

Our University

A NEWSLETTER FROM THE UNIVERSITY OF CALIFORNIA PRESIDENT FOR THE UC COMMUNITY



September 2010

UC BENEFITS WEB TOWN HALL

<http://www.ustream.tv/ucevents>

Friday, September 24 10:00 -11:30 a.m.

Read more about the town hall and how you can talk with UC leaders about retirement benefits proposals, new medical plans and other issues that concern you.

****** PLEASE NOTE THE CHANGE IN DATE AND TIME: The Web Town Hall is now scheduled for September 24, from 10 a.m. – 11:30 a.m. ******

UC leaders will host an online town hall meeting Sept. 24 to talk with faculty, staff and retirees about post-employment benefits, health care costs, UC's budget and other university issues.

The live, interactive webcast will be held Friday, September 24 from 10 a.m. – 11:30 a.m. Faculty, staff and retirees from across the UC organization will be able to view the webcast by going to: <http://www.ustream.tv/ucevents>. To submit questions and comments, participants must create a UStream account. This is a simple process that takes about a minute. Sign up for an account here: <http://www.ustream.tv/login-signup>.

The Web Town Hall – a first in UC history – is intended to give faculty, staff and retirees an opportunity to ask questions about UC benefits and to share any concerns they have. The event will be moderated by Penelope Herbert, staff advisor-designate to the Regents.

Panelists will include Nathan Brostrom, executive vice president for business operations; Peter Taylor, chief financial officer, Dwaine Duckett, vice president for human resources; and Provost Lawrence Pitts, executive vice president for academic affairs of the UC system.

Faculty, staff and retirees who are unable to participate will be able to view an archived copy of the webcast at <http://www.ustream.tv/ucevents>. A transcript of the proceedings will also be made available.

To participate in the live webcast, we recommend the following:

- A high-speed (broadband) internet connection (1.5mbps/sec or greater)
- Speakers and/or headphones to listen to audio

Additionally, we have tested the stream and chat with the following Internet browsers:

Internet Explorer 8*

Firefox 3

Safari 5

Google Chrome

*Please note: Users who try to create a UStream account using Internet Explorer 7 may encounter problems. We recommend using Firefox or Internet Explorer 8 to create an account. An account is only required if you wish to participate in the chat session, otherwise you may view the webcast without participating in the web chat.

Open Enrollment Preview: UC adds new medical plans for 2011

By Anne Wolf

To help employees with the rising cost of health care premiums, UC Human Resources has developed two new health plans for 2011.

UC faculty and staff will be able to choose among eight high quality health plans during the Open Enrollment period that runs from October 25 to November 23; the new plans give them additional lower-cost choices.



"All of our plans provide a high level of comprehensive coverage-medical, prescriptions and behavioral health," said Dwaine B. Duckett, vice president of human resources.

UC Human Resources worked with insurance carriers to develop the two new value-priced options as a strategy to offset double-digit increases in premiums for most medical plans amid UC's continuing budget challenges.

UC employees will experience increases, but how much of the increase employees will pay has not yet been determined. Many employees are likely to see significant cost increases if they do not closely examine lower-cost alternatives that may fit their needs.

"Given the continuing increases in premiums and the university's budget issues, last year we set out to chart a new course, redesign programs and innovate with regard to health care coverage," Duckett said. "Failing to adapt to market realities would jeopardize our ability to provide quality health care to our employees into the future."

UC has addressed these issues by working with insurance providers to create two new value-priced plans: a Health Net plan that features a customized network of doctors and hospitals and an Anthem plan that combines a preferred provider organization (PPO) with a health reimbursement account (HRA).

"In the new Health Net Blue & Gold plan, the benefit features - copayments, covered benefits, and so on-match those of our current Health Net plan, which we will continue to offer," said Duckett. The only difference is that enrollees must use the hospitals and doctor groups in the custom network.

