

Association of Retired Faculty and Staff (ARFS)
University of West Georgia
Coordinating Council Meeting, January 22, 2016, 10 am - 12 noon
Conference Room, Alumni House
MINUTES

Present: Mitch Clifton, Annelle Colevins, Mary Erickson, Frances Jackson, Meredith Ledbetter, Bruce Lyon, Wanda McGukin, Debbie Novak, Glenn Novak, Frank Pritchett, Anne Richards, Martha Ann Saunders, Carole Scott, Karen Smith, Linda Wagner. **Not present:** Tom Carrere, Patty Jiles, Jan Ruskell, Burdett Wantland, Shirley Wantland.

1. Glenn **called the meeting to order** at 10:00 a.m. He thanked those who had come out for the meeting - both new and former members - despite the inclement weather. He thanked those at the Alumni House for hosting our meeting and for organizing such a nice party at Christmas-time. Faculty and staff brought "a lot of babies" to this event, and Glenn said it was "a lot of fun." Glenn also thanked UWG staff for their hard work on the *Rejuvenator*. He commented on its professional look and said he considered it a publication we can all be proud of. He also thanked those who had contributed material to the latest edition, recognizing that its production had been a group effort. Meredith offered to distribute hard copies of the *Rejuvenator* to those who wanted extras - which she did before the meeting ended. Copies of the agenda distributed on line prior to today's meeting were provided to the group.

2. **Proposed Bylaws Changes.** Glenn reminded the group that, based on a discussion at our last meeting, he had asked Anne and Linda to serve as a subcommittee to determine if changes should be made in our bylaws. Anne and Linda provided the attached report in advance of today's meeting.

January 20, 2016

To: Glenn, Mitch

Would you pass this along to Coordinating Council members before Friday's meeting? We agreed to do that in advance of our meeting. THANKS. Anne/Linda

In relation to the discussion during the Coordinating Council Meeting held on 10-30-15, Linda Wagner and Anne Richards agreed to serve as a subcommittee of two to formulate language that could change our bylaws on the subject of who would be considered a bonafide retiree in ARFS. We met once in December and then again on 1-18-16 and have arrived at the following recommendations.

- 1. We recommend changes to ARTICLE 3 (MEMBERSHIP) in the Bylaws. See attached PDF.*
- 2. So far as the Annual Reception/Reunion is concerned, we recommend that*
 - a. All those who officially or unofficially retire from UWG be recognized at the annual reunion.*
 - b. All those who officially or unofficially retire from UWG be included in the commemorative Tribute Booklet;*
 - c. All those who officially or unofficially retire from UWG be given a retiree medallion;*

d. All those who unofficially retired from UWG in the past year be invited to participate in the 2016 reception/reunion.

3. We recommend a dialogue take place with Human Resources to discuss possible changes in the "Termination" form in current use. Currently, the form gives supervisors two choices to identify the status of a person leaving a given position:

a. Transfer - yes or no

b. Retiring - yes or no.

Often, this form makes reference under a category labeled "Additional information" to "Retirement letter received" - even in cases where the person moving on does not meet BOR criteria for retirement.

Linda explained that she and Anne had been asked to look at membership requirements for ARFS and the possibility of making them more inclusive so as to prevent former employees from feeling unappreciated or snubbed when they were not recognized for their contributions as they left campus for what they saw as their "retirement." Linda further explained that several persons were listed as "retiring" from the institution on the HR institutional termination form who didn't meet BOR requirements to qualify as "retirees."

Linda stated that she and Anne had engaged in "a lot of discussion" about how to make the membership requirements more inclusive without opening membership to persons who might have worked on campus for only a few months. She explained that, in the process of their discussions, they discovered that the institutional termination form gave a supervisor only two options for explaining an employee's departure from a given position - one is "transfer" (yes or no). The other is "retiring" (yes or no). And, while it might be that not all who leave a position are neither retiring (by BOR standards) nor transferring to another position in the university, there are no other options provided on the form to indicate their status. Beyond this, the form has a place where "Additional Information" can be provided and, in several instances, it was noted that a "Retirement letter [was] received." Thus we have a situation in which some people are "officially" retiring (who meet BOR requirements) and others are "unofficially" labeled as retiring by their supervisors (but don't meet BOR requirements).

Glenn explained that these circumstances are among the reasons propelling consideration of this change in the bylaws because in approaching our annual reception/reunion, we encounter the situation in which some faculty and staff have spent many years of their career in other areas of the state but then come to work at UWG and retire from here. The main thing that he hoped we would focus on is having policy to guide us in some consistent fashion and he expressed the hope that we can have this in place in the coming year so as to avoid the uncertainties and confusions that have arisen in the past.

