

UNIVERSITY OF MINNESOTA RETIREES ASSOCIATION

Engaging the Future

UMRA Board of Directors meeting

AGENDA

Monday, March 25, 2024 **1:00pm-3:00pm**

<https://umn.zoom.us/j/91462992094?pwd=b2pKNzVDTUxxeWVhL3pGdHQ4Vm9FUT09>

Zoom will open 15 minutes before start of meeting for social time.

1. Regular Items
 - a. Opening remarks – Eric
 - b. Agenda – review and approve
 - c. Minutes (BOD Feb. 2024) – review and approve (attachment 1) – Laurie
2. Action Items
 - a. None?
3. Updates – Annual calendar items
 - a. None
4. Updates - BOD
 - a. UMN Retiree Medicare Plans, UMN Office of Human Resources – Katie Kolodge and colleagues. (45 minutes)
 - b. Benefits Advisory Committee (UMN Senate)
 - i. Health insurance slides - Russell
 - c. Nominating Committee – Ron
 - i. Slate of candidates (Att. 5)
 - ii. Election process
 - d. Regent Liaison – John Finnegan
 - e. Program – Julie
 - i. Special Social Events – Jan
 - f. PDGR awards (Att. 4) – John Bantle
 - g. Financial (Att. 2) – Kristy
 - i. Luncheon costs vs expenses
 - h. President's report (Att. 3) – Eric
 1. Updates
 2. Questions for me on any topic?
 3. What else
 - a. Should I be doing? Should we (EC) be doing?
 - b. Should UMRA do to support our members, the university and the community.

UNIVERSITY OF MINNESOTA RETIREES ASSOCIATION

Engaging the Future

Next Board meeting

1. April 22, 2024 1:00pm-2:30pm
 - a. Age Friendly University Council – Eric
2. May 27 Board meeting already on calendar with 15 “Yeses” but that’s Memorial Day.
 - a. Should we keep or change to May 20 which would then change the EC meeting to May 13?

ADJOURN

Motion to adjourn?

Supporting Documents (attachments)

1. BOD Minutes February 2024
2. Financial Report
3. President’s report
4. PDGR awards
5. Nominating Committee report

UNIVERSITY OF MINNESOTA RETIREES ASSOCIATION

UMRA Board of Directors Meeting (Zoom)

Monday, February 26, 2024

1:00 pm-2:30 pm

Draft Minutes

In attendance (virtual): Board members: Will Craig, Kristy Frost-Griep, Eric Hockert, Laurie Koch, Russell Luepker, Ron Matross, Jerry Rinehart, Barbara Shiels, Julie Sweitzer, Diane Young, KaiMay Terry, Brad Clary, Diane Gihl, Michael Hancher, Jan Morlock, John Bantle, Kate Maple, Frank Cerra

Absent: Wendy Lougee, Jan McCulloch

Guests: Lynn Praska, Cherie Hamilton, Kris Mortensen

Eric Hockert opened the meeting at 1:00 pm.

Opening remarks – Eric welcomed and thanked everyone for their contributions to UMRA.

Agenda: review and approve. The order of the agenda was amended. Barb moved the amended order and Kate seconded it.

Minutes (BOD Jan. 2024) – with no changes, the minutes are approved.

Action Items: None

Updates – Annual calendar items

University Foundation: Lynn Praska, Senior Program Manager for the Office of Gift Planning the University of Minnesota Foundation (UMF), has been the liaison between the Foundation and UMRA since 2010. She provided a quick summary about the Foundation. It is designated by the Board of Regents to receive all gifts to the University but noted that the Arboretum still has its own Foundation. The U of M Foundation secures, manages, and invests private support for the benefit of the University. Current UMRA members have donated \$37.6 M since FY 2012. The fiscal year 2012 is used as a starting point because that was the beginning of the Driven campaign which has now ended, the campaign timeframe is when UMRA started requesting giving information. Thus, using the timeframe provided a similar giving report as in the past. Lynn noted that once a new campaign begins (the Foundation is currently in a “bridge campaign”), the giving information reported to UMRA will be for the next campaign timeframe. UMRA member gifts to the Foundation come in the form of the following categories: planned gifts, cash/credit, IRA gifts, securities, EFT, and in-kind gifts (a combination of current and deferred gifts). The largest amount of UMRA giving is to planned gifts (wills, revocable trusts, beneficiary designations, and life income gifts such as charitable gift annuities and trust). Lynn and her colleagues work with donors to determine what they want to accomplish with their gifts and how to maximize their support using effect gift strategies (oftentimes, planned gifts). How are the gifts benefiting the University? The largest segment, \$16.9M, goes to student support (such as scholarships), then to faculty and staff support, program support, research, capital