About 60 percent of current Health Net subscribers use doctors and other providers included in the Health Net Blue & Gold network. All of UC's medical centers are among the providers in

the new plan. At this time, the full list of network providers is being finalized and will be available on the Health Net website around October 20.

Those whose doctors are not in the Blue & Gold network can continue to see their doctor in the regular Health Net plan, choose a different plan that includes their doctor, or find a new doctor if they prefer to enroll in a lower-cost plan option.

"The Health Net Blue & Gold plan basically gives a cost advantage to faculty and staff who use the custom network providers," said Duckett. "Those who want the option to use providers outside the defined network will have to pay more."

The Anthem Lumenos PPO with HRA combines a traditional PPO plan with a UC-provided health reimbursement account. It is similar to the CIGNA Choice Fund plan, which it replaces, but at a significantly lower monthly premium.

Enrollees can choose any medical provider they want, though in-network providers cost less. Medical expenses are paid automatically from the HRA first. Once all the funds in the HRA are used, members pay all costs until they reach the deductible. On any services after that, members pay 20 percent coinsurance for in-network services and 40 percent for out-of-network services.

The Lumenos plan requires enrollees to take greater control of their health care spending since they pay the full allowable cost -not a copay or coinsurance cost-until they use up the HRA and meet the deductible. Anthem provides online tools to help manage health decisions and health care spending.

"This plan may not be for everyone, but it provides a good, low-cost option for those willing to more actively manage their health care," Duckett said.

With two new health plans and additional changes as a result of health care reform, all faculty and staff need to actively engage in their health care choices this Open Enrollment period. If they don't, Duckett said, they could wind up spending more than they really need to for coverage that is basically the same.

Anne Wolf is systemwide coordinator in Internal Communications at UC Office of the President.

UC Regents vote to increase pension contributions

The University of California Board of Regents voted unanimously to increase the amount UC and its employees contribute to the pension plan, taking an important step towards putting it on solid financial footing.

Beginning in July 2011, employee members of the UC Retirement Plan (UCRP) will begin contributing 3.5 percent of salary into the plan; UC will contribute 7 percent. The amount will increase again in July 2012, with employees paying 5 percent and UC paying 10 percent.

The new contribution levels are subject to collective bargaining for represented employees. The regents' actions do not change employees' pension benefits, only the amount they and the university pay toward the cost.

"There is an absolute urgency to act," said UC Regents Chairman Russell Gould before the vote. "It is clear that we as regents have to move on this issue. This is not one where we can

sit idly by.”

Until UC and its employees together begin contributing 17.6 percent of annual payroll to the pension program, its current \$12 billion unfunded liability will grow, adding to the pressures on UC’s operating budget.

Daniel Simmons, chair of the Academic Senate, said he and other faculty members agreed with the decision to increase contributions, but stressed that the university must also look for ways to ensure competitive salaries.

“As painful as it is, the Academic Senate does support the increase in contributions called for in this item,” Simmons said. “But make no mistake, it is a pay cut for all faculty and staff.”

Executive Vice President Nathan Brostrom, in a media briefing following the vote, said that President Mark Yudof had asked him and other senior leaders to come up with proposals to address the salary issue.

President Yudof discusses retirement benefits with Council of UC Staff Assemblies

President Mark Yudof, in a meeting with representatives from UC’s staff assemblies, stressed the importance of employee input and engagement as he evaluates proposed changes to retirement benefits. The Post-Employment Benefits Task Force issued its recommendations August 30. The president is now reviewing those recommendations.

“In large measure, (the recommendations) protect all current employees. Your accrued pension benefits are secure and these proposals don’t change that,” Yudof said at a meeting September 2 with the leadership of the UC Council of Staff Assemblies. “Except for contributions into UCRP, what we’re really discussing is what happens for new hires.”

Under the task force proposals, the pension program would remain unchanged for current faculty and staff, but employee contribution levels would rise to 3.5 percent of salary in July 2011 and to 5 percent in July 2012. UC would also pay more, increasing its contribution to 7 percent in 2011 and 10 percent in 2012. The UC Board of Regents will vote on those contribution levels at its September meeting.