Linda then asked if any in the room had questions about what was being proposed.

Mary Erickson asked if the policy, once agreed to, would be retroactive?

Linda: Anne and I did talk about the possibility of including in this year's annual reception/reunion persons who had been overlooked, especially in the past year, but this is not something we were tasked to do as a subcommittee.

Carole Scott: Have you thought about limiting recognition to people who are drawing Social Security?

Linda: No, we did not consider this. We were focused instead on trying to make our requirements as inclusive as possible.

Carole: Using the criterion of who is drawing Social Security would be one way of solving the problem of who would be eligible.

Someone mentioned that we might have difficulty securing information as to who is drawing Social Security benefits and who isn't.

Frank Pritchett: I'll be retiring at an age that is younger than the age that would qualify me to receive Social Security benefits. So that wouldn't achieve the aim Glenn mentioned earlier - of finding some sort of consistency in how we handle things. I'd recommend we look at those who might have been overlooked in the past 3-5 years for whom we already know from our prior interactions that it would have meant a lot to them to have been recognized among the UWG retirees. We can determine who these individuals are and write them a letter explaining that the Coordinating Council has changed its policy because we realized it was [however you want to describe it] . . . and offer them an opportunity to be recognized because we appreciate the meaningful relationships that developed while they were employed on campus and want them to be a part of the history of the institution as they retire from it and move on with their lives.

Debbie Novak said that such individuals can still participate in all activities that ARFS plans - as Associate Members of the Association. She said that, when she retired after 28 years of service, she was not considered eligible for "official" BOR retirement, because she was not yet 60 years of age. The rule determining one's eligibility to become an "official" retiree stipulated that a person had to be 60 years of age with 10 or more years of service, or less than 60 years of age with 30 or more years of service. She further said that when she learned of this rule she simply understood it was the way things were and she had to go by the existing rules.

Mary Erickson mentioned that she retired at age 57 with 30 years of service and thus qualified as an "official" retiree and received a medallion at the annual reception/reunion.

Someone expressed the concern that, if we give medallions to all those who are marked as retiring on the institutional termination form, then more might mark this option so they could be recognized.

Linda said that she didn't believe people would be move to do this because she didn't think persons would be "clamoring" to get a medallion.

Debbie then asked how we would choose the people to be honored who would be considered "unofficial" retirees? She went on to say that she thought the institutional form needs to be changed to give the individuals filling it out another option besides "Retired" or "Transferring" (such as "Resigning"). Right now they are picking the best option of the ones they are given.

Carole Scott commented that because ARFS was an organization affiliated with the university, it was likely that the university would have a problem with some persons belonging to the group and getting recognition as "retirees" when they were not BOR-recognized retirees.

Anne reminded the group that the matters of who was recognized and how each might be recognized at our annual reception/reunion were separate from the issue at hand - which was whether our bylaws should be changed to include both "official" (BOR-recognized) and "unofficial" (termination form recognized) in the same category of membership in our Association. She said that she and Linda saw so many ways in which both "Active" and "Associate" membership categories overlapped in our current bylaws that it seemed unnecessary and artificial to continue drawing firm distinctions between them. She said she and Linda had also considered the possibility of offering "unofficial" retirees something other than a medallion and inclusion in the commemorative Tribute Booklet, but thought this might leave some feeling like second-class citizens who were not fully appreciated and valued as colleagues during their service to the institution.

Linda: What would be done about these individuals at the annual reception/reunion is something to decide at some later point. We just included in our recommendation what we thought should be done. Many of these individuals spent a significant part of their "career" at UWG and when they leave they feel this is "their" institution. They want to be a part of the group of retirees from this institution. The recognition we proposed would not apply to all who left employment at the university, but there were seven individuals last year who left and were not honored. The bottom line is, do you want to include as many retirees as you can in your organization? And yes, there is currently an Associate Member category. We are proposing that we no longer have this tier and that all who contributed to the university are recognized for their contributions as they retire. The Bylaws are not being changed all that much - they are just being changed to include those "unofficially" retiring as part of the general membership of ARFS.

Annelle Colevins: I think we should be inclusive. The purpose of this change is to strengthen people's ties to UWG as they leave. They'll become equal with everyone else in this regard.

Linda: Did anyone ever use the provision in the current Bylaws to become an Associate Member?

