

Association of Retired Faculty and Staff (ARFS)
University of West Georgia
Coordinating Council Meeting, March 11, 2016, 10 am -11:21 am
Conference Room, Alumni House
MINUTES

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

1. Glenn **called the meeting to order** at 10:00 am.
2. The **minutes** of the meeting held January 22, 2016 had been distributed on line in advance of today's meeting. **MOTION** (Colevins/McGukin) - **to approve them as distributed.** Passed on a voice vote.
3. Glenn had distributed on line copies of a tentative **agenda for today's meeting.** There being no objections, this served as the basis for today's meeting.
 - a. Glenn explained that Bruce Lyon had asked about the **possibility of "proxy voting," as it related to excused absences** since he and Kathy were going to be in Sicily at the time this meeting was taking place. If such voting were to be allowed, he requested that Anne Richards cast his vote for particular issues that would come before the group in his absence. A lengthy discussion took place regarding the prospect of proxy voting. Because the matter was not addressed in our bylaws, it was noted that if we agreed to do this, we would have to revise our bylaws to make it legal. Glenn said that if someone is interested in what we were doing but couldn't make every meeting, he would have no objections to proxy voting. He also assumed such voting would be requested when we were dealing with specific issues, rather than the variety of issues that might come up in discussion when the Coordinating Council met. Wanda mentioned that a lot of times we don't know what topics might be covered until we get together. Under these circumstances we might have to delay the vote or send out a request for voting via email. Annelle recommended that, if we allow proxy voting, we should determine more clearly who is officially on the Coordinating Council and who is not. At this point it was noted that several persons were not in attendance at today's meeting. Glenn explained that he had heard from only three persons (Mary Erickson, Bruce Lyon, and Martha Ann Saunders) as to why they weren't present today. Others, he had no idea about. He also noted that our bylaws give the President a lot of power to determine who stays on the Council and who doesn't. Article 6, Section 3a states 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.**" Glenn said he felt uncomfortable being in a position to "approve" or "disapprove" someone's reasons for being absent, but said, if a member of the Council cannot attend a given meeting, he or she should be expected to send him an email to let him know this. He also mentioned that Carole Scott notified him that she does not wish to attend future meetings of the Council and wanted to be removed from membership on the Council.

Debbie suggested that, before anyone is considered resigned from the Coordinating Council for having missed three meetings already, Glenn should send out a notice that alerts members to the fact that he is going to follow the bylaws from now on with regard to the matter of absences. It was agreed by consensus that Glenn should send this notice to all on the listserv.

Frank mentioned that to manage attendance more effectively and to have an official record of attendance for the Alumni Board, a roster is created and each member present at a meeting initials this. Anne noted that she has been reporting in the minutes who is present and who absent since it was requested she do so, but having a roster would be helpful to her in keeping track of attendance. Debbie mentioned that it is difficult to know at this point who is actually on the Council and who is not (due to changes in commitments, health, etc.). It was agreed that it is important for us to determine this as soon as possible.

Mitch said he was opposed to allowing proxy voting because (1) he found it too complicated at this time to determine which issues would be appropriate for this, and (2) it would have to be in the bylaws before it is implemented. Frank said that, if the structure were created for this type of voting in the bylaws, there should be a designated way of recording this type of voting. Anne and Glenn mentioned that it sometimes happens that people feel one way about a given issue until they hear other perspectives from their colleagues during a discussion about the matter. Glenn added that he agreed with Wanda that we couldn't give blanket voting privileges to someone on the Council for an absentee because many issues are likely to come up for a vote that weren't anticipated in advance of the meeting. Wanda said that, for a group of our size, she thought we ought to go with those present being the only ones authorized to vote. Glenn said he could keep particular items off the agenda until such time as all those especially interested in them could get to a meeting.

b. REJUVENATOR update.

Due to Meredith's absence (because of illness), Debbie circulated a draft copy of the next issue of the *Rejuvenator*. It was agreed that Meredith has done a fine job in taking our initial, more informal newsletter, and turning it into a much "nicer product."

Frank encouraged Council members to let Meredith know about things they learn involving retirees. Short write-ups about their activities could be printed in the *Rejuvenator* - similar to the "classnotes" section of the Alumni magazine. Other content could be included that might be pertinent to retirees. It was mentioned that Meredith is hoping this publication will come out predictably, and consistently, about 4 times a year. Frances Jackson mentioned that the Anita Thomas who formerly worked in the College of Business (different person from another Anita Thomas currently employed on campus) volunteered her husband to take notes about interesting events.