Employees who join UC after July 2013, however, could be enrolled in a new pension tier. There are several options on the table for a new pension tier. The task force presented two options, and the president is also considering a third option that was included in a dissenting report from faculty and staff members who were members of the task force work groups. One of the central differences among the three options is how costly each would be for UC and its new employees.

The president said he expects to bring a proposal for a new pension tier to the Board of Regents for discussion in November.

In the meantime, he urged employees to educate themselves about the recommendations and to get involved.

“I need you to seriously engage and tell me what you think would work best,” Yudof said. “You have an opportunity to help shape my recommendations.”

Faculty and staff were instrumental in shaping last year’s furlough program, Yudof said. As painful as the program was, it included components – such as a sliding scale based on employee salary level – that were the direct result of employee feedback.

More Systemwide News

Commission of the Future endorses student-focused recommendations

<http://www.universityofcalifornia.edu/news/article/23992>

UCSB's Rumberger named vice provost for education partnerships

<http://www.universityofcalifornia.edu/news/article/24074>

UC Merced chancellor to step down in June 2011

<http://www.universityofcalifornia.edu/news/article/24006>

UC Press director announces retirement

<http://www.universityofcalifornia.edu/news/article/24000>

Symposium focuses on breast cancer research

<http://www.universityofcalifornia.edu/news/article/24018>

Solution: **Doctors for California's underserved communities**

By Alec Rosenberg

Fourth-year medical student Jamila Harris saw community members in her native San Francisco neighborhood struggle to navigate the health system. So she helped give them a voice.

Third-year medical student Tirza Cannon met rural Amador County high school students who needed physical exams to compete in fall sports but couldn't afford them. She stepped in, so they could play.

Second-year medical student Jacob Bailey, the only one of his peers to attend college, saw teens who faced similar obstacles in southeast San Diego. He taught them health classes, sparking their interest not only in nutrition but also higher education.

Filled with passion and promise, these students are just getting started. They are part of the University of California's Program in Medical Education (PRIME), an innovative initiative to train doctors to serve where they are most needed in the state. UC already trains roughly two-thirds of all medical students in California, but the state faces a shortage of up to 17,000 physicians by 2015. UC PRIME is helping to fill the gap in a unique way — with students who are from the state's underserved communities or strongly connected to them.

UC PRIME (<http://universityofcalifornia.edu/sites/uhealth/uc-prime/>) which offers specialized training for an M.D. and master's degree in five years, started in 2004 at UC Irvine and has expanded systemwide. PRIME students must meet the program's criteria and UC medical school admission requirements. Total PRIME enrollment has grown from about 200 students in academic year 2009-10 to approximately 250 this fall — the first substantial increase in UC medical school enrollment in 40 years. A sixth PRIME program focusing on the needs of the San Joaquin Valley opens in 2011 in partnership with UC Davis, UCSF Fresno and UC Merced. Meanwhile, clinics continue to apply to work with PRIME students.

"Because of the needs California faces in terms of its physician work force, we set out to expand medical school enrollment in ways that were unique and responsive to the needs of the medically underserved," said Dr. Cathryn Nation, UC associate vice president for health sciences and services. "This really is a systemwide effort involving educational programs that are aligned with a very clear purpose."

PRIME's focus on medically underserved communities already is achieving much-needed increases in medical student diversity. More than half of UC PRIME students are from groups traditionally underrepresented in medicine.

Irvine PRIME: building bridges

Sarah Lopez, the oldest of six siblings, grew up in a Latino community in Orange County where day laborers, housekeepers and others lacked health insurance, faced language barriers and didn't trust the medical system. She wanted to give back to her community, so she joined the inaugural PRIME class at UC Irvine - the first U.S. medical education program addressing the unique health care needs of Latinos.

"The PRIME program focused on how we create a bridge between our patients and our community," Lopez said.

