

# Our University

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



**December 2010**

## **SYSTEMWIDE NEWS**

### **UC Regents to consider changes to retirement benefits**

The University of California Board of Regents will hold a special meeting Dec. 13 to consider changes to retiree health and pension programs, as UC looks to balance attractive employment benefits with sustainable long-term costs.

The university is confronting a \$21 billion unfunded liability for its combined pension and retiree health programs. President Mark G. Yudof appointed a task force in March 2009 to look for solutions. Building on the task force recommendations, Yudof consulted extensively with faculty, staff and retirees before presenting a plan to Regents in November that would make future pension benefits self-sustaining and, over the course of several decades, erase the unfunded liability.

The president's plan calls for UC to gradually shift to retirees more of the cost for health insurance premiums. Employees hired after June 30, 2013 – as well as some current employees – would also be subject to a new eligibility formula for retiree health care.

In addition, faculty and staff hired after June 30, 2013 would be offered a modified pension plan, one that raises the minimum age for retirement benefits to 55 and raises the age for maximum pension benefits to 65.

The Regents already in September approved Yudof's recommendation to ramp up employee and employer contributions to the UC Retirement Plan (UCRP). By July 2012 employees will contribute 5 percent of annual pay to the pension plan and UC will contribute 10 percent.

At the November Regents meeting, Dan Simmons, chair of the Academic Senate, and Juliann Martinez, staff advisor to the Regents, both told Regents that the president's consultation process was instrumental in shaping a plan that has general university support.

"This process is an example of shared governance working at its best," Simmons said. "There have been extensive consultations with the faculty and with the staff... Out of that comes a recognition that this has to be done, and a consensus in support of President Yudof's recommendations to the Board."

Martinez echoed the sentiment, but said that concerns linger over how future employees with hard physical jobs could be affected by the later retirement age. And, she said, there is widespread concern among staff about below-market salaries and the reduction in take-home pay that will result from the increase in UCRP contributions.

“There are concerns about harm to our ability to attract and retain faculty and staff... and the diminishing margin of excellence if we do not address the salary issue,” Martinez said.

Faculty and staff will not be alone in feeling the pinch from increased pension contributions. The president has called for university contributions to continue to rise each year by 2 percent until they reach 20 percent.

The steep acceleration in contributions is central to UC’s strategy for reducing the \$12.9 billion market value based unfunded pension liability, but finding the resources for the university’s contributions won’t be easy.

UCLA Chancellor Gene Block told the Regents that by 2017 his campus would need to contribute to the UCRP an amount that was equivalent to the annual salaries of 700 full professors.

“I believe we can mitigate some of the impacts with enhanced revenues,” Block said. “But this is a breathtaking cost and for many years in the future we will be dealing with a significant change in operating revenue.”

President Yudof and other senior UC administrators have been vigorously lobbying the state for financial help with pension contributions.

California contributes to the pension programs of the California State University system and the California Community College system, but ended its UC contributions in 1990 when UC had a pension fund surplus. Both UC and its employees also stopped contributing, and only resumed paying into the fund this May.

Peter Taylor, UC’s Chief Financial Officer, told Regents that the unfunded liability will continue to grow until UC and employees are together contributing at least 17.6 percent of annual payroll. Current contributions equal only six percent of pay.

As difficult as it will be to make the necessary contributions, the scenario is much worse if UC delays action, he said. In just the past year, UCRP’s funded status – the ratio of assets to liabilities – has fallen from 95 percent to 87 percent, he said.

“It took us 20 years to get into this problem,” Taylor said, referring to the contribution holiday. “This plan will make us fully funded in approximately 30 years – but it immediately puts us on a path to improve our funded status.”

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**President Yudof convenes steering committee on privacy and information security**

University of California President Mark G. Yudof has convened a steering committee to perform a comprehensive review of existing university privacy and information security policies.

The goal is to develop a new policy framework to address privacy and information security in a modern legal, technology and social context; and to provide clear updated

guidance to assist the University in meeting its obligations to safeguard information while at the same time abiding by deeply held principles of privacy.

