

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

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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
Total	457

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
Total	1,376

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
Total Employed	359

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
Total	348

Awards/Honors/Recognition

Professional	76
Educational	32
Political	10
Community Service	128
Total	246

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
Dorothy Jennings	Founding Member of the Creative Retirement Institute (CRI) of Edmonds Community College in Edmonds WA
Tom Tugend	Journalist and Contributing Editor for the Jewish Journal of Greater Los Angeles

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.