Through PRIME, Lopez visited Cuernavaca, Mexico, to observe the role of *promotoras* — outreach workers who serve as community health advocates. She worked with Orange County *promotoras* to teach Latinos the importance of Pap smears.

Lopez, part of the first PRIME graduating class in 2009, is now a USC resident in an emergency room at a county hospital, where she is joined by a PRIME intern. Lopez translates for Spanish speakers "every hour of my job" and sees patients with diabetes, obesity and high blood pressure. She is working to connect patients with *promotoras*. Her goal is to practice emergency medicine near her hometown.

"I think some people expected us to fail," Lopez said. "The PRIME program gives you an outlook and perspective on medicine that will one day change the way we practice health care in the United States."

UCSF PRIME: serving urban neighborhoods

San Francisco native Jamila Harris was inspired by her mom's community activism but frustrated that her friends did not get the health care they needed. After earning a bachelor's degree from UC Berkeley and working at a women's free clinic in San Francisco, she pursued her passion to become a doctor through UCSF PRIME. "It focuses on people like me who are interested in serving the community," Harris said. "It was a perfect fit."

UCSF, which hosts a systemwide PRIME student conference in October, has a PRIME program that includes students from the UCSF School of Medicine and the Joint Medical Program at UC Berkeley. Through PRIME, Harris has toured San Quentin prison, helped organize a health career fair for Oakland elementary students and done rotations at Maxine Hall Health Center in San Francisco's Western Addition, the very neighborhood where she grew up.

Being in PRIME has reminded her why she wants to become a psychiatrist.

"It's a commitment to serving underserved populations," Harris said. "I definitely will do

community work."

Davis PRIME: Rural doctors

UC Davis PRIME touches across rural California from King City to Redding. Third-year students Tirza Cannon and Sahar Doctorvaladan are working four-week rotations in Jackson at Sutter Amador Hospital and its clinics.

The caseload runs the gamut. Rattlesnake bites are at record levels. The 66-bed hospital delivers 30 babies a month. The internal medicine clinic sees mostly elderly patients. The outlying Plymouth clinic sees mostly younger, uninsured patients. "We're on the front lines of the recession," said Sutter Amador's Dr. Catherine Leja.

When Doctorvaladan's clinical instructor Dr. Robert Young joined Sutter Amador six years ago, there were three other practicing obstetricians. Now there's one. "So it's plenty of opportunity to see the patients," Young said.

In her first week, Doctorvaladan helped deliver twin girls. "It was my first birth," she said. "It was definitely very miraculous and magical."

At 5, Doctorvaladan immigrated with her family to the United States from Iran, escaping a war with neighboring Iraq. The poverty and lack of medical care left an impression on Doctorvaladan, whose great-grandfather four generations back was his village's only physician. After attending UC Davis as an undergraduate, she feels connected to rural communities and wants to practice in a small town.

"Wherever there is a need, that's where I'd like to be," Doctorvaladan said.

Cannon works with clinical instructor Dr. Robert Hartmann, a Sutter Amador physician and county public health officer, known locally as "Dr. Bob" after 22 years in Jackson. On a recent workday, she saw an elderly patient who had injured his hip. Then it was off to the Plymouth clinic for orientation. Next it was a chance for community service: She met Hartmann at Amador High School to provide free physical exams to low-income students so they can play fall sports.

"It's nice to be able to get out in the community," said Cannon, who spent a year in Uganda as a child. She also was shaped by her time as a UC Davis undergrad, firefighter and health educator in Sonoma County. "I think my interest in practicing in a rural community has been strengthened since being here," she said.

Hartmann is energized by the students' enthusiasm and eager to share teachable moments with them, wishing some might return to practice in Jackson. "We just have this glimmer of hope that one or two or three or a half dozen of them will like Amador County enough that they'll come back," Hartmann said.