Anne: Since the Bylaws were just officially approved in September, and the official Coordinating Council met only once (in October) there has actually been virtually no time to operationalize this provision.

Linda: In effect, the Bylaws change we're proposing means that the vetting process originally provided for is removed for those who want to participate actively in our organization.

Frank Pritchett: In the end, ARFS is affiliated with the institution but its funding comes from the Foundation. Anything we do in ARFS really boils down to preserving and growing the relationship with those individuals who retire. This is the last stop for many, even though they may only be here less than 10 years. It does matter to some if they get a medallion or not, but that is a different topic. The main thing is we do not want to "damage" the relationships that have developed while persons are employed here because they are the backbone of our success. This is why maintaining and strengthening these relationships is important.

Carole Scott: What this boils down to as I see it is getting the medallion.

Mitch Clifton: At this time we're dealing with eliminating the distinction between Associate members and other members for persons who want to be involved in our Association. Those who want to be involved should be welcomed and we want to avoid artificial distinctions between Associate and "Active" members. It's a separate issue who gets medallions.

Carole: And medallions cost money.

Linda Wagner (to Carole): Do you really see people demanding medallions?

Carole: I've dealt with some petty people in my life. How will we define who is a "live in" and who is a "domestic partner," for example?

Linda: I don't think we'll have "live-in" people trying to join our organization. This is a non-issue to me.

Carole: I'm talking about establishing principles, standards.

Glenn: Here's a question. Say you have a professor who begins a career at Georgia State University at age 27. He stays at Georgia State 28 years. Then, at age 57, he wants something more rural and comes out here for 2 years and then retires from teaching. What do we do with him? According to our current Bylaws, he is a member.

Mitch: He would also get a medallion according to our current Bylaws.

Carole: This depreciates or denigrates the value of the medallion. I never would have gotten to be a college professor without time I spent at Georgia State University. But for others I question how much attachment will be formed here after so many years elsewhere.

Martha Ann: There are some who choose our institution as the place they form meaningful connections and some who don't.

Carole: If an individual is recognized by the BOR in this way, it reduces the significance of the recognition of those who "toil in the vineyards" for decades at this institution. It denigrates, destroys, reduces the honor given to those who work so hard over many years on behalf of our students. I thought I turned out a damn good product during my years at UWG - and didn't cheat the customer.

Mitch: What we're talking about now is the wording in our Bylaws - we're not talking about distribution of medallions.

Glenn: Do we want to take more time to think about this issue? I'm not trying to procrastinate or stop our taking action. I just think this is an important issue and if there are people who want to think about this more . . .

Anne: If we take more time, I'd want to know how much more time we might want to consider the issue, because we'll need to know rather soon how to proceed in order to gather the information needed for this year's Tribute Booklet.

Debbie Novak: The way the proposed recommendation reads, spouses of retirees will be seen as "full" members. I have a problem with that.

Anne: You may remember we talked about this when we were constructing the Bylaws. We learned that many spouses of retirees were actively engaged in the life of the university until the retiree died - and then they were cut off entirely (from mailings, socializing, etc., etc.). We understood this was hurtful to spouses and wanted to do what we could to address the problem.

Glenn: I'd like to hear from others who have not yet shared their thoughts about this issue.

Karen Smith: Because this is a professional meeting, I would appreciate it if there were no curse words used in our discussions and there was no taking of the Lord's name in vain.

Carole (getting up and preparing to leave the meeting): I have just been called "unprofessional." I consider that a terrific insult and don't put up with that. I'm repeating what people said that I thought was relevant. I'm sorry. You can go on with your political correctness. This makes me think of a time when someone proposed that our Faculty Senate be replaced by a group of people who were citizens in the community because they were among those who cared about what happened at the university.

Glenn (to Carole): We value all opinions, yours included.

Carole exited the meeting.

Bruce Lyon: The only change I see being proposed here is the elimination of the term "Associate." There's no real difference. The proposed wording is more inclusive. Persons are eligible to associate with the group either way.

MOTION (Lyon/Colevins): to put this proposed Bylaws wording change on the table for a vote.

Glenn: Carole has a point. I think of the distinction between joining a civic club or an organization like the American Legion or the Veterans of Foreign Wars (VFW). If you are interested in joining a civic club, you get sponsored and you can join. A friend once invited me to join the American Legion. I could do that because I was a veteran. But what if you're not a

veteran? You can't join. And if you're a veteran, but you haven't served in foreign countries, you can't join the VFW. This brings me back to Carole's principle. Do we want to have standards or criteria to get in to our organization? Or are we more like a civic club? I see this in different ways, so am on the fence.

