

# UCR Emeriti Triennial Survey Report

## Professional and Community Activities – 2019 thru 2021

Douglas E. Mitchell, for the UCREA Executive Board

March 2022

### Executive Summary

**Survey Administration.** A total 114 emeriti answered the survey, providing a 28% response rate. This compares to a 22% response rate achieved during the 2018 survey. (See the section “The Survey” on page 2 for more information.)

**Key Findings.** During the past three years and of the 114 who completed the survey, 23 (20%) taught a total of 91 UC undergraduate and graduate courses. Seventy-seven (68%) of surveyed emeriti published 271 scholarly journal articles, 148 book chapters and 71 books. UCR’s retired arts faculty also continued to be productive and engaged with the campus where 27 (24%) were involved with one or more artistic productions. (See the section “Key Findings” on page 2 for more information.)

**Emeriti Financial Contributions.** For the years of 2018 through 2022, inclusive, 122 emeriti made \$6.9 million in charitable contributions to UCR. Fifty emeriti received a total of \$76 million in extramural awards over the last four years. (See the section “Financial and Grants Contributions” starting on page 4 for more information.)

**Value to the campus.** Emeriti continue to be active and make significant scholarly and sizable financial contributions to UCR. Academically, emeriti faculty are among the leading scholars in their fields of knowledge, attracting attention and confirming the excellent reputation of UCR. Emeriti contract and grants awards have resulted in millions of dollars each year in indirect cost recovery funds that are available to the campus. It is also estimated that emeriti teaching activities account for more than a dozen faculty FTE, potentially saving the campus about a million dollars per year in instructional costs.

**Supporting UCR’s Emeriti and Retirees, and its Retirement Center.** With continued emeriti faculty leadership and UCR staff and facilities support, emeriti faculty can and will build on this impressive base to further enhance UCR’s intellectual leadership, scholarly research and teaching excellence and financial resource pool.

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### Introduction

Though formally retired, many emeriti faculty continue to contribute to the research, teaching, and professional and community service missions of UC Riverside. They raise substantial sums of money for research and make regular charitable contributions to support students and empower University services. Some of these emeriti activities are supported by funded recall appointments, but a substantial majority of emeriti contributions are in the form of voluntary continuation of work and service honed through decades of active faculty careers. Among the ranks the UCR emeriti are to be found some of the University's most widely recognized and highly honored intellectual leaders, artists, research scholars and outstanding teachers and mentors for the next generation.

Until recently, the contributions to the University made by emeriti faculty have gone largely unnoticed in the daily life of the campus. To address the invisibility of substantial emeriti contributions, under the auspices of the systemwide Council of University of California Emeriti Associations (CUCEA) the UCR Emeriti Association has undertaken a stock-taking survey of emeriti continued service to UCR. This report summarizes the results of that collaborative survey effort.

### The Survey

This report provides a brief summary of key findings from the UCR respondents to the triennial CUCEA, UC Systemwide survey of Emeriti faculty. The survey was administered between October 14, 2021 and January 1, 2022, relying on Qualtrics® to reach Emeriti with email addresses and USPS "snail mail" to reach a small number of Emeriti either without email or preferring a paper and pencil survey format. Systemwide, a total of 2,087 emeriti replied to the survey (5.5% of the total were from the UCR campus). The survey solicited information on emeriti activities between 2019 and 2021.

A total of 406 UCR faculty members on record as retired or reporting themselves as retired (or Professors of the Graduate Division) in the campus registry were solicited for survey responses.

Of the 406 solicitations, 114 provided completed surveys before the database was closed. With just over a 28% response rate, we cannot be certain that the completed surveys are fully representative of the entire UCR emeriti faculty population. It is likely that the responding emeriti are more active in some of the ways assessed by the survey than are the non-respondents. It is equally certain, however, that many of those not responding are, nevertheless, engaged in the scholarly, professional and service work queried in the survey questions and that the survey results substantially underestimate the overall contribution of emeriti to the scholarly, professional, cultural and civic life of UCR. The following summary identifies salient findings from the 114 emeriti in the final database. Reported counts to some questions are conservative because these items provided a "more than" the highest scale number but the given count was reported as the total was incremented by just one. (For example, five survey respondents indicated that they had published "more than

eight” journal articles; all five were credited with nine publications in this category even though some may have written ten or more).