The next PRIME: progress in the valley

PRIME is part of UC's strategy to expand its medical education efforts. UC's sixth medical school at UC Riverside is slated to open in 2012. Meanwhile, UC Merced is taking steps toward a medical school, including a new PRIME program, with UC Regents receiving a briefing at their September meeting.

"Our PRIME program focuses on excellence in student education and integrates continuous

quality-of-care improvements," said Dr. Fred Meyers, executive director of medical education and academic planning at UC Merced.

"It emphasizes the importance of community-based research to enhance the health and well being of everyone living in the San Joaquin Valley and, ultimately, it enables these future physicians to become the leaders of health care and public health in the valley," said Meyers, who also is executive associate dean of the UC Davis School of Medicine.

The UC Merced San Joaquin Valley program expects to collaborate with UCSF Fresno and other valley hospitals and clinics. One site considering participation is Mercy Medical Center Merced, which opened a 194-bed hospital in May.

Merced has many people who are poor and uninsured. They lack transportation and face language barriers, along with pollution problems and chronic diseases such as diabetes and obesity, said Mercy Merced's Dr. John Paik-Tesch.

"I see a partnership with UC as an opportunity to address many of the needs," Paik-Tesch said.

Many UC Merced students are interested in medical careers, said Provost Keith Alley. Nearly 100 people — about half from the valley — already have applied for UC Merced PRIME's initial six slots next year. The plan is to expand to 12 or 24 students per class, depending on funding.

The state's budget deficit is such that no state support was provided for PRIME the past two years. UC made funding available on a one-time basis in 2008-09 for PRIME expansion, but the absence of core state support for these programs puts them at risk.

"We look forward to applying what we've already learned with Rural-PRIME to UC Merced San Joaquin Valley PRIME, only the focus will be more on the underserved and public health," said Dr. Don Hilty, who directs UC Davis Rural-PRIME and co-directs UC Merced San Joaquin Valley PRIME.

UCLA PRIME: serving the diverse disadvantaged

UCLA's PRIME program, focused on diverse medically disadvantaged communities, includes partnerships with UC Riverside and Charles Drew University. Third-year UCLA/UC Riverside PRIME student Marizabel Orellana grew up in a low-income Los Angeles community. A single mom, she struggled financially, working to help support her mother, younger brother and her daughter while becoming the first in her family to attend college. When counselors told her she couldn't become a doctor, she didn't listen.

"I've had to prove a lot of people wrong," Orellana said. "My daughter was a big motivation. Being a single mom, I wanted her to have the things I didn't have."

In her first two years at UC Riverside, Orellana served as a mentor, helped at a student-run health clinic and worked with fellow students to launch a Junior Interns Program at Renacimiento Community Center in Pomona, involving teens as volunteers and encouraging them to go to college.

Said Orellana: "I tell them, 'I did it. If I can do it, anyone can do it.'"

Orellana wants to work in family or emergency medicine in a low-income area of Southern California. In her third year at UCLA, she is now doing rotations at county hospitals. Her advocacy goes beyond the bedside - she has pushed for health care access on Capitol Hill and is filming a documentary about efforts to bring health care to Adelanto, a town in San Bernardino County.

"I don't mind working 100 hours a week," Orellana said. "I love it."

UC San Diego PRIME: expanding health equity

Many of Jacob Bailey's friends didn't graduate from high school. Bailey, a native of Los Angeles' Harbor area whose mom's family is from Mexico, served a two-year mission in Mexico City and graduated from the University of Utah, one of only seven Latinos in his college's class. He now is a second-year student in UC San Diego's PRIME Health Equity program.

"The focus PRIME has on serving the underserved, the people where I grew up, the people that I care about, made it an easy choice," said Bailey, who wants to work in an urban Latino community where he can see patients, teach students and do research. Through PRIME, Bailey has participated in Doc-for-a-Day outreach sessions with teens and taught health classes to students at Lincoln, an underserved high school in southeast San Diego. He helped them learn healthy habits and encouraged them to do well in school.

Bailey and fellow PRIME students meet at least once a quarter in what they call sí se puede sessions. They talk about the highs and lows of being in the program, providing support to each other.

