



## Executive Committee Officers 2017-18:

- President**  
James N. Danziger
- Past President**  
George E. Miller
- Treasurer**  
Stuart Krassner
- Retiree Liaison**  
Jill Halvaks

### Executive Committee:

- Richard Frank
- Barbara Hamkalo
- Judy Horn
- Ron Jevning
- Kenneth Kraemer
- Pamela Lawrence
- Susan Lessick
- Peggy Maradudin
- William H. Parker
- Eric Stanbridge
- Jen Yu

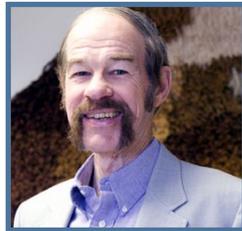
### Program Committee:

- Barbara Hamkalo
- Alex Maradudin
- William Schonfeld

### UCI CER Director:

- Jeri I. Frederick

## PRESIDENT’S LETTER —James N. Danziger, Emeritus, Political Science



Hello fellow emeriti/ae.

The fall is always a time of starts and re-starts for many academics. This fall, after the admissions debacle in summer, UC Irvine welcomed its largest ever incoming class of undergraduates. More than 7,000 freshman and 3,070 transfer students have joined our campus. We are squeezing them into classrooms and dorms. The Chancellor and Provost have initiated an analysis of what caused us to miss our enrollment target (an inexact science, to be sure) and how to ensure that it does not occur again in the next enrollment cycle.

As our undergraduate population has exploded, it has put pressure on the stated campus leadership goal of increasing the proportion of graduate students in the total mix. This fall, the number of new Ph.D. and master’s students has increased by about 15 percent and 27 percent, respectively. For some on our campus, it is the education of graduate students that distinguishes us as a research university and some are troubled that we do not have a larger proportion of graduate students. But others believe that we are admitting far more graduate students than is appropriate: we have challenges funding them for the full length of their programs; we lose many before completion of the Ph.D., and we have difficulty placing many of them in the jobs we promise at recruitment. We focus on the last issue in this Newsletter, in commentaries about Ph.D. training and the job market by UCIEA Executive Committee members Ron Jevning and George Miller. A future discussion might be about the proliferation of “for profit”

master’s level programs at UCI in recent years.

Also part of this Newsletter, you will find the form by which you can support UCIEA with your annual, multiyear, or lifetime dues. We rely on dues to keep the organization going. [Remember that the UCI EMERITI ASSOCIATION is a separate organizational entity from the UCI Retirees’ Association – UCIRA – that also solicits dues from you.]

So what has UCIEA done lately to deserve your support?

UCIEA has worked to promote and protect the interests of our emeriti and also those faculty who are considering retirement. For example, as President of UCIEA, I am a member of the campus-wide Academic Planning Group (APG), headed by Vice Provost Judy Stepan-Norris and Academic Senate Chair Elect Linda Cohen, a major group providing advice to the Provost. Last year and this year, the issue of engagement of emeriti with the campus has been an important agenda item and the APG has provided unanimous support for the ten suggestions that UCIEA has proposed for enhancing the linkages between emeriti and their departments, schools and the campus community. (If you don’t recall these suggestions, look at the President’s Letter in the Spring 2017 Newsletter). Similarly, I am an *ex officio* member of the Academic Senate Council on Faculty Welfare, which has also provided unanimous support for these suggestions and considers numerous issues of significance to our emeriti community. I have been meeting with the Provost and the Deans to promote the meaningful implementation of these engagement ideas.