Annelle Colevins: This is a good point.

Wanda McGukin: Some retire after 30 years and we never hear from them again. Then we have some, like Liz and Frank Butts and Linda Wagner, who have a connection here. And Linda is here with this group now making contributions. I want to be inclusive.

Anne: Dealing with the distinction between "official" and "unofficial" retirees in putting together the Tribute Booklet in the recent past has been awkward. Especially in the case of Liz Butts, with whom I worked on a committee and saw the dedication and effort she put into so many programs aimed at the best interests of our students, and the case of Debra Cobia, who directed the doctoral program in the College of Education and then became involved in the administration of the College of Education, it was difficult to see them as less deserving of recognition when they retired.

Mary Erickson: There is a person I know who was employed in the Nursing Department years ago who was instrumental in starting the nursing program. She then left West Georgia and went elsewhere to work. As a result, she was excluded from recognition by our organization, but would have been a very active member. Maybe she doesn't even know about our organization now.

Anne: So many persons have made significant contributions to our university and to our students and, whether they are BOR-designated retirees or not, or receive a medallion or don't, I see the value of recognizing them in the Tribute booklet.

Linda: What I experienced when Don died was that I went from knowing a lot about what was going on at the university and being a part of a lot of activities to absolutely nothing. That was really, really hard on top of losing my husband. So I was really happy about my being included in this organization.

Annelle: The booklet includes testimonials about a person's contributions.

Mitch: If we decide to approve this proposal, we will have to change Article 4 as well because there is mention of both Associate Members and Active members in that article. [Editorial note: Article 6 will have to be revised as well for the same reason.]

Mary: When would our next Coordinating Council meeting be? We would have to decide by then.

Glenn: The likelihood is our meeting will be held in March.

Bruce: I will be out of the country in March.

Debbie: The Bylaws (Article 9) state that to make a change in the Bylaws, "A two-thirds majority vote of the Coordinating Council's membership is required." There are 18 members of the Coordinating Council, so if I understand this passage correctly, we need 12 of the 18 to be in favor of a change. We had 12 in the room when Carole was here. She left, but Bruce Lyon arrived after I took an initial count.

[It was agreed that this seemed the meaning of the Bylaws.]

Glenn then asked if anyone wished to further discuss the motion on the table. There being no one wishing to do this, a vote was taken.

10 voted in favor of the proposal.
02 voted against it.

In light of our Bylaws, the motion was defeated and Glenn announced that, unless and until someone brings it up at a subsequent meeting and secures the required majority vote to pass it, existing policy remains in effect.

Glenn also noted that our Bylaws also mention (See Article 6, Section 6) that "A Coordinating Council member who has missed three regularly-scheduled meetings in a twelve month period without having these absences approved by the President shall be deemed to have resigned." This could be relevant, he noted, if we take votes in the future, especially in light of the fact that neither Tom Carrere nor Jan Ruskell have made recent meetings.

Debbie then reminded Anne to note both those present and those absent in the minutes. [Anne explained that Shirley Wantland had informed her before today's meeting that she might be unable to attend today's meeting because she was taking medications for a severe toothache, needed a root canal, but could not arrange to get one until next week.]

3. Current Retiree List

Both Anne and Meredith distributed lists of 21 retirees who are potentially among our honorees for September, 2016. Anne explained that some persons on these lists have been identified as retiring on the institutional termination form, but may not meet BOR requirements. In addition, the form distributed by our Association through HR has yet to be returned by 10 of the 21 on this list. Those listed are as follows: Cheryl Cash, Donna Davis, Roberta Emmons, Kaye Ferguson, Carol Goodson, Alice Gunter, Curtis Hollabaugh, Louis Howe, Gregory Hudgins, Barbara Kendrix, William Lambert, Barbara Lewis, Kareen Malone, Johnnie Pollard, Teresa Pyron, Rebecca Reeves, Steve Rich, Harold Slate, Jill Stallings, Johnnie Vaughn, Catheryn Wright.