## Key Findings

1. Emeriti from the UCR campus responses to the survey are a bit over-represented among two groups: the most recent retirement period (2019-2021) 30.7% for UCR vs. 24.2% system-wide, and the longest retired group (Before 1995) 16% for UCR vs. 11% system-wide. This suggests that it may be important to reach out to those retiring in the middle periods.
2. Of the 114 emeriti respondents, 79 reported they were members of the UCR Emeriti Association (50 lifetime, 29 annual). Thirteen reported that they were not members of the association. Importantly for the association, 17 of the respondents (more than 15%) were “unsure” as to whether they are members or not – suggesting that some work needs to be done to communicate membership status and information with the pool of emeriti.
3. Emeriti responding to the survey report substantial teaching activity.

Table 1, below, offers a quick summary of the of teaching activities undertaken by emeriti completing the 2021 CUCEA survey. The 114 respondents represent only about a quarter of the known living UCR emeriti faculty so the total contribution of emeriti to the campus scholarly activity is significantly underrepresented (but the extent of underrepresentation is hard to gauge without more detailed information on those who did not complete the survey).

The first column of the table reports the type of teaching being assessed. The second column of the table reports the data gathered by the survey. Column three divides the three-year data by three to show the average annual contribution by UCR emeriti. The fourth column is a guess about the average campus norms for scholarly work by regular faculty. The last column is, therefore, a rough estimate of the FTE faculty contributions to the academic productivity of UCR reported in estimated full time faculty equivalents.

Table 1. Emeriti Teaching Activities 2019-2021 (UCR only)				
Teaching Reported	Total for 114 Emeriti over three years	Average Annual Rate	Approx. Annual FTE Faculty Norms	Approximate FTE Equivalent
UC Undergrad courses taught	52	17.33	4.5/Yr	3.85
UC Graduate courses taught	39	13.00	3.5/Yr	3.25
Served as PhD Advisor	27	9.00	1/Yr	9.00
Served on PhD Committees	35	11.67	2.5/Yr	4.67

During the three-year period covered by the survey responding emeriti taught at least 52 UC

undergraduate courses (and an additional 7 at non-UC campuses). These emeriti also taught at least 54 graduate level courses (39 at a UC campus and 15 at other campuses). This teaching load amounts to more than 25 FTE equivalent faculty teaching workload over the three-year period. Additionally, respondents reported 82 instances of “other” types of teaching work, including lectures, dissertation advising and committee service, graduate and undergraduate student counseling and mentoring.

4. Table 2, below, reports the scholarly writing and performance activities of survey respondents. The UCR emeriti reported a remarkable record of publication during the 2019 to 2021 period. The 114 survey respondents reported publishing more than 271 journal articles, 148 book chapters, 202 conference papers, 153 other talks, and 71 books. Again, the table calculates the average annual production over the three years under review and estimates the number of FTE faculty it would take to produce this scholarly output.

Table 2. UCR Emeriti Publications and Professional Talks 2019-2021				
Scholarly Writing Reported	Total for 114 Emeriti over three years	Average Annual Rate	Approx. Annual FTE Faculty Norms	Approximate FTE Equivalent
Journal Articles published	271	90.33	2.5/Yr	36.13
Book Chapters published	148	49.33	2.0/Yr	19.73
Texts and other Books	71	2.37	~.25	9.33
Conference talks	202	67.33		
Non-Conference Talks	153	51.00		

5. Table 3 reports the artistic products and productions undertaken by emeriti artists among the 114 survey respondents.

Table 3. UCR Emeriti Artistic Productions 2019-2021				
Type of Artistic Work	Total for 114 Emeriti	Average Annual Rate	Number of Emeriti Engaging	Works per Participating Emerita/us per Year
Dance & Musical Performances	39	13	10	1.3
Literary Works	40	13.33	11	1.2
Visual Arts Products	28	9.33	6	1.56
Theatrical Performances	6	2	1	2.0
Exhibits/Shows	11	3.67	4	0.75
Other Works/Performances	39	13	12	1.08

In the domains of art, dance and theatre, the 114 responding emeriti amassed: 39 musical/dance performances, 28 visual arts products, 40 literary works, 6 theatrical performances, 10 exhibits/shows and 39 “other” artistic works/performances.

6. In pursuit of their work, 10 UCR emeriti garnered intramural grants and 17 were awarded extramural grants/contracts to support research projects. Additionally, 9 garnered both intra- and extramural funding awards. Additionally, 4 reported engaging in entrepreneurial work and 27 in consulting activities outside the UC System. At least 40 reported engagement in public service works that required use of their academic expertise.
7. Fully 77% of the emeriti reported one or more forms of continued participation in their professional societies: 68 (60%) reviewed manuscripts for publication, 58 held professional association leadership positions, 39 served on editorial boards, 38 reviewed proposals. Bowing to the COVID pandemic, only 14 reported attending professional society meetings.
8. In terms of continuing service to the University, 21 reported service with their college or department, 27 served campus wide activities, and 11 provided service at a system-wide level. Additionally, 46 reported making important service to their communities.
9. Twenty-nine of the respondents reported receiving one or more professional honors.
10. In reviewing responses to a series of six questions about the COVID-19 pandemic it becomes quite obvious that the pandemic substantially curtailed emeriti professional service work. In all of the queried domains (teaching, research/publishing, conference presentations and attendance, mentoring and other professional services) the survey respondents more often reported a decrease than an increase in activities. Overall, reports of decreased activity out-numbered reports of increased activity by a ratio of 5.2 to 1.

## Emeriti Financial Grants & Contributions

In addition to the every-emeriti survey, two UCR administrative offices were queried. University Advancement was asked to provide data on charitable contributions to the campus. And Research and Economic Development office provided data on the extent of emeriti success in securing intra- and extramural research funding. Table 4 summarizes the charitable giving data provided by the University Advancement office covering the four years from 2018 to 2021.

Table 4. Charitable Contribution by UCR Emeriti during the years 2018 thru 2022					
Year(s)	2018	2019	2020	2021	2018-2022 Total
Total Value	\$413,443	\$1,663,062	\$3,509,440	\$1,378,038	\$6,963,983
Number of Contributors	64	72	63	79	122
Maximum	245,744	1,412,150	2,400,000	601,000	2,450,000
Average	3,417	13,744	29,004	11,389	57,554
Median	60	100	50	100	1,000

Fully 122 emeriti made charitable contributions of \$6.96 million to UCR over the last four years. From 63 to 79 contributed in each of the four years. The median contribution was relatively small (\$50 to \$100) each year while 2 of the contributions exceeded \$1 million.

Table 5 presents a summary of the extramural funding received by the 50 emeriti who received contracts or grants during the years 2018 to 2021. Over the last four years emeriti have secured more than \$76 million

Table 5. Extramural Funds Awarded to Emeriti during years 2018 thru 2021					
Year(s)	2018	2019	2020	2021	2018-2022 Total
Total Value	\$25,756,909	\$16,711,564	\$26,227,087	\$7,562,392	\$76,257,952
Funded Emeriti	36	37	30	16	50
Maximum	4,654,223	8,145,820	8,145,820	3,555,287	14,922,297
Average	515,138	334,231	524,542	151,248	1,525,159
Median	72,718	91,906	26,616	0	570,119

in extramural contracts and grants. The impact of the COVID-19 pandemic on the pursuit of extramural funds was made obvious by a drop of nearly \$7 million in funds and loss of 14 participating emeriti among the successful applicants for extramural funds.

If you would like a copy of the survey text, send me an email:

[mitchell@ucr.edu](mailto:mitchell@ucr.edu)