### **Clear guidance on data protection and privacy**

“The University is obligated by law, and as a steward of the public trust, to protect confidential information,” Yudof said. “At times, technical methods for protecting data ... conflict with University principles, such as the affirmation that the University does not monitor electronic communications without the holder's consent. Given this conflict and our obligations, the University must develop and issue clear guidance about data protection and legal compliance in the context of individual privacy and freedom of expression.”

The UC Privacy and Information Security Steering Committee met for the first time Oct. 25. It is chaired by UC Santa Barbara Executive Vice Chancellor Gene Lucas, with support from Sheryl Vacca, UC Office of the President senior vice president, chief compliance and audit officer, and David Ernst, UC Office of the President chief information officer and associate vice president, Information Resources and Communications.

### **Recommendations due in 2012**

The group is charged with making recommendations by winter 2012 for:

- an overarching privacy framework that enables UC to meet statutory and regulatory obligations in a manner respectful of individual privacy;
- specific actions or phases needed to implement this framework as University policy;
- governance, implementation and accountability structures across the University with respect to privacy and information security; and
- a formal ongoing process through which the University can examine and where necessary, address through policy vehicles the technical and societal changes that have an impact on University policy and practice in the areas of privacy and information security.

### **Wide-ranging representation**

Committee membership represents a range of functional areas from the campuses and UC Office of the President, including the Academic Senate, administration, audit and compliance, communications, information technology, legal counsel, libraries, the medical centers, research and student affairs, together with student and staff representatives and policy and privacy experts. A working group with campus and UCOP representation has been formed to provide analytical support to the committee.

See the full membership roster, additional background information and meeting agendas at <http://www.universityofcalifornia.edu/privacyinitiative/>. Materials developed during the course of the review will be posted to the site, and members of the university community are encouraged to participate in the discussion and submit ideas or questions to [privacyinit@ucop.edu](mailto:privacyinit@ucop.edu).

**Learn more and stay involved**

For updates on this initiative, visit <http://www.universityofcalifornia.edu/privacyinitiative/>.

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**Dec. 16 webcast features discussion of economics of terrorism**

Hezbollah, Hamas, Lashkar-e-Taiba and the Taliban all began as religious groups dedicated to piety and charity. Yet, once they turned to violence, they have executed campaigns of terrorism deadlier than those of their secular rivals.

In his recent book, "Radical, Religious and Violent: The New Economics of Terrorism," UC San Diego's Eli Berman argues that terrorists are best understood as rational altruists seeking to help their own communities. Berman asks "What's special about these organizations, and why are most of their followers religious radicals"

On Dec. 16 at noon, you can watch Professor Berman live as he talks about his book and new research from Iraq and Afghanistan at [www.ustream.tv/ucevents](http://www.ustream.tv/ucevents). (A recording will be available after the event at the same address.)

Berman is professor of economics at UC San Diego, and a research director at the UC Institute on Global Conflict and Cooperation.

His talk is part of the UC Office of Research and Graduate Studies' (ORGS) research lecture series. ORGS regularly invites distinguished UC scholars to share their work, ideas and insights to highlight the quality and breadth of research at UC.

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**From olive oil to Twain: UC shops have holiday gifts aplenty**

Black Friday has come and gone and you still haven't found those one-of-a-kind gifts for all the people on your holiday shopping list. Have you considered the blue and gold?

UC Press just hit the best-seller list with its Autobiography of Mark Twain, while UC Davis has released its own line of specialty olive oils, and that got us wondering: What other UC products might make this holiday season bright?

A quick survey of campus bookstores and museum gift shops turned up more than the usual sweatshirts, key chains and license plate frames. Here's a sample of the silly and serious that just might fill that last empty stocking.