*(continued next page)*

## SAVE THE DATE AND RSVP

**Thursday  
November 9, 9:00 a.m.  
Open Enrollment Info Fair**

@ The Newkirk Alumni Center, 450 Alumni Ct., Irvine. Complimentary Parking with RSVP to [emeriti@uci.edu](mailto:emeriti@uci.edu) in Lot 14. [Map here](#)

## INSIDE THIS ISSUE

- Millennials Replace the Boomers Review
- UCI Emeriti Spotlight
- Issues Corner—Reflections on PhDs and Jobs
- Emeriti Publications
- Open Enrollment Information Fair
- Dues Form

## PRESIDENT'S LETTER — continued

UCIEA has also been active in providing information about, mobilizing communications with, and maintaining pressure on UCOP regarding the Regents' recent proposal to rescind the agreement on a floor for the amount that retirees will pay to retain their university health care plans. Our resistance has been important and effective in the October decision to defer this proposal, and to appoint an "advisory workgroup" with representation from interested groups to explore how to ensure a desirable balance of benefits and costs associated with retiree health care.

UCIEA also is a key actor in awarding several prizes to outstanding emeriti/ae and organizes occasional talks of interest (see, for example, a brief summary of the talk by Emeritus Professor of Political Science Russ Dalton in this Newsletter). And UCIEA tries to communicate useful infor-

mation to our emeriti community through this Newsletter, emails and other means, including cosponsoring the well-attended Annual Retirees' Reception earlier this month that featured a very interesting Q & A with Chancellor Gillman.

So PLEASE join UCIEA this year and send your dues with the attached form!

We always welcome your suggestions, critiques, comments and participation. Reach me at [danziger@uci.edu](mailto:danziger@uci.edu).



Jim Danziger, President — UCI Emeriti Association

## THE MILLENIALS REPLACE THE BOOMERS



***The Millennials Replace the Boomers: A Boon or Curse for American Democracy?*** From the talk by **Professor Emeritus Russell Dalton**

What happens to American politics when your children or grandchildren represent the majority of voters? For some of us, it sends a shiver up our spines; others eagerly await the generational change. At UCIEA's Annual Meeting (open to everyone) in June 2017, Professor Emeritus Russell Dalton from UCI's Peltason Center for the Study of Democracy and the Department of Political Science described the generational differences in political attitudes from a new survey of the American public.

One striking pattern is the decline in voting turnout among the young. Barely two-fifths of Millennials reported voting in national elections. Yet instead of dropping out entirely, young people are volunteering, turning to online activism, political consumerism, protest, and other ways to influence politics. Dalton claims that this activity reflects a changing view of what defines a "good citizen" for Millennials, who are substantially more engaged in these forms of political activity as compared with earlier generations.

A deeper political change involves the political values of the young. Across most standard measures, the young are more tolerant of contentious political groups—even those with whom they disagree. Compared with their parents' and grandparents' generations, the young are more supportive of minority rights, government programs to benefit those in need, and helping the needy in other nations. These values have led to disproportionate support for Democratic Party candidates in recent elections.

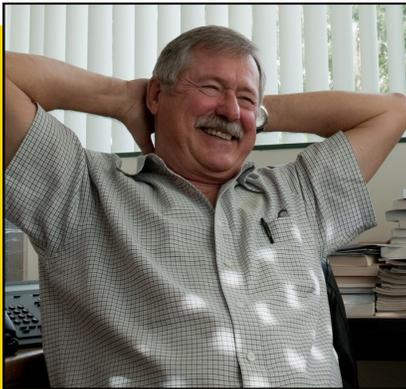
The provocative presentation led to a final conclusion from Dalton: "Hug your children . . . Millennials are not as bad as you think," and they have the potential to improve American society and politics.

If you want to learn more: [Russell Dalton, \*The Good Citizen: How A Younger Generation Is Reshaping American Politics\*, 2nd edition.](#) (Washington, DC: Congressional Quarterly Press, 2015).