Glenn also encouraged Council members to let Meredith know about anything they want included in the newsletter. It could be a favorite recipe, book review, movie review, for example. He said it could be helpful for retirees to put themselves in the position of the reader of the *Rejuvenator* and ask themselves what they would like to learn about aside from our reunion plans. Frances recommended that suggestions for travel sites for our group be included somewhere in this publication. She displayed a brochure for the [Azalea Storytelling Festival](#), which takes place annually in LaGrange. Cost for a morning session at this event was \$15. Frances described the

storytelling as "professionally done," and reminiscent of the "Cherokee Rose" storytelling event that was formerly held on the UWG campus. The festival included a performance of sacred music. Frances suggested that retirees could perhaps go as a group to this event, if a bus is available on the weekend. Glenn asked if Frances would do a recap of this festival for the *Rejuvenator* and send it on to Meredith. Debbie Novak noted that the Wren's Nest in Atlanta also used to do story-telling. She attended one of their events and found it "mesmerizing."

Mitch thought the ideas discussed about above were interesting, but cautioned against making the newsletter too long.

Glenn announced that the next issue of the **Rejuvenator** would be likely to come out in late March or early April, depending on how long it took Meredith to recover from her recent illness. If the publication is ready soon enough, it can preview the event to be held at the Alumni weekend on Saturday, April 16th (an opportunity for retirees to meet up with former students).

c. Anne distributed the most recent list of **retirees to be honored in September, 2016**.

These include: Cheryl Cash, Donna Davis, Kaye Ferguson, Carol Goodson, Curtis Hollabaugh, Louis Howe, Gregory Hudgins, Barbara Kendrix, William Lambert, Karen Larsen, Karen Malone, Johnnie Pollard, Teresa Pyron, Rebecca Reeves, Steve Rich, Harold (Todd) Slate, Jill Stallings, Johnnie Vaughn, and Catheryn Wright. She explained that, at our last meeting, we had a list of 21 people, and in the case of more than half of them we weren't sure whether or not they met BOR requirements to be "official" retirees. This was among the reasons she and Linda brought forward a recommendation to change our bylaws to include more "retiring" former employees in our Association. At this time, however, we have the information to know that only three persons will not be honored: Roberta (Bobbie) Emmons from the Music Department, who worked at UWG about 6 years; Alice Gunter from Foreign Languages, who worked at UWG about 4.5 years; and Barbara Lewis from Learning & Teaching, who worked at UWG about 8 years. None of these individuals has been contacted about the event. Frances Jackson agreed to serve as the contact person for Catheryn Wright, in place of Frank Pritchett.

d. **Reunion/Reception**

Glenn announced that nothing has changed about the location and timing of this event. It will be held September 10, 2016 at the Sunset Hills Country Club. Bernie Wong or someone else will provide the background music as people mix and mingle. Mitch said he hoped the music would not be so loud that it interfered with people's ability to socialize. It was agreed that Bernie's playing had been loud enough to be heard and to create a welcoming ambiance, but not so loud that it was a problem for conversations being held.

Frances mentioned that we had several people at the reception table out front last year, but we might do well to arrange for additional persons who could walk with or usher people into our meeting space. She thought some individuals were wandering around last time looking a little lost and perhaps we could do more to make folks feel welcome at this event, especially as they come in to the building. Anne added that some unfamiliar with the Country Club might not know whether to turn left or right once they get past the registration table in the front lobby.

Glenn reminded the group that he and Debbie will be in Canada on their anniversary train trip and Mitch has agreed to preside at this event. Anne will assist with reading names as she has done

before. He also asked Frank to remember to invite President Marrero and Vice President Fraboni to join us.

e. Scholarship Balance

Debbie reported that donations of \$15,475 have now been made for the scholarship. As a result, if all retirees gave \$32 each, we would meet the goal of \$25,000 to endow the scholarship. Frank reminded the group that once that goal is reached, however, it will be one year before interest on the corpus will accrue so the scholarship will be able to be awarded. He agreed to explore with Diane Homesley before we meet again, however, if a piece of the scholarship can be awarded while the endowment is still being built. Wanda recommended we have some envelopes for the scholarship available at the tea to be held during Alumni Weekend on April 16th. Debbie suggested that we explain to those currently employed that, once they retire, members of their families will be eligible for this scholarship in the future. This may encourage them to contribute to it as well.