**For the kid in all of us**

*Dr. Seuss T-shirts, hats, coffee mugs, and mouse pads* — Theodor Seuss Geisel, aka Dr. Seuss, was such a big supporter of UC San Diego that its library is named in his honor. For shoppers, that means UCSD is the place to find a Cat in the Hat mouse pad or Green Eggs and Ham T-shirt. Various prices at the UC San Diego bookstore

*Stuffed toys* — Tired of teddy bears? Why not add a bright yellow anteater or a giant stuffed HINI Swine Flu microbe to someone's stuffed animal collection. Anteater in bright yellow plush \$14.95, UCI Bookstore. The gigantic stuffed HINI Swine Flu or other microbes won't make you sick. \$9 each at UC San Francisco Bookstore.

**For foodies**

*Olive oils from the UC Davis Olive Center*, including the President's Blend Olive Oil, specially selected by UC President Mark Yudof. Yudof chose from five blends of extra virgin olive oil made with California olives. Proceeds benefit the UC Davis Olive Center. \$12, UC Davis Bookstore.

*UCLA grill* — A Coleman propane-powered grill with the UCLA logo; great for tailgating. \$120 at UCLA bookstore.

*Cal Veggie Platter* — Serve your veggies and dip in this five-slotted platter hand-painted with Cal and golden bears art. \$42 at Cal Student Store.

Mark Twain autobiography

**For your literary friends and relatives**

*The Autobiography of Mark Twain, Volume 1* — A New York Times bestseller, it's the first of three volumes of the writer's uncensored autobiography in its entirety and exactly as Twain left it. \$34.95 from UC Press.

*I Hotel*, a novel by Karen Tei Yamashita, UC Santa Cruz professor of literature and co-director of the Creative Writing Program. The novel, a finalist for the National Book Award, explores the exhilarating days of the 1960's and early 1970's in northern California through the eyes of the Asian-American community. Available at UC Santa Cruz's Bay Tree Bookstore.

*My Personal Best* and other books by the late John Wooden, UCLA's revered basketball coach. \$12.99 to \$25.00. Wooden wrote several books about his philosophy for success, all available at the UCLA Bookstore.

**For environmentalists**

*The Power of the Sun video* — UC Santa Barbara Nobel Laureates Walter Kohn and Alan Heeger and other experts are joined by host and narrator John Cleese, in this video on solar electricity. \$10 at the UC Santa Barbara Bookstore.

*California Master Gardener Handbook* — Called the definitive guide to gardening in California, it is 700 pages of in-depth information on everything from soil to pests. \$30 from UC's Division of Agriculture and Natural Resources.

*Ash, walnut and olive wood bowls* — UC Davis recycles everything, including their dead trees. Various sizes, \$25 to \$150, UC Davis Bookstore.

**For art lovers**

*Ansel Adams photographs* — Fifty-four images from his University of California centennial collection are available as high-end reproductions. You can choose from various sizes, framed or not. \$89.50 and up; purchases support the UC Riverside's California Museum of Photography.

*The Beautiful Walls, Photographic Elevations of Street Art in Los Angeles, Berlin, and Paris* — A coffee table book published by UCLA's Fowler Museum. \$40, available at the museum or from the distributor.

### **For fashionistas**

*UC Merced Cow Tipping Team T-shirt* — This tee celebrates "farm fun for all ages."  
\$13.99 UC Merced Bookstore.

*Grateful Slug T-shirt* — Proclaim your allegiance to UC Santa Cruz, home of the Grateful Dead archive, with a T-shirt featuring the UCSC banana slug mascot wearing a tie-dyed T-shirt; sales support the Grateful Dead archive; \$19.99 at Bay Tree Bookstore at UC Santa Cruz.

*Olive Oil body products gift basket* — Lip balm, body lotion and other products made from olive oil from UC Davis trees. \$20, UC Davis bookstore.



### **Making college possible for disabled vets**

*By Anne Wolf*

The GI Bill, with its promise of an affordable education, is a big draw for people thinking about enlisting in the U.S. military. Too often, though, by the time veterans want to use their education benefits, a service-related disability has made it difficult to attend college.

Karen White, a physical therapist and the wife of UC Riverside chancellor Tim White, has developed a scholarship program that provides the personalized support disabled veterans need to overcome disability-related obstacles to getting a college education.

The first four UC Riverside students will enter the program in January.