## UCI EMERITI SPOTLIGHT



Susan Lessick, UCI librarian emerita and collaborators have been awarded a prestigious Institute of Museum and Library Services (IMLS) Laura Bush 21st Century Librarian Grant. The three-year \$238,989 grant will fund the development of a Research Training Institute at the University of Illinois at Chicago that will serve as a research anchor for the Health Sciences Librarian community nationwide. The unique training program sponsored by the Medical Library Association and other grant partners will offer an annual one-week immersive learning experience in research design, individual mentoring, a full year of post-Institute support for participants, and membership in an ongoing research community of practice, and scholarship support for participants. Institute training will equip librarians with a mastery of research skills to effectively assess end-user needs for health information and enhance library services to meet those needs in their home institutions and communities. “We are thrilled to receive the IMLS grant because the new Institute will be a powerful driver of new health information research and help Health Sciences Librarians change from informed consumers of research to producers of quality research,”



Michael T. Clegg, Emeritus Professor from Ecology and Evolutionary Biology, has been appointed U.S. Representative to the International Institute for Applied Systems Analysis (IIASA). The IIASA Council is known for using interdisciplinary research to provide policy insight on environmental and many other issues of regional and global importance.



Moyra Smith, Professor Emerita of the Department of Pediatrics in the Division of Genetics and Genomics, was selected for UCIEA’s annual Outstanding Emerita/us Award. Since her retirement in 2006, she has, inter alia, published nine books, including four from Oxford University Press, remained active in her division including assisting with the launch of “Personalized Medicine” on campus, and is Genomics Core leader at the Center for Autism Research and Translation (CART).

## REFLECTIONS ON Ph.D.s AND JOBS

*"I'm all right, Jack"* (1959 Movie with Peter Sellers and an all-star British cast) & *"You've never had it so good!"* (Harold Macmillan, British Prime Minister, 1957)

These two British political phrases from the 1950's capture the idea that we are OK, while others might be less fortunate!

Today's participants in and graduates from doctoral programs may not be "all right" or "have it good". How have our former students fared?

Most emeriti with long academic careers had good fortune. We completed our doctoral degrees at a time of great expansion of the academic enterprise in the United States, exemplified by the California Master Plan. We came from local or foreign universities with (mainly) an expectation of a full career of teaching and research ahead of us, sliding in directly or through post-doctoral experience, and gaining positions with little bureaucratic hassle or even paperwork (see Bill Parker's story of his appointment at UCI in a 2015 UCIEA Newsletter). Even in "soft" fields in the humanities, graduate students found employment in teaching at various levels as the population of undergrad students expanded and efforts to reduce class size were implemented.

Today's students may be struggling to find meaning in their doctoral training and anticipated employment beyond the post-doctoral period. This struggle has led to much questioning and soul-searching in the last few years as countries ask: "Do we have too many doctoral students?" or "Should the doctoral degree be redefined?" Of course, experiences vary widely from country to country, university to university, and discipline to discipline.

NSF's Survey of Earned Doctorates 2015 (the latest available, at <https://www.nsf.gov/statistics/2017/nsf17306/static/report/nsf17306.pdf>) has mined US data. Fifty-five thousand doctorates were earned in 2015, with average annual growth of 3.5%. Many are in STEM fields, as the gap between STEM and non-STEM fields widens. In spite of a view that foreigners are taking many of these degrees, the number earned

by US citizens and permanent residents has grown by about 3% a year. Perhaps surprising, women have earned more doctoral degrees than men since 2002! This is not the case in STEM fields, although the proportion of women is increasing. There has also been a steady increase in degrees earned by "underrepresented minority groups," although this percent is still low also.

Students are spending somewhat less time on their degree paths, although those in non-STEM fields are still taking (on average) eight to twelve years, compared with their STEM counterparts, who are taking six or less. As Jevning's companion article notes, a key issue (perhaps even affecting time to degree) is finding employment as a "newbie" Ph.D. The situation is complex. A recent Science article claims unemployment (of STEM doctorates) is a myth, as very few are without a job within a year. But is there severe underemployment, with post-doctoral graduates taking any job for income to support families and pay off loans or other commitments? The Atlantic published a recent (2016) article on "The Ever Tightening Job Market for Ph.D.s". And an article in the New York Times in 2016 titled "So Many Research Scientists, So Few Openings as Professors" emphasizes the shrinking proportion of Ph.D.s who secure academic jobs. The issue is not restricted to the US. In Australia, a recent (2016) article by a Melbourne professor states: "It's time to reduce the number of PhD students, or rethink how doctoral programs work." Similar concerns can be found on UK websites.