Members of the Council volunteered to assist in securing information for the Tribute booklet. Anne distributed copies of the form to be used in interviewing retirees and encouraged those who volunteer to get the information for this form do so by calling the person or persons they agree to contact. She said that getting information person-to-person over the phone is preferable to having the honoree fill out the form on his or her own. Anne also underscored the importance of

asking the honoree whom he or she trusts the most or believes is most knowledgeable about his or her contributions while employed on campus. She explained that, when this booklet was initially conceived, it was assumed that a person's supervisor would be the logical choice to handle the "tribute" statement portion of the write-up. But it soon became evident that some retirees were not on good terms with their supervisors and did not want them to have any role in this portion of their write-up. Anne also reminded volunteers to assure honorees that they simply are to identify persons they trust to handle the tribute statement. Volunteers just have to get a name and contact information when they interview retirees. Once they have done this, Anne will be the one to actually make contact with the individuals who have been identified. This enables her to assure receipt of their statements in time to meet our publication deadlines.

The following persons volunteered to contact the honorees indicated:

Wanda McGukin - Cheryl Cash
Debbie Novak - Donna Davis
Karen Smith - Curtis Hollabaugh
Linda Wagner - Louis Howe
Anne Richards - Barbara Kendrix
Wanda McGukin - William "Buddy" Lambert
Frances Jackson - Barbara Lewis
Anne Richards - Kareen Malone
Bruce Lyon: Johnnie Pollard
Meredith Ledbetter - Teresa Pyron
Annelle Colevins - Rebecca Reeves
Frank Pritchett - Steve Rich
Frank Pritchett - Catheryn Wright
Mary Erickson - Jill Stallings

Anne distributed forms that have been received from HR, containing contact information for retirees so volunteers could begin this process. In several cases, forms were missing - and she agreed to follow-up to get these as soon as possible.

Glenn thanked those willing to assist with this process and reminded volunteers that it may take several phone calls to set up the actual interview with retirees.

4. Status of ARFS Reunion, 9-10-16

Meredith reported that reservations have been made with the Sunset Hills Country Club for this event on September 10th. She also mentioned that Bernie Wong has provided music for the group on many occasions in the past, and has always been well received, but if persons are aware of others who might serve in this capacity, to let her know. Mary Erickson recommended consideration of Karen Vance. Anne explained that she has spoken with Karen and knows her to be an excellent performer, but one who expects the undivided attention of her audience. She does not simply provide background music while members of an audience converse with one another. Her fee is also much higher than what we have paid in the past. Anne recommended Don Rice as someone who might serve as an alternate to Bernie, if we choose to make a change.

Glenn explained that he and Debbie will not be in town on September 10th because they will be celebrating their 40th anniversary by taking a train trip through Canada. As a result, he asked the group to approve Mitch as the ARFS representative to present medallions to honorees, and Anne as the person to call the names of honorees before the medallion is presented. It is also expected that Dr. Marrero will attend and participate in this presentation.

MOTION (Lyon/Jackson): to approve these arrangements. Passed by a show of hands.

5. Scholarship Balance

Meredith reported that the current amount donated for the ARFS scholarship is \$14,355.00. Debbie pointed out that when the *Rejuvenator* went out in December, the balance was \$11,475.00. Additional donations were encouraged at that time, resulting in an additional \$2,880 coming in during approximately 1 month. This means we're now more than half way to our goal of the required \$25,000. Debbie reported that she emailed Rodney Davis (the retired school superintendent who raised about \$100,000 for endowing a scholarship for his fraternity) to ask how he achieved this goal in such a short time, but he hasn't responded. As a result, we have to come up with our own ideas about how to achieve the amount needed to award this scholarship. Debbie noted that, if we can raise the additional (\$10,645) between now and September, 2016, we can award the scholarship at our next annual reception/reunion.

6. Retiree Benefits

Debbie reported that the Bookstore had recently announced discounts for Faculty and Staff on sports-related items. She wrote the Bookstore to explain that retirees provided a lot of support to sports teams and asked if retirees might get these same discounts. She was told they are thinking about it.

Annelle mentioned that she still has her former ID card and this has enabled her to secure privileges similar to those given to current faculty and staff. Glenn noted that former ID cards may not always work because they may no longer be considered "active." Anne said she had experienced this when she went to use her IF card to check out a book from the campus library. Her card had been de-activated because it had been over a year since she last checked out a book. It was readily restored to active status, however, by those at the Circulation Desk.

The possibility of a universal retiree card being created that would prove access to plays, the bookstore, sporting events, etc., was mentioned. Meredith and Frank explained that the current plan for alumni is to create an electronic app or "virtual" alumni card rather than a physical card. Given that a smart phone is needed for this to work, and many retirees don't use one, other options for retirees have to be considered. Meredith asked how and where retirees get hang tags for parking. Response: privileges are initiated from the office of University Advancement and retirees pick up their hang tags at the Parking office in Row Hall (or use the US postal service for the process of getting them).