The idea for the scholarship program was born in 2005, when White was at the University of Idaho. A colleague, returning from a visit to Walter Reed Army Medical Center, said she had witnessed incredible fortitude and strength among veterans rehabbing from amputations. She asked White how the University of Idaho could help them.

White, who has a long-standing interest in helping people with disabilities succeed in society, had a ready answer: "As an institution of higher learning, we could offer education," she said.

She founded the Operation Education Scholarship Program, a personalized program of financial, academic and social support for disabled service veterans studying at the University of Idaho.

She has now replicated the program at UC Riverside, and has encouraged other campuses to follow suit.

"Many veterans go into the service not only to serve their country, but to get an education," White said. "If they become disabled while serving, then it's more difficult to get an education when they get out."

"As a civilian, this is a way for me to say thank you," she said.

The program provides comprehensive, personalized support to veterans and their spouses. It begins with financial support that fills in where the GI Bill and other financial aid programs, such as UC's Blue & Gold, leave off. But the students need so much more, White said.

For example, one of her University of Idaho students had multiple orthopedic injuries and suffered from pain in his back and legs.

"He had a hard time sitting through class and studying," she said. "The nearest VA hospital where he could get physical therapy was a 90-minute drive away."

White contacted a local medical center, which agreed to provide the student free physical therapy for several months. "It changed him completely," White said.

Many of returning veterans have traumatic brain injuries or suffer from post-traumatic stress disorder. Those injuries make learning more challenging, so students need extra help.

While all of the UC campuses have educational support resources that can be useful — learning centers, tutors, counselors, and psychologists- returning vets are often reluctant to use the programs and resources available to them. Operation Education requires scholarship recipients to take advantage of those resources.

The program also offers social support tailored to each veteran.

"Adjusting to civilian life, becoming a student, dealing with a disability are all difficult," White said. "We try to help students make connections, whether it's finding a roommate with similar interests or helping a spouse meet other student spouses."

White said she particularly worries about the spouses of vets.

"While the vets are going to school, the spouses can be very isolated," she said. "I've thrown baby showers and pizza parties to help them meet people."

White isn't satisfied with starting two Operation Education programs; while at University of Idaho, she and the chancellor wrote to every campus in the U.S. advocating for an Operation Education program on every campus.

"I've actually been disappointed that more schools haven't taken it on," she says. "Because it's a privately funded scholarship program, I think it seems harder that it is. It takes just one person championing it."

White continues to be the champion for Operation Education and many other causes at UC Riverside.

"In many respects, that's part of my job," said White. "But Operation Education is different. It holds a special place in my heart. It's very rewarding to see that we're making a real difference for individuals who have so much potential."

To learn more about the Operation Education Scholarship Program and/or to donate to the scholarship, please visit the Operation Education website at <http://operationeducation.ucr.edu>

**Anne Wolf is systemwide coordinator, UC Internal Communications.**

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## **ASK IT!**

**Q: “What are electrolytes exactly, and why are they good for us? Also, is there a source of electrolytes other than those flavored-water drinks?”**

A: Electrolytes are salts and minerals including sodium, chloride, potassium, calcium and magnesium. Electrolytes support electrical impulses in the body, which are an important part of the central nervous system. Electrolytes control the fluid balance of the body and are important in muscle contraction, energy metabolism, and many major biochemical reactions in the body. From a health perspective, most people get sufficient electrolytes – especially sodium – from their normal diet and don’t need to consume special sports drinks.

Sodium, found predominately as sodium chloride (e.g. table salt), is found in processed, packaged, and canned foods as a preservative to improve shelf life. Sodium chloride is also added to many flavored sports drinks to replenish the salts lost from sweating during exercise.

In general, too much salt in the diet is associated with elevated blood pressure, a risk factor for heart disease and stroke. Most people should consume less than 2300 mg per day, while higher risk populations – those who are African-American, over 40, or have high blood pressure – should consume less than 1500 mg per day.

Similarly, potassium is often added to food as a preservative. It is added to sports drinks to make up for small losses while sweating. Potassium is naturally found in fresh fruits and vegetables, lean meats and fish, nuts, soy and dairy products. Research supports potassium intake with reduced blood pressure and therefore a reduced risk for heart disease and stroke. The current recommendation is 4700 mg per day.