The UCIEA Executive Committee is trying to obtain recent UCI data to explore these concerns. Obvious questions for our emeriti community and the active professoriate include: How does UCI stack up in comparison? How are my former students faring? Are we advising, mentoring and using our network connections to facilitate new Ph.D.s finding meaningful positions?

**George Miller, Senior Lecturer Emeritus, School of Physical Sciences**

---

### *A Matter of Degree*

Are universities producing too many Ph.D.s? Because of the continued change in and extreme heterogeneity of the workplace, it is only possible to make broad generalizations about

## REFLECTIONS ON Ph.D.s AND JOBS—continued

advanced degrees and job opportunities. The focus here is on the US and mainly on Ph.D. education in the sciences and engineering, which account for about 80% of Ph.D.s awarded. Those who attain their advanced degrees are right to feel that they have joined an elite group; however, the group is not as elite as in the past. Doctoral education is broken and unsustainable. Adherence is to an ancient mode of preparing students to be clones of their mentors in academia. Furthermore, Ph.D. holders in the US face decreased academic jobs, and industry can't make up the slack. In 2011, about 40,000 science and engineering Ph.D.s were awarded in the US. The percentage of these people finding tenure track positions has steadily declined. In 1973, 55% of people who received Ph.D.s found tenure track jobs; by 2010 the figure was only 15%, even 6 years after receiving the Ph.D. Data also suggests that more and more remain underemployed. Hence, it is unclear whether the time spent (up to 12 years on average) is worth the sacrifice compared with the time needed to qualify for other jobs and earn income from employment.

Academic recognition and prestige are based on research productivity, which, in many fields, requires increased production of graduate students and post docs to do the work. Moreover, many universities (including UCI) continue to push for an increased number of graduate students to enhance their scholarly reputations, even as their numbers of undergraduates increase. So, while tenure track demand dropped substantially in the 70's, universities did not adjust. Another underlying issue is the extreme overspecialization that has overcome most of academia. Many researchers can barely speak to colleagues in their own departments, let alone meet the employment needs of another university, or of industry.

On the level of the individual job applicant, employability is determined by the capacity to network and/or having had any job experience, perhaps obtained even while studying for the Ph.D. (internships, for example). It is estimated in a Pew study that about 40% of hiring is based on personal contact. Also, the importance of field of study cannot be overstressed. For example, there is much greater demand for engineering and physical science job seekers right now than for bioscience Ph.D.s because of the recent, drastic decline of drug and medical research investment.

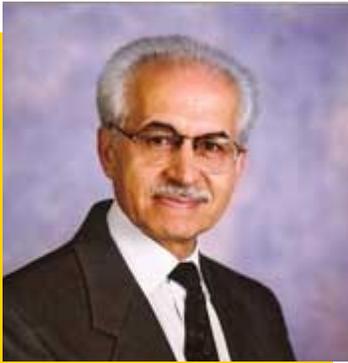
So far, we have focused on the Ph.D. applicant whose first goal is a tenure track job at a university. But what about recipients of the Master's degree? Some relevant factors for employment remain similar; therefore, the continuing oversupply and falling demand apply. This problem is somewhat abated, however, by the employer's ability to pay less for the Master's job seeker. Also, the holders of many Master's degrees have a wider field of applicable job opportunities.