"We really do believe that PRIME students will be leaders in medicine," Bailey said. "All of us are so passionate about being champions for the underserved."

Alec Rosenberg is the health communications coordinator in the UC Office of the President's Integrated Communications group.



Former student regent works to improve campus climate

By Harry Mok

Jesse Bernal didn't miss a beat in moving from student regent to his new job as interim university diversity coordinator for the UC system.

"It's really an extension of my work as student regent," said Bernal, whose term as a regent ended June 30. He said some of the reports he requested while a regent, "Six months later, I'm writing them."



Bernal worked briefly at UC Merced as coordinator of the Fiat Lux Scholars program before UC Provost Lawrence Pitts offered him a one-year position to serve as staff person for the Advisory Council on Campus Climate, Culture and Inclusion. UC President Mark Yudof created the advisory council in June.

"What's really important is my position and the work are an extension of the president and the provost's diversity efforts," Bernal said. "It's really comforting to know how dedicated they are."

Bernal started his job in June and is on a one-year contract to get systemwide campus climate initiatives rolling. It's yet to be determined whether the position will become permanent. Bernal also serves as liaison to the UC Regents Ad Hoc Committee on Campus Climate and similar groups created by chancellors at each campus this year.

The appointment of the president's council, regents' committee and campus groups followed a series of highly charged racial, religious and cultural incidents during the past year on some UC campuses.

Bernal, a Texas native, is a first-generation college student and that experience was part of the reason he decided to pursue a doctorate in education from UC Santa Barbara. He is finishing his dissertation about higher education and students from underrepresented groups.

While at UC Santa Barbara, Bernal worked in the summer-sessions office and managed programs for incoming freshmen and outreach to high school students. At Merced, the Fiat Lux program he coordinated helps first-generation college students adjust to academics and life on a university campus.

"Jesse is a good fit for this job," Pitts said. "He brings a wealth of knowledge from his time as a regent, and he understands the issues involved with fostering a campus environment that is inclusive of all."

One of Bernal's projects is helping to identify a tool to assess campus climate systemwide. Currently, the only systemwide data available comes from the UC Undergraduate Experience Survey, which has questions relating to respect, tolerance and other facets of campus environment but was not designed to measure campus climate.

Bernal also helped with coordinating communication plans between campuses, faculty and human resource departments for the recently launched UC website where incidents of discrimination or intolerance can be reported anonymously.

The systemwide assessment tool and the reporting website are both mechanisms to examine what's happening on campuses and provide data for annual reports on campus climate that the Board of Regents has requested, Bernal said.

"The idea is to first monitor what's going on and also develop a response plan," Bernal said. "Most of the information provided would go back to campuses so they can really use it to enhance programming."

Bernal also helped prepare the Annual Accountability Sub-Report on Diversity presented by Pitts to the Board of Regents at its September meeting.

Longer term, Bernal said his goals are to follow through on implementing UC's campus climate priorities including efforts related to gender, sexual orientation and other broader definitions of diversity.

"While it's important to focus on underrepresented groups, I believe it's necessary to push the

university to look beyond race and ethnicity," Bernal said. "We're making progress along those lines."

It's been a whirlwind few months for Bernal, who moved from Santa Barbara to Merced and then to Oakland with Bailey, his 7-month-old German shepherd, in tow this summer.

"I think I've gotten used to traveling after having to do so much during the two years as student regent and the year before that being on the executive board of the UC Students Association," Bernal said. "It's actually refreshing to know I'll be in one place for a solid year."

Harry Mok is a principal editor in the UC Office of the President's Integrated Communications group. For more information, visit the UC Newsroom or follow us on Twitter.



Ask It!

Q: What is antimatter?