f. Alumni Weekend (April 15-16, 2016)

Debbie called attention to the information in the upcoming issue of the *Rejuvenator* about the garden tea party taking place as part of this weekend. It will be held from 1:30-3:30 pm at the Alumni House gardens. Frank suggested a graphic be inserted to call more attention to this event. He also reported that his office is encouraging alums to attend and reconnect with a favorite professor or staff member. When alums register for Alumni Weekend they are asked to type in the names of people they would like to see, and his office will see if they can assist in creating connections between those persons and the alums. Since this is the first year they have attempted to do this, they don't yet know how popular it will be. Some current faculty and staff have already expressed an interest in attending, however, and it's an opportunity for us to show what the retiree organization is like that they might be a part of in the future.

Frances mentioned that Dr. Joey Smith, current Chair of the Economics Department, was a former student of hers. As a student, he won leadership contests in many places. She recalls one time when he went to a competition without a tie and she was able to borrow one for him from others attending the meeting. People accompanying him would also give him tips about leadership and other matters. Frank said he thought people might appreciate reading a story about something like this in a subsequent issue of the *Rejuvenator*. Glenn said he hoped to have a recap article and a photo about the tea party in the *Rejuvenator* as well, and hoped the event would be very successful. Wanda McGukin reminded Council members that they had to register for the event if they were going to be a part of it. It's complimentary, but requires registration. And, when others see who plans to be there, it encourages them to attend as well.

Registration can be arranged through the following website: www.alumni.westga.edu/weekend or people can call the Alumni and Development Office (678-839-6582).

g. Insurance and USG Retiree Council

Anne reported that she had attended a meeting of the USG Retiree Council on March 4, 2016. She distributed copies of the notes she took at that meeting - see attachments provided. She called attention to some things she had learned at this meeting that she wished we had all known earlier,

e.g., that Medicare-eligible retirees previously had "secondary" coverage through the USG, but now have "supplemental" coverage through AON. The difference between the two is that "secondary" coverage often pays for things Medicare does not, but "supplemental" coverage only supplements beyond what Medicare agrees to cover in the first place. This is why several retirees discovered that their new plan doesn't cover aspects of their healthcare needs that their prior plan covered, even if they enrolled with the same carrier they had before. Another thing she learned was that at the time we signed up for healthcare coverage, we had three options with regard to the base rate of the premium we paid for this: the base rate could be "fixed" over time at the amount it was on the first date of issue, or it could change over time as we age, or it could be based on the amount charged persons in the community in which we live (regardless of age). Those who found out about these differences discovered that their AON Benefits Advisors knew nothing about them and, as a result, had not informed them of these differences in the outlining the choices available to them. Anne said that she herself hadn't yet had the time to find out which of the three was embedded in her choice of a healthcare plan. Anne also reported that not all institutions in the USG have identified representatives to the USGRC as yet, but those in leadership positions in HR and in the USGRC are working on this. GA-HERO is also assisting by offering to help institutions develop retiree organizations, which might then constitute the group from which to elect a representative. Anne reported that an election had been held at the last meeting of the USGRC, and that Missy Cody, formerly on the faculty at Georgia State University, was elected president-elect. The position of Secretary of the Council after June 30 is currently vacant. The present secretary, Barbara Price, has moved to another state and does not plan to continue as Secretary. Anne said that she has been taking her own notes at meetings of the USGRC, for distribution to the membership of ARFS, but is ineligible to serve as the official secretary of the Coordinating Council because of her status as a "proxy" or "alternate" member of the Council. Nominations are being solicited on line in an attempt to fill this position in the next 30 days.

Frank Pritchett reported that Dr. George Rolle now lives in the northern Cobb County area, near Kennesaw State University. He called to ask if UWG retirees living at some distance from the UWG library might be able to get **permission to use the USG library closest to where they now reside**. For George, this would be the library at KSU. Carol Goodson gave Frank the name of the person in the UWG library who might be able to work this out for George. George also said he would be interested in attending cultural events on the Kennesaw campus if that would be possible. Anne said that, based on her experience of the retirees at Kennesaw whom she met at the meetings of the GA-HERO group, she expected they would welcome him with open arms (as they did Joe Cook, who took up residence in Georgia after teaching in Florida for most of his career). Frank said that if the UWG retiree group wanted to pursue such opportunities, he and others at UWG would talk with other System institutions about this. Annette said she thought such exchanges ought to be a "given" in the USG.