Finally, are there any solutions to this predicament of unemployable graduate students? One possibility is for universities to reduce the number of graduate students admitted into Ph.D. programs or more rigorously screen out students at the Master's level. Or they might focus more strategically on those fields and subdisciplines where demand for academic Ph.D.s is strong. The message for some research universities seems to be that Ph.D. training and student expectations should emphasize job opportunities other than those in universities. This latter strategy seems to be the approach Germany has taken. While Germany is the largest producer of Ph.D.'s in Europe, the Ph.D. awardee in Germany has also taken classes outside the lab, learning transferrable skills such as report writing and data management. There is also relatively less income for the starting university academics in many European countries, making departure from academia less traumatic. Perhaps most striking of all solutions, however, is that exemplified by both China and India, where Ph.D.'s are in undersupply relative to demand. This relationship has occurred because of the creation of booming economies that do not, for example, spend 16% of their budgets on defense. Might an end to the continual US status of impending war help solve the unemployment problem of the advanced degree holder? Bombs do kill jobs.

***Ron Jevning, Adjunct Associate Professor Emeritus, School of Medicine & School of Social Sciences***

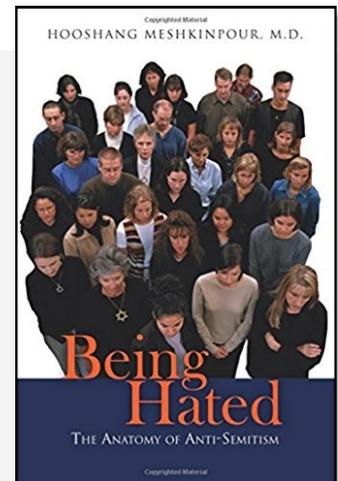


## RECENTLY PUBLISHED UCI EMERITI/AE



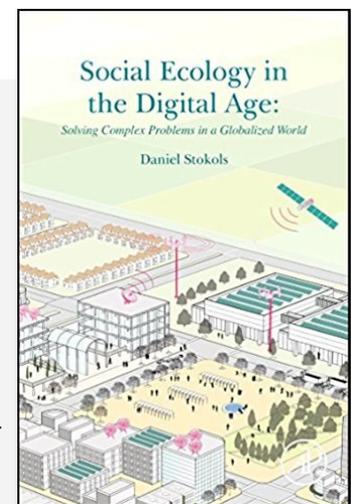
Hooshang Meshkinpour, UCI Emeritus Professor of Medicine, has recently published his book: *Being Hated: The Anatomy of Anti-Semitism*, available at Amazon.com *Being Hated* is a book about the challenges Jews continue to face in their complicated relations with other human groups.

The focus of the book is a systematic search into the history of the Jews and their plight with persecution. Likewise, it explores what may have been uniquely different about Jews that have enticed so many people for so long against them. Why, in most parts of the world, are Jews still viewed as strangers or guests in their homeland? Why have states and other institutions of power maintained special connections with “certain Jews” and often distinguished them from “Jewry” altogether? Is there a Jewish responsibility for this ocean of hatred? How have worldwide Jewish communities responded to these hostilities? And, finally, have Jews indeed addressed issues of anti-Semitism effectively so that they may not haunt them again? Among these pages, you will find the unvarnished views of many scholars on these topics



Dan Stokols, Chancellor's Professor Emeritus from the School of Social Ecology, has just published *Social Ecology in the Digital Age: Solving Complex Problems in a Globalized World*. In the publisher's description: “At a time of growing nationalism and polarization, integrative collaborative approaches are needed more than ever. In a refreshingly personal narrative detailing his own four-decade academic journey, Daniel Stokols distills key principles of social ecology and offers a robust framework for transdisciplinary research and problem-solving.”

principles of social ecology and offers a robust framework for transdisciplinary research and problem-solving.”



**Please let us know of recent (within the last 3 years please) publications from our UCI Emeriti by emailing [emeriti@uci.edu](mailto:emeriti@uci.edu).**



If you have UC Medical Insurance, you probably know that **Open Enrollment** time is almost upon us. Open Enrollment is the time where all eligible employees and retirees may make changes to their Medical plan enrollments and other plans (such as the ARAG Legal Plan if it is open).