improvements, and outreach/community engagement. Gifts can be designated to any campus, college, area, or program. Cherie asked about donations to the Weisman and how they are used. Gifts to Weisman can go to almost any of the categories, but most likely go to programming. (The Weisman is not a unit Lynn works with directly). Jan Morlock wanted to know how UMRA members giving to the University compares to retirees at other universities. Lynn responded that this is hard to know as each university pulls the numbers differently. This information might better be retrieved from the BigTen Conference.

Eric wanted to know the best way for UMRA members to give back to specific programs or departments. Lynn noted that most units have at least one development officer. Members can reach out to those departments directly. They can also contact Lynn's office and they can pull someone in to help. The Foundation provides some sponsorships to UMRA. Are there any new things we can do to help members donate to the University? Lynn reminded the group that they have workshops to help alumni and friends learn about gift-giving opportunities and the tax benefits to the donors. Those are open to UMRA members as well or like in the past, a special presentation could be done just for UMRA. Lynn mentioned that the sessions by Andy Whitman are different in the sense that the Foundation cannot provide legal or tax advice. Lynn talked about continuing to promote the UMF seminars and giving (such as the IRA QCD) in the newsletter. She also mentioned that the annual fund efforts, even with the matches, have not been overly successful for the grants fund. Her suggestion is to promote planned gifts to the fund. Planned gifts may be the way the fund grows significantly in the future but again, it has to be a priority for members and many support other areas of the U that they are passionate about. Jan suggested that we could have an UMRA member share their story of the process they went through to make the gift and how that gift benefits the University. Lynn can think of a number of members with stories of both current and deferred gifts. She is willing to facilitate that conversation whenever UMRA wants to do it – likely not at a forum but perhaps at a special session.

Senate Benefits Advisory Committee (BAC): Russell Luepker, Nancy Fulton (not in attendance) – Matross and Russell put together a survey (310) replies on the University Benefits to retirees. The results of the survey indicate that 71% of respondents use the U's plan and 91% are satisfied or very satisfied. Their concerns were related to costs and access to benefits. The numbers were lower for dental insurance. In general, people are happy with the 8 options offered retirees. Ron said that there were some specific areas that they are exploring more in detail. The University might be offering a new plan for retirees but we don't yet know the details.

Travel Committee: Cherie Hamilton – Asked about the request for the annual reports. Jerry mentioned it was announced previously. Cherie could contact Julie Wallace regarding the annual reports. Cherie told the Board that there were three trips completed in 2023. In 2024, four trips were planned. The committee sent out a survey to garner the interest of the members and from that survey, selected 5. The committee planned the trips, but only about 5 people signed up for them. They are not sure why the response was so limited. The "On the Road: Absolute Southwest - A Canyon Lands Adventure" trip for this fall has no sign-ups yet. The 4 trips planned are: Bountiful Brazil; On the Road: Absolute Southwest - A Canyon Lands Adventure; French Quarter Music Festival, New Orleans, Louisiana; and Road Scholar: The Splendors of

Egypt. Cherie mentioned that if we don't fill these trips, we open them up to other AROHE groups in the Midwest (Michigan, Winona State, etc.) Ron suggested that we could feature the trips at our in-person forums and amp up the publicity. We could also have forums related to travel. We are also publishing the trips in the newsletter.

Cherie wanted to know if anyone knows why people aren't signing up? People may give ideas/preferences but may not have a strong interest in participating. Some people may be concerned about COVID and getting sick.

John noted that the trips are very attractive but not cost competitive compared with other groups offering similar trips. AROHE is using Roads Scholars for future trips.

AROHE: Cherie Hamilton – Cherie is president-elect of AROHE. AROHE is a national retirement organization in higher education based in CA to help retirement organizations in the development their organizations.