h. GA-HERO

Wanda reported that she and Anne had made a presentation at the last meeting of GA-HERO, about how our retiree organization got its start and what it was currently doing. The next meeting of GA-HERO will be on April 1, 2016. It will be held from 10 am - 2 pm. at the Luce Center (Rm. 130) at Emory University, 825 Houston Mill Road, NE, Atlanta, GA 30329. Presentations will focus on making the transition into retirement and what retiree organizations can do help. Steve Nowicki,

Professor Emeritus of Psychology at Emory University will present on the topic: "Helping Younger Colleagues Get Their Heads Around Retirement." Martha Wicker, Director Emerita, Clayton State University, and John Bugge, Professor Emeritus at Emory University will present on the topic "Programs to Help Prepare for Retirement." All are invited to attend.

i. Travel Programs

Given that Jan Ruskell was not in attendance at today's meeting, Glenn informed that group that all travel programs take place on the 3rd Thursday of the month - at the Neva Lomason Library. 99% of the presenters are UWG retirees. On March 17th, Myron and Jan House will present a program with a baseball theme - in support of the "Shoeless Joe" Big Read event. Information will soon be in the newspaper about this program. Another program on Russia will be held April 21st. The persons making this presentation were able to gain access to parts of Russia that are generally off limits to tourists. This presentation and other programs coming up will be announced in the *Rejuvenator*. They include:

April 21, 2016 - Charles and Lynn Norris on "The Jewels of Russia and the Real Heartland"

May 19, 2016 - Bob Meyers on "Road Trip to Rhode Island, Connecticut, & New York"

June 16, 2016 - Martha Goodson on "If It's Tuesday, It Must Be Epinal, France"

July 21, 2016 - Morgan Cantrell on "Morgan's Trip to Egypt"

August 18, 2016 - S.W. Lee on "Amazon Murders."

September 15, 2016 - Diane Sharp and Beverly Hammack on "French Quebec."

j. Other Business and Reports

Debbie explained that she planned to show Mitch how to make **changes to the ARFS listserv** in the near future and asked if Anne would provide her with email addresses for those who are retiring this year so Mitch has some new names to work with. Anne said she didn't yet have email addresses for all the upcoming retirees, but would send what she has.

Frances mentioned that her husband is part of a retiree group that has grown larger over time. As a result, at one meeting, they ran out of food. She wondered if our retiree event has become so large that we ought to be restricting the **number of persons a retiree can bring** to the upcoming September reunion/reception, or whether there will be a problem in the future in this regard. Anne mentioned that when we make phone calls to get information from retirees for the commemorative booklet, we have informed them in the past that they can bring as many family members or guests to this program as they want. For many retirees, this event is one of the most significant in their lives. In the past eleven years, we have had only two occasions where a retiree brought more than 10 persons to the event. We discussed these incidents at the time, but decided there was really no problem for the university in doing this. Wanda said that, when she talked with one retiree about bringing guests, the person said she had a "big family." Wanda tactfully suggested that she not consider bringing the whole family. In another conversation, Wanda told a retiree she could bring family or a significant other and the individual said she had no significant other she wanted to attend. Frank agreed to ask Meredith to pull the letter traditionally sent to retirees to see what it says in it about the number of guests to be invited.

With regard to **setting our next meeting date**, it was agreed that we will meet at 10 am on Friday, May 13th. Frank checked and determined that our usual meeting room will be available for us on that date.

Glenn reminded the group that a matinee performance of the "**Marriage of Figaro**" was scheduled for Sunday, March 13th - despite the fact that Spring Break will have started. He thought the scheduling was unfortunate given that many faculty and students will be gone from the campus and the community. The auditorium holds 455 persons and cost is \$7/ticket for seniors.

Someone mentioned that this is the weekend we **set the clocks ahead for daylight savings time**. Research has shown that the week following the Spring forward setting there is an increase in strokes and heart attacks.

Mitch asked if it would be possible for the *Rejuvenator* to come out by the end of the month of March, so information about Alumni Weekend could be circulated through it to our membership. Glenn said he would check with Meredith about the possibility.

ADJOURNMENT: The meeting adjourned at 11:21 a.m.

Respectfully submitted,

Anne C. Richards
Secretary