Glenn asked if anyone on the Council is interested in serving on a subcommittee to look further into the issue of securing retiree benefits - including the possibility of free membership at the gym in the Campus Center. In the past, free memberships were available to students only, because the facility is being paid for out of student fees. President Marrero subsequently announced that current faculty and staff can also use the facility free of charge, however. Mary Erickson mentioned that Kathryn Grams is a member at this facility and said she would ask Kathryn how her membership fee is being handled. Mary also offered to go with Glenn, Debbie or others to see President Marrero if a meeting is thought necessary to discuss the extension of various benefits to retirees.

Frank explained that, formerly, when an alum went to use the Ingram Library, a new "guest" account had to be created. Since then, it has been agreed that any alum will still be considered part of the "pack" and the process has been changed to be a more inclusive one for alumni. Frank further said that HR could be approached to get a similar arrangement made for retirees.

Meredith reported that her office can work on getting a physical card for retirees, but the cost of creating these is an issue.

7. Other Committee Reports.

None were given.

8. Alumni Weekend, April 15-16, 2016

Frank distributed two handouts: (1) an events schedule for Alumni Weekend, and (2), a list of persons to be honored on 4-16-16 at the 40th Annual Alumni Awards Gala. He explained that a focus for Alumni and Development is doing more to engage retirees in alumni events. During this year's Alumni Weekend, a "Garden Tea Party" has been scheduled outdoors at 1:30 pm. on Saturday April 16th (weather permitting). It will be held indoors if weather is inclement. In the Registration process for Alumni Weekend, alumni will be asked to name persons who meant a lot to them while they were on campus and whom they would like to reconnect with during this time (including fellow students, faculty, and staff). The Alumni and Development office will then intentionally assist in doing what they can to coordinate these connections.

Mary Erickson said she was sorry that she will be in South America at the time of this year's Alumni Weekend, which turns out to be the 40th anniversary of the first graduating class in Nursing - a group she taught. Frank said that arrangements might be able to be made through SKYPE for her participation in this reunion.

Frank explained that this year's annual Alumni Awards Gala will be held at the Cultural Arts Center in town instead of on campus. It will be co-hosted by Shaunya Chavis-Rucker ('88) and Darryl Forges ('14). Cost is \$20 per person. Reception begins at 6 pm, presentations at 7 pm. Attire is cocktail dress.

Frank also reported that Alumni and Development is partnering with the Center for Public History to launch a five year university history project that will involve recording former

students, and faculty and staff retirees describing significant recollections of their experiences at West Georgia. As part of this effort, it is expected that recordings will be made on Friday and Saturday between 8 am and 5 pm at the Alumni House. Each hour three persons can be interviewed. Frank invited those with fond memories as faculty/staff to participate in this project and to set up time slots with Meredith in advance for recording purposes. Frank also reported that he and others will be going to Columbus, GA to record a Mrs. Eva Ulrich, one of the "Rosie the Riveters" in World War II.

Annelle mentioned that her aunt attended the institution when it was an A&M school and she could share some of the stories she heard from her aunt. She was encouraged to do so by several in the group. Frank also encouraged anyone present to contact alums with interesting stories to share so as to inform them of this project.

Wanda mentioned that those planning the afternoon tea were looking for old tea cups and saucers to use at the event. Anne said that Mary and Tobin Hart had a collection of these. Frank Pritchett offered to bring a whole set that he has. Wanda said that she, too, has such a set. Annelle recommended that some way be found to identify which cups/saucers belonged to which donors so they could be returned to their rightful owners. Wanda said this would be done. She also encouraged anyone with ideas about who might be invited to participate in this event to contact her, Frank, or Meredith.

9. Insurance and USG Retiree Council (USGRC)

Anne reported that the next meeting of the USGRC will be on Friday, March 4, 2016 in Macon, GA from 10 am - 2 pm. At that time, she said she hoped to learn more about how the healthcare transition has gone around the state. She explained that in mid December members of the USGRC received a list from the USG of about 83 persons from whom the USG had not gotten any responses so far as the transition was concerned. This was a list retiree council members had asked for much earlier in the process but were told that AON had an investigative unit that would likely locate everyone who had to make this transition. While no one from UWG was on this list, Anne said she recognized the name of one person, Caroline Blumenthal, who worked in the library on our campus several years before transferring to Georgia State. Anne learned that Susan Smith was still in contact with one of Caroline's daughters and, through Susan, reached this daughter. She then discovered that Caroline had a form of dementia, was in a "memory care" facility in Atlanta, and her daughter knew nothing about the healthcare transition going on. Fortunately, after the daughter learned about what was happening, and was put in touch with Karin Elliott in HR at the USG, she was able to sign her mother up for coverage prior to the December 31, 2015 deadline.