JOIE: Kris Bettin is the editor in chief for JOIE – Journal of Opinions, Ideas, and Essays. There is a 4-member editorial committee. The journal is for a general interest audience, articles that wouldn't fit into a professional journal. It is open to retirees, active university faculty/staff and community. Ed Griffith's article on Huck Finn has been downloaded almost 10,000 times. The articles are accessible by Google and fully searchable. Kris revamped the website. The journal is hosted by the digital conservancy. They will soon have a video production published. Authors can also write tributes to deceased University colleagues. One successful way to solicit articles is through personal contacts. Kris had success when she sent personal messages to UMRA members. She is concerned about getting more UMRA members to submit articles. She may try other places to solicit articles. It would be good to have someone talk about JOIE at the in-person forums. Maybe a brochure on JOIE and other interest groups with contact information would be helpful.

Perhaps a handout (simpler and more cost-effective to produce than a brochure) would be helpful, especially if it included a QR code to direct people to the JOIE webpage.

Updates:

Program: Julie – January and February programs had high registrations and attendance. The committee is already talking about summer activities. So far this year, there were 370 registrations, 230 have attended only virtual events which indicates that Zoom is important. We have 10 Zoom events and 6 in-person events. All the work falls on just 2 people and we need to find more people to help or else we might need to limit the number the Zoom events going forward. We will be actively looking for more volunteers. Cherie suggested that we might use a Zoom to bring travel to members who don't travel. Roads Scholar offers these types of programs and they could sponsor them. Kris noted that we need to think about whether we accept support from an outside entity.

Campus Club: Ron – The Campus Club continues to lose money and has not yet gotten a commitment of assistance from the University but is hoping that will change when the new president arrives. The Campus Club board will meet this week.

Nominating Committee: Ron – The nominating committee, Julie, Ron, Jerry, Russell, Brad, Jean Markell, and Lynn Anderson, is still working to fill positions by March deadline.

Membership and Communications: Ron - We have 3 subgroups: 1. attracting new members; 2. getting members more involved; and 3. focusing on the University community at large. The first sub-group met and made some nice suggestions. They recommended that at each forum, we should highlight a special interest group and have enough people from that group to talk to the attendees about that special interest group. We also want to re-activate the new member conversations. Another idea was to spruce up our “corner” table at the back of the room and make it a special place for new members. We also need a handout on the special interest groups to give to the new members. We are developing a strategic plan for the committee.

URVC/Silver Gophers: Jerry – The Future Gopher program is designed to welcome future students to the University. We have 28 UMRA volunteers filling 37 different time slots. Our goal is to have one activity a month for UMRA and URVC members. A new Silver Gopher pilot program has been developed with the Great River Greening Association related to pollination and habitat at Crosby Farms Regional Park in St. Paul. Volunteers will be recruited to work as a team photographing native plants, invasive plants, and pollinators in various quadrants of the park. The uploaded photos will let the Great River Greening Association assess the impact of their restoration efforts. Jerry sent notes to the hiking club and the photography club as these are two groups that might be interested. Two URVC people have been through training and will facilitate the on-site efforts on April 30.

Big Ten Retirees Association Conference: Eric – The conference is set for July 24-26, 2024, at The Ohio State. At this point, Julie Sweitzer and Eric will attend. Generally, the president and president-elect attend this meeting.

Financial: Kristy – We are in good financial shape.

President’s report: Eric

Updates:

Regent Liaison role – Eric asked John Finnigan to be our liaison to the Board of Regents and he accepted. Eric would like this to be a more active and involved role so we can contribute back to the Regents and the University. John, Eric, and Frank Cerra will meet to discuss the details of the position.

Julie is working with Beth Lewis and Ole Gram on the faculty retirement planning program. The program will be on-line in March and in-person in April.

BigTen Retirees Conference in the Twin Cities in 2026: The planning is going well and ahead of schedule. It will also not cost nearly what we had expected.

Replacement for Lynn Anderson: Lynn is leaving the position of liaison to the Age-friendly University and Eric is looking for a replacement. He would like to personally thank Lynn for the work she has done on this Age-friendly University organization.

