jewish Journal of Greater Los Angeles
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#### II. List of Awards, Honors and Recognitions

#### III. List of Respondent Comments

*...continuing to make a difference*



**Dr. Ernestine S. Elster** – Dr. Elster retired from the UCLA Cotsen Institute of Archaeology after 27 years of service. She has been named Research Fellow to the School for Advanced Research (SAR) Santa Fe by the Institute and is the Principal Investigator for a National Endowment of the Humanities (NEH) supported project in southeast Italy (UCLA-University of Genoa). The project is described in detail on the SAR website featuring Dr. Elster.

The article titled: *Scaloria Cave: Ritual and Landscape in the Mediterranean Neolithic* reports that: Grotta Scaloria, a double-chambered cave in southeast Italy, was first discovered in the 1930s by workers digging in the Tavoliere Plain of Puglia for the installation of an aqueduct. When the workers unexpectedly exposed a crevice, the local museum mounted a limited excavation. The cave was then closed to await further interest and funding, but events leading up to WW II and the war itself intervened. At some point, the "tombaroli" entered illegally and what was removed will probably never be known. Scaloria's first excavations left archaeologists aware of the cave, its connection to the Neolithic period, and its potential for much more research.

After WW II, geographers observed that air reconnaissance photos taken of the Tavoliere Plain clearly indicated circular trenches cut into the soil. Exploring these circular "ditches," archaeologists realized that these were enclosed clusters of Neolithic dwellings. Slowly work began on these "hamlets," and during the 1960s the cave's second phase of excavation began. Then, from 1978 to 1980, the late UCLA Professor of European Archaeology Marija Gimbutas joined the late Professor Santo Tiné in a joint project at Scaloria Cave. The excavated materials were stored in the local Puglian museums, Marija Gimbutas' notes and papers archived after her death (1994) in California, and Professor Tiné's documents filed at his home institution, the University of Genoa.

Shortly before her death, Marija Gimbutas asked Ernestine Elster to promise to see to it that the important work at Scaloria was published. And thus, several years later and with the support of the Cotsen Institute of Archaeology at UCLA—and during September 2010, the School for Advanced Research—Dr. Elster is working with an extensive group of collaborators, especially John Robb, Eugenia Isetti, Antonella Traverso, on an interdisciplinary and international effort to finally combine the materials from all of Scaloria Cave's excavations into a fully documented excavation monograph.

*...continuing to make a difference*

**Dorothy Jennings**



Ms. Jennings moved to Los Angeles after earning a Bachelor of Arts degree in Spanish from the University of Washington. She worked at UCLA for 35 years and retired from the Neuropsychiatric Institute (NPI) where she served as a Principal Administrative Analyst in the Department of Psychiatry. She lived close to campus on Landfair and Strathmore and remembers a time when she could walk to work through agricultural fields. She recalls her years at UCLA as being “enjoyable because the campus was always evolving, there was always something new, it was exciting”.

Upon retirement Ms. Jennings returned to Edmonds, WA where she currently resides. She is a founding member of the Creative Retirement Institute (CRI) of Edmonds Community College now in its 18<sup>th</sup> year. CRI is a member-driven, self-supporting organization whose mission is to provide quality, affordable educational opportunities for adults in a supportive environment. The Institute offers more than 90 classes each year and is the recipient of a national award as best such program. CRI is affiliated with RoadScholar through the Elderhostel Network (EIN) of Lifelong Learning Institutes (LLI).

Creative Retirement Institute’s philosophy is to provide college-level academic experiences for all of its members regardless of previous educational background at a modest cost. Any older adult who subscribes to the spirit and purposes of CRI is welcome to become a member.

Members are involved in all aspects of decision-making including curriculum planning, selection of instructors and administration of the organization. Members are not only encouraged to attend courses but to design and lead them as well. CRI provides more than classes and social activities--it links its members to a community beyond the classroom and offers a world of opportunities and experiences.

The Creative Retirement Institute works to enrich the lives of people in the community. It endorses the concept that adults value education, aspire to lifelong learning; and are intense, self- motivated learners who are eager to accept the challenges offered by college-level courses. Through the Institute, Edmonds Community College affirms its commitment to the goal of lifelong academic growth, exploration and understanding.

Ms. Jennings, who authored the Institute’s mission statement, is a member of the advisory board which recommends program, finance and policy matters to Edmonds Community College. She is a member of the Curriculum Committee and Chair of the Luncheon Speaker Committee. Dorothy Jennings believes that, “Continued learning is the best way to stay young”.

**Please Note:**

Information regarding CRI is from their website at <http://www.edcc.edu/cri/contact.php>

*...continuing to make a difference*

### **Tom Tugend**



Tom is a contributing editor for the Jewish Journal of Greater Los Angeles and the West Coast correspondent for the Jerusalem Post in Israel, Jewish Chronicle in Britain, and the Jewish Telegraphic Agency in New York. He has written on films for the Los Angeles Times and occasional features for Hadassah Magazine, Lifestyles and other publications.

Born in Berlin, Tom came to this country with his parents in May 1939. He holds a journalism degree from the University of California Berkeley, a bachelor's certificate from the University of Madrid (Spain), and a master's degree in history from UCLA. Between the ages of 18 and 25, he participated in three wars, more or less, including World War II as a combat infantryman in Europe, and as an army editor during the Korean conflict. In between, he volunteered for Israel's War of Independence, serving as squad leader in an anti-tank unit.

With such an auspicious start, he considered becoming a professional soldier of fortune, but changed his mind when he discovered he could earn almost as much as a journalist than as an army sergeant. He started as a copyboy and reporter on the San Francisco Chronicle, and then went to Spain to study and work for the Associated Press and as editor of an English-language weekly.