Calcium is most important for bone and teeth structure, but is also associated with muscle contraction, blood clotting and nerve signaling. Calcium comes predominately from dairy products as well as green leafy vegetables. It is often added to beverages and cereals. Adequate calcium intake is associated with improved bone health, and can contribute to lean body mass and weight loss. The current recommendation varies by age, 1000-1300 mg per day.

Lastly, magnesium is important for many enzymatic reactions related to energy production and transportation, contraction and relaxation of muscles and other reactions. Magnesium is found primarily in whole grains, green leafy vegetables, beans, seeds and nuts. Adequate magnesium intake is associated with reduced blood pressure and thus reduced risk for heart disease and stroke. Current recommendations for adults are 320mg for women and 420mg for men per day.

Marlia M. Braun, PhD, RD, CSSD, is an outpatient dietitian at UC Davis Sports Medicine clinic. She has counseled adolescent, collegiate, and master athletes involved in various sports, as well as firefighters and police officers to assist with optimizing mental and physical performance, weight loss, a healthy immune system, and lowering chronic disease risk. Her nutritional approach draws from her experience as a competitive athlete and firefighter.



**Tip of the Month: Sign up for electronic W-2 form**

It's not too early to start planning for tax season. To receive your Form W-2 electronically, sign up now on At Your Service. You will be able to see your W-2 form before those who receive a paper form.

The electronic option is available at all UC locations except Lawrence Berkeley Lab.

To sign up for electronic delivery, select "Sign in to My Accounts." After you sign in with your username and password, select "W-2" under the "Income and Taxes" heading; then choose "Select Delivery Method." Check the box, confirm, and submit your request.

Those who sign up to receive form W-2 electronically will be notified via email when the electronic W-2's are available in January 2011. If you have previously signed up for electronic delivery, you do not need to do so again.

If you have any questions about this process, check out the help function within the W-2 section of At Your Service Online or contact your campus Payroll Office.

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**Annual Contribution Limits for 403(b) and 457(b) Plans Not Changing in 2011**

The Internal Revenue Service recently announced that there will be no change to the Maximum Annual Contribution (MAC) limit for retirement plans in 2011. That means the MAC limit for the UC Retirement Savings Program's 403(b) Plan and/or 457(b) Plan remains \$16,500.

For employees who are age 50 as of December 31, 2011, the limit will be \$22,000. In addition, some employees may be eligible to make additional contributions under the lifetime catch-up provisions of the plans.

Employees can change their contributions for 2011 to each plan online (netbenefits.com) or by calling Fidelity Retirement Services (1-866-682-7787). Those who wish to change payroll deductions for the first pay date in 2011 should check with their local payroll offices regarding deadlines for contribution changes.

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**Revamped Retirement Savings Education Program garners awards**

UC's revamped financial education program has become so popular with faculty and staff that the university has been honored with two awards.

The Retirement Savings Financial Education Program offers workshops and online tutorials that explain UC's retirement savings programs and help faculty and staff understand the importance of saving for retirement.

In April, UC and its recordkeeping partner, Fidelity Investments, launched an updated program. Classes were renamed to better identify the content, an online course guide was created, and some classes were divided into introductory and intermediate levels.

The enhancements sparked a real interest from faculty and staff, with attendance at live presentations rising by 62.5 percent and online attendance increasing by 39.4 percent.

Those results caught the attention of the Profit Sharing/401k Council of America, which gave UC its Signature Award for "On-site Events and Workshop Programs." The program also received a Star Award from the Mutual Fund Education Alliance.

"We're proud of these awards because they recognize our employees' involvement in their personal financial education," said Bill Ryan, manager of benefits education in UC Human Resources.

UC will continue to make enhancements and updates to the UC Retirement Savings financial education program, Ryan said. Faculty and staff can find a course guide and a wealth of other financial education materials at: [www.ucfocusonyourfuture.com](http://www.ucfocusonyourfuture.com)