Any Questions or Additional Items:

Cherie – Eric is Chair of the AROHE Summit 2024 planning committee – a virtual event that will have one speaker and a panel focused on the importance of social relationships as we age. In addition, AROHE asked if UMRA might be interested in hosting an AROHE conference in 2026. Eric plans to get more information on the details before bringing it to UMRA for discussion. Note that UMRA will be hosting the BigTen Retirees Association conference in summer 2026.

Is the assumption that the email will go away forever? The change will likely go on as OIT has said. We need to have the Regents and the powers to be understand that we are vital to the University.

Julie has requested that the new president speak with us at our fall forum. So far, she has requested this of the president's office and has not heard back.

UMRA will continue to have access to Zoom, etc. until spring 2025, as it is part of our memorandum of agreement, This MOU is due for renewal in May 2025. Continuation of all items in the current MOU is not guaranteed in a renewal.

Next Board meeting

March 25, 2024, 1:00pm-2:30pm

University of Minnesota Retirees Association

Financial Report

February 2023

Fiscal year July 1 through June 30

OVERALL STATUS: GOOD

UMRA		
	6.30.23	2.29.24
Savings Certificate	\$ 10,256	\$ 10,394
Savings Account	\$ 6,974	\$ 6,977
Checking Account	\$ 10,813	\$ 13,189
Total Checking and Savings	\$ 28,043	\$ 30,560

URVC	
Carryforward	\$ 4,213
Total Available 2/29/24	\$ 6,629

	UMRA		
	Budget FY24	Feb	YTD
Revenue:			
Sponsorships	\$ 8,550	\$ 250	\$ 4,050
Summer Social			\$ -
Summer 2023 Como			\$ -
Summer 2023 River cruise	\$ 1,550		\$ 1,152
Winter Social		\$ 38	\$ 3,278
Annual Dues	\$ 5,700	\$ 60	\$ 6,445
Annual Dues - next year	\$ 8,000		\$ -
Luncheons/Events	\$ 17,280		\$ 7,890
Future Luncheons		\$ 1,110	\$ 2,680
Silver Gophers		\$ 75	\$ 420
Donations	\$ 1,000	\$ 100	\$ 2,200
Transfer out of Savings	\$ 2,000		\$ 2,000
Total Revenue	\$ 44,080	\$ 1,633	\$ 30,115
Expenses:			
Cares Committee (memorials and expenses)	\$ 900	\$ 120	\$ 535
Newsletter printing/ mailing	\$ 4,100		\$ 2,494
Newsletter personnel contracts	\$ 7,200	\$ 600	\$ 4,000
Membership committee costs	\$ 500		\$ -
Other Annual Meeting costs			\$ -
Luncheons/Events	\$ 21,500		\$ 7,807
Summer 2023 River Cruise	\$ 2,800		\$ 2,393
Summer 2023 Como	\$ 2,300		\$ 2,325
Winter Social		\$ 2,558	\$ 3,408
Host Committee	\$ 400		\$ 190
Square/ Stripe fees	\$ 940	\$ 43	\$ 575
Big 10 Conference costs	\$ 2,000		\$ -
Big 10 Conference 2026 reserve	\$ 2,000		\$ 2,000
Insurance	\$ 1,500	\$ 882	\$ 1,461
AROHE	\$ 240		\$ -
Other	\$ 1,000	\$ 300	\$ 551
Total Expense	\$ 47,380	\$ 4,503	\$ 27,739
Net Income (Loss)	\$ (3,300)	\$ (2,870)	\$ 2,376

	URVC		
	Budget FY24	Feb	YTD
Revenue:			
Allocation	\$ 4,000		\$ 4,000
Total Revenue	\$ 4,000	\$ -	\$ 4,000
Expenses:			
Student workers	\$ 2,305	\$ 112	\$ 1,156
Parking	\$ 500	\$ 26	\$ 410
Crash Plan License	\$ 43		\$ 18
Food			\$ -
Dues: Better Impacts	\$ 732		\$ -
Office supplies	\$ 150		
Comm/Mktg suppl	\$ 100		
Volunteer Recog	\$ 75		
Postage/Mailing	\$ 55		
Total Expense	\$ 3,960	\$ 138	\$ 1,584
Net Income (Loss)	\$ 40	\$ (138)	\$ 2,416

Notes:

Approx \$9.5