Anne also announced that, despite the fact that she had verified with the USG office on three separate occasions the accuracy of information provided in the last issue of the *Rejuvenator* about the healthcare transition, specifically with regard to projected costs for prescription drugs, there may be an inaccuracy in the material she and Carole provided. Mary Scudder informed Anne about a week ago that the "USG Catastrophic Health Reimbursement Account" referred to in that piece, that was designed to limit retirees' out-of-pocket prescription drug costs, is actually

provided by Medicare rather than the USG. Anne said she would request clarification on this matter at the upcoming USGRC meeting in Macon.

Debbie mentioned that she (and several others) didn't realize at first that to arrange for automatic reimbursement of the premiums paid for health care and prescription drug coverage, retirees have to do more than fill out online forms. They also have to send in proof of their initial payments. If this is not done, the reimbursement will remain in "pending" status forever.

Frank said that he's learned through Facebook that some retirees are having to pay more for prescription drugs than they did in the past (in some cases a LOT more). And some medications previously covered in the prescription drug plan provided by the USG are no longer covered, requiring retirees to find alternative medications.

Mary Erickson asked if, overall, retiree costs are primarily up or down. Frank and Anne replied that it depends on the nature of the plans they have chosen, and their individual medical situations.

Glenn asked if we can expect that our organization will be pressured by the USGRC to become a part of the existing governance structure of the university (through representation on the Faculty Senate). He wondered if ARFS has to arrange for a subcommittee from our organization to pursue this possibility. Anne said that this was a matter that would come up again at the USGRC meeting in March, along with other issues having to do with increasing the effectiveness of communications among retirees. She said she has learned since we last discussed the issue that retirees at other USG institutions support this idea. Also to be revisited at the March meeting will be the focus of the Communications Committee report on enhanced use of electronic means of communication between and among retirees and the USG HR office. Anne reported that she learned over the course of the past few months through telephone conversations with retirees that many retirees have no smart phones, don't use a computer, and/or are unable to use a computer they own because it is in need of repair and they don't have the financial or technological resources to get it fixed, or they have developed a disabling condition that makes it difficult if not impossible for them to access a computer they once used regularly. The importance of establishing other means of communication with retirees (such as phone trees, etc.) was definitely brought home to her in these contacts.

10. GA-HERO/ARFS EVENTS

Wanda McGukin announced that the next meeting of GA-HERO will be on April 1, 2016 at the Emory University Emeritus College in Atlanta. She, Anne, and Meredith are planning to attend. The speaker for the occasion will be talking about how organizations like ours can help future retirees prepare psychologically for retirement.

Anne mentioned that those attending this meeting have also been asked to provide information about any program currently organized by a retiree group that is designed to address such matters. She said she didn't know who on campus had set this up, but she recalled a very helpful meeting held in the College of Education several years prior to her own retirement (about 18 years ago?) where Betty McVaigh, Tom Davidson, and 2 or 3 others served on a panel to share

their experiences and advice and counsel about moving into retirement. Annelle offered to contact Betty McVaigh to let her know about the GA-HERO meeting and to see what she recalled about who organized the panel program she participated in years ago.

Wanda explained that she and others are looking for ways to get retirees more engaged and involved. Doing some short field trips is one idea - such as a trip to the National Center for Civil and Human Rights in Atlanta, or to Gibbs Gardens in Ballground, GA (about a two-hour drive from here). Wanda said she is willing to get information about these places and thinks a trip can be organized by setting a date and time and arranging for car-pooling among those interested in going. It might also be possible to get discounts for entry to these destinations if someone coordinates the purchase of tickets.

Recommendations of other sites for such trips included museums in Cartersville and Anniston, and Hills & Dales in LaGrange. Frances mentioned that admission fees in Anniston are approximately \$6. per person. Debbie said that if contact is made on behalf of the group in advance of their visit to the Cowboy museum in Cartersville, group leaders can be secured to make the visit more meaningful for retirees. Debbie also commented that she visited this museum and discovered that it is very educational, even for those not especially interested in cowboys. Frances added that there is a restaurant on the premises and an opportunity to watch an informative video.