After these and other adventures, Tom settled down for the next 30 or so years as a science writer and communications director at UCLA, but moonlighted throughout as a free-lance journalist. For a break, he worked for a year at the Weizmann Institute of Science in Israel as head of its public relations department.

Tom is now a fulltime journalist. He has reported from Buenos Aires to Bombay, and on every topic, from the trivial to the profound. He has been honored three times with the Rockower Award, three times by the Greater Los Angeles Press Club for best news story by a foreign correspondent, the Distinguished Journalist Award by the Society of Professional Journalists, and was given a lifetime achievement award by the American Jewish Press Association.

In 1993, he received a grant from the Fund for Journalism on Jewish Life for an investigative report on PBS coverage of the Middle East. He has contributed to a number of books, including a profile of Steven Spielberg in "Jewish Family & Life: Traditions, Holidays and Values".

His Jerusalem-born wife Rachel, to whom he owes his tennis instruction and the fact that he is still alive and functioning, has been married to Tom for 54 years, and vice versa. They have three lovely daughters and eight grandchildren, all above average.

## Awards/Honors/Recognitions

**Andy Banachowski** - Inducted in UCLA Athletics Hall of Fame.

**Judith Collas** - 1<sup>st</sup> prize in her age group in annual 5K race.

**Peter Dalis** - National Association of Directors of Athletics; 19 years service as UCLA Athletics Director; 39 NCAA championships.

**David Deyell** - California State Assembly Certificate of Recognition for Dedication to the American Institute of Architects (AIA); City of Los Angeles Tribute for Exemplary Efforts and Accomplishments; AIA San Fernando Valley – Outstanding Service Over 30 Years.

**Karen Fond** - Chairman of National Association of Pediatric Nurse Practitioners. Childhood Literacy Special Interest Group.

**Joshua Golden** - Distinguished Life Fellow American Psychiatric Association.

**Harvey Gonick** - Recognized in Who's Who in America.

**Virginia Janovsky** - National certification in medical, surgical and geriatrics nursing.

**Bob Larsen** - Inducted into the San Diego Hall of Champions for coaching accomplishments. USATF Robert Giegengack Award for special contributions to the sport of track & field.

**Sandra Lipschultz** - President's Award for Volunteerism. LA Zoo honor for 2,000 hours/year volunteer.

**Jerry Mann** - Elected to Board of Trustees of Association of College Unions International (ACUI).

**H. Beth Midgley** - Pioneer Woman of Today from Daughters of Utah Pioneers.

**Edna Murphy** - Democrat of the Year 53<sup>rd</sup> Assembly District.

**Rebecca Schwaner** - Outstanding teacher at University Extension (UNEX).

**Betty Williams** - Lifetime Achievement Award National Black Nurses Association

**Various Retirees** - Volunteer Awards for Service to Local and National Organizations.

## Comments

**Kay Baker** - "I retired as a staff person, but have continued to teach in the graduate program and mentor students."

**Mary H Benvenuti** - "Retirement has found me very busy. It has allowed me the opportunity to make a real contribution toward our grandchildren's development. Also, I am involved at our church, have been to Europe twice and visit our daughter and her husband often in New Mexico."

**O. George W. Berlin** - "I am a specialist in medically important insects and have been associated with the UCLA School of Public Health for more than 15 years teaching a course without pay. I am also on the doctoral committee."

**Winthrop Chandler** - "For almost 2 years at about 80 hours per month I have been and still am involved in a not-for-profit release on CD of the complete harpsichord and teaching materials of Wesley Kuhnle who was a notable Southern California pioneer/founder of early keyboard music." Mr. Chandler's group is in the final stages of publishing a website with Wesley Kuhnle's music.

**Lillian Cole** - "I've had a rare book business since retiring in 1986; specializing in the literature of jewelry and gemology. It is ongoing, though slowly. I issue catalogs yearly."

**Beatrice Davis** - "In the past ten years, I've been a Deacon and Elder in our church."

**Jeanne Goen, PhD** - "I'm a psychotherapist post-retired from UCLA, but still practicing."

**Joanne Hunt, RN PhD** - "It is so important to get out daily and change the world, one little bit at a time. I have made a huge difference in the community working for the Los Angeles County of Mental Health. Also, through DAR sent 3,000 lbs of treats and comfort items to troops in Iraq/Afghanistan."

**JoAnn Janes** - "My husband and I help and support young Marines returning from combat. During deployment we work to assist Marine families."

**Mary Banks-Levine** - "I participate in the annual American Cancer Society/Relay for Life national fundraising event. I also organized and spearheaded a neighborhood block party for 11 years."

**Amelia Neterval** - "I worked on Majumdar Hart's video entitled "Roots in the Sand" which appeared on PBS. It is a multi-generational portrait of pioneering Punjabi-Mexican families who settled a century ago in Southern California's Imperial Valley."

**Joyce Norton** - “I am currently serving as the leader in charge of the program for girls ages 12 – 18 in the Santa Monica Stake of the Mormon Church. It involves planning and implementing monthly activities, a summer girls’ camp, other special activities, and training local leaders. We also plan an annual youth conference for boys and girls ages 14 – 18, and community service projects for the youth.”

**Charles M. Scott** – “Upon retirement he designed, developed and installed a driving system for the severely disabled. Mr. Scott received many awards and is still revered by those who drive his system. He is now 91 years of age and according to his wife, is living at home and managing to keep going.”

**Patsy Seo** - “I recently published a book of fiction titled *Spinning Upward: Feminine Solutions.*”

**Gloria Jones-Taylor** - “I’ve obtained a Master’s Degree and earned certification as a drug/alcohol counselor.”

**David Verity** - “I participate in several horticultural groups and am working with researchers at the Santa Barbara Natural History Museum in revising several genera of the beetle family Histeridae.”