Have you ever wanted to ask a scientist to define a term in lay language? The good folks at Lawrence Berkeley Lab thought so, and have put together a video glossary (videoglossary.lbl.gov) with definitions for all sorts of obscure words and phrases, from antimatter – defined here by LBL antimatter physicist Joel Fajans – to petaflop computing (say what?!) and quantum entanglement. New entries are being added regularly, so feel free to suggest a term you would like defined. As science changes and entirely new terms arise, turn to Berkeley Lab's video glossary for answers.

HRbriefs

Don't forget your DC Plan account

If you are a member of the UC Retirement Plan (UCRP), chances are that you no longer contribute to the Defined Contribution Plan (DC Plan). For most employees, those mandatory contributions stopped in May and the money is now funneled into the UCRP. But that doesn't mean you should forget about your DC Plan account.

Your DC Plan account balance is yours to keep and is intended to be part of your retirement savings.

Employees who are not members of UCRP continue to contribute to the DC Plan in lieu of paying into Social Security.

By taking an active role in managing how your DC Plan account is invested, you can maximize the savings you will have at retirement.

Employees who don't actively manage their DC Plan accounts are automatically invested in the UC Savings Fund, one of the most conservative - and safe - options available in the Plan. And for some employees - even those who do take the time to choose among their investment options - that might be the right fit.

Only you can decide which investment best fits your strategy, but it's worth your while to assess your options. If you have a long investment time horizon or have never actively decided how to invest your DC Plan account, consider this:

- A \$12,000 balance invested at a hypothetical 4.5 percent return (the UC Savings Fund's average annual return for the 10 years ending December 31, 2009) could grow to about \$37,000 over 25 years.
- Invest the same amount in a diversified investment mix (one that contains stocks and bonds as well as the UC Savings Fund) earning a hypothetical 7 percent return, and it could grow to nearly \$70,000 over 25 years.

Of course, past performance doesn't guarantee future results, but this example does illustrate a key point: Over time, stock investments have historically provided the highest long-term returns. They also carry the greatest risk, so many experts suggest tempering that risk with an asset allocation strategy. In other words, add a dose of more moderate-risk bond investments and short-term investments that preserve capital such as the UC Savings Fund.

While neither asset allocation nor diversification ensures a profit or guarantees against a loss, combining different asset classes can help you take advantage of the stock market's long-term return potential and still feel calm during market swings.

Ultimately, the account balance you have at retirement will be based on the performance of your investments over time and any additional voluntary after-tax contributions you make in the future.

So, how will you handle your DC Plan account? You might want to begin by checking to see how it is invested. The answer may surprise you.

To check your DC Plan investments, log in to netbenefits.com and select the link for your DC Plan. You'll see the Portfolio Summary Page, which details your investment holdings in your DC Plan account. If you want to make changes, select Change Investments.

If you have questions, call Fidelity Retirement Services at 1-866-682-7787, or consider taking a financial education class. See the class schedule for your location on At Your Service (atyourservice.ucop.edu).

TIP OF THE MONTH



Update your beneficiaries

It's not something most people like to think about, but making sure you've named beneficiaries of your UC benefits and assets is important if you want to be sure that they are left to the survivors you intend.

Your beneficiary is the person to whom benefits are payable in the event of your death.

You may have completed your beneficiary designations in the past, but is the information still current? Are your beneficiaries still living? Have you had a change in marital status? Are your beneficiaries' addresses current so that UC can locate them after you are gone?

You can name beneficiaries for your UC pension, life insurance, business travel insurance and/or accidental death and dismemberment benefits online by signing in to your personal account on the At Your Service website (atyourservice.ucop.edu). Simply select "My Beneficiaries" in the left column and follow the instructions for naming or updating your beneficiaries

To name beneficiaries for your Retirement Savings Program plans — Defined Contribution, 403(b) and/or 457(b) — log in to the Fidelity Retirement Services website (netbenefits.com). Then select "My Profile" and then "Beneficiaries."

You may name the same or different beneficiaries for your various benefits. You also may name more than one beneficiary for a single benefit, such as your life insurance, and specify the percentage that each beneficiary is to receive.