Meredith offered to put out announcements about such events on the Alumni events page, on social media posts, and via emails. Frank offered to conduct a survey regarding retiree interest in such activities for those who can be reached via computer.

Glenn pointed out that if a trip to one of these locations is scheduled on a weekend, it might be quite crowded. But if it is scheduled during the week, Frank and Meredith may be unable to join us. Frank noted that, on weekends, sometimes campus buses have fewer routes. He offered to follow-up and check on the availability of buses. Cost is based on mileage and their availability. Using buses would eliminate the need for retirees driving and might allow more retirees to participate in such trips. He also suggested that buses might be even more readily available during the week of Spring Break.

11. Note from Melanie McClellan

Glenn called the group's attention to the email recently sent to the ARFS listserv by Melanie McClellan's assistant, Amanda Wright - asking for retirees to consider volunteering to work with CASA or fill in for persons on campus who are temporarily out of work.

12. Note from Cathy Robinson

Glenn reported that he has received an email from Cathy Robinson, looking for retiree volunteers to assist a group known as Mentoring Village with mentoring youth at risk of dropping out of school in our area. Mentoring Village came about through a blue ribbon task force affiliated with the Carroll County Workforce Education Committee. It is a non-profit organization which recruits, screens, and trains volunteers for local organizations that incorporate mentoring into

their programs, such as Communities in Schools of Carrollton City and Carroll County, 12 for Life, the Carrollton Housing Authority, the Carroll County Mentoring Program, and Carrollton Junior High School. Glenn said the group is looking for persons willing to give one hour of their time once a week for one year to mentor local youth. With the group's permission, Glenn said he would forward Cathy's request to the membership of ARFS. He was encouraged to do this.

13. Memorial Service for Ceil Townsend.

For those who had not yet learned of this, Glenn announced that Ciel Townsend died during the holidays and the memorial service in celebration of her life took place on Saturday, January 16th.

14. Next Meeting.

It was agreed that our next meeting will be scheduled at 10 am on Friday, March 11, 2016. Meredith confirmed that the Alumni House Conference room is available on that date and at that time.

Adjournment: the meeting adjourned at 12 noon.

Respectfully submitted,

Anne C. Richards, Secretary

EXISTING BYLAWS

ARTICLE 3 MEMBERSHIP

Section 1. Active Membership. All faculty and staff who have retired from the University of West Georgia and meet the established Board of Regents retirement criteria located in the BOR policy manual (8.2.8-8.2.8.2) Definition of a USG Retiree/Eligibility for Retirement. [www.usg.edu/policymanual/section 8\(C224\)](http://www.usg.edu/policymanual/section%208(C224)) are eligible for **membership** in the Association. Membership is achieved and maintained through the provision of current contact information to the office of Development and Alumni Relations.

Section 2. Associate Membership.

a. Associate membership is available to faculty or staff members who have left the service of the university without officially claiming retirement benefits, and to spouses or domestic partners of a living or deceased faculty or staff retiree. As a courtesy, such faculty or staff members or a faculty or staff member who has retired from a position at another academic institution and has requested membership in the Association, may be appointed by the Coordinating Council as an associate member.

b. Associate members shall receive any notices or information sent to members, and are entitled to participate in all Association events and activities, including voting.

c. Associate members can not serve as an officer of the Association but will otherwise enjoy all the privileges of active membership, including service on committees or as committee chairs.

Section 3. Ex-Officio Members. [Text same as before]

PROPOSED BYLAWS

ARTICLE 3 MEMBERSHIP

Section 1. Membership. All faculty and staff who have retired from the University of West Georgia and meet the established Board of Regents retirement criteria located in the BOR policy manual (8.2.8-8.2.8.2) Definition of a USG Retiree/Eligibility for Retirement. [www.usg.edu/policymanual/section 8\(C224\)](http://www.usg.edu/policymanual/section%208(C224)) are eligible for **membership** in the Association. Membership is also available to faculty or staff members who have left the service of the university without officially claiming retirement benefits but are noted as retired on the institutional termination form, to spouses or domestic partners of a living or deceased faculty or staff retiree, and to a faculty or staff member who has retired from a position at another academic institution and has requested membership in the Association.

Membership is achieved and maintained through the provision of current contact information to the Office of Development and Alumni Relations. All members shall receive any notices or information sent to members, and are entitled to participate in all Association events and activities, including voting and service to the Association.

Section 2. Ex-Officio Members. [Text same as before]