UC Office of the President indicates that Open Enrollment booklets will be mailed on Friday, October 20<sup>th</sup>. Open Enrollment begins at **8 a.m.** on **Thursday, October 26** and ends at **5 p.m.** on **Tuesday, November 21, 2017**.

We have coordinated with UCI Human Resources to hold an Open Enrollment Information Fair again this year.

**Date:** Thursday, November 9, 2017

**Location:** The Newkirk Alumni Center, 450 Alumni Ct., Irvine.

Medical Plan information sessions will be held:

**9:30 a.m. – 9:55 a.m.** – *Health Net / Seniority Plus*

**10:00 a.m. – 10:25 a.m.** – *Kaiser Permanente / Senior Advantage*

**10:30 a.m. – 11:00 a.m.** – *Anthem Blue Cross*

Complimentary Parking in **Lot 14** with RSVP to [emeriti@uci.edu](mailto:emeriti@uci.edu) or 949-824-7769. Map here:

[www.google.com/maps/place/450+Alumni+Ct,+Irvine,+CA+92617/@33.6526543,-117.84672,18z/](http://www.google.com/maps/place/450+Alumni+Ct,+Irvine,+CA+92617/@33.6526543,-117.84672,18z/)

---

## ***In Memoriam:***

*We honor and note the passing of the following colleagues:*

**H. David Mosier** Pediatrics – May 22, 2017

**Kenneth Ibsen** Biological Chemistry – April 20, 2017

**Calvin S. McLaughlin** Biological Chemistry – April 17, 2017

*FULL list at our In Memoriam webpage: <http://sites.uci.edu/emeriti/in-memoriam>*

---

## OTHER UPCOMING EVENTS



**October 27** BIKE RIDE - Aliso Creek Bikeway \*

**November 2** HIKE - Whiting Ranch Wilderness \*

**November 4** ART - Chicano Artist Gilbert "Magu" Luján \*

**November 15** WALK - Back Bay Loop Trail\*

**November 18** CHESS the Musical \*

**December 11** Stem Cell Science Symposium \*\*

*Sue & Bill Gross Stem Cell Research Center, Conference Center 4000*  
Guest Speakers: **Elena Cattaneo, OMRI, PhD**, Italian senator and world-renowned stem cell researcher and **Leigh Turner, PhD**, University of Minnesota.

Online Registration here: [http://www1.icts.uci.edu/scrc\\_main/dec112017.cfm](http://www1.icts.uci.edu/scrc_main/dec112017.cfm)

\*Co-Sponsored by the UCIRA See website for more info: <http://retirees.uci.edu/events-and-activities/>

\*\*Partially Sponsored by the Edward A. Dickson Emeritus Professorship Endowment

---

## UC Irvine Emeriti Association

c/o: The UCI Center for Emeriti and Retirees

450 Alumni Court, Irvine, CA 92697-1225

Email: [emeriti@uci.edu](mailto:emeriti@uci.edu)

<http://www.sites.uci.edu/emeriti>

**DUES SUPPORT for FY 2017 - 2018**

**Please send this page in with your dues. Thank you for your participation.**

Fill in contact information below **ONLY if it is DIFFERENT than that to which we mailed.**

Name: \_\_\_\_\_

Address : \_\_\_\_\_

\_\_\_\_\_

Email Address (to save Paper!): \_\_\_\_\_

Dues Contribution:      1 Year \_\_\_\_\_ \$ 30      Lifetime Membership \_\_\_\_\_ \$350

5 Years \_\_ \_ \$125      Other Donation \_\_\_\_\_ \$

Suggestions for programs, topics for discussion, etc...: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

---

**Please make checks payable to:**

**UCI Emeriti Association –or- UCIEA**

**Please mail to:                    c/o: UCI Center for Emeriti & Retirees (you may use “CER”)**

**450 Alumni Ct., Irvine, CA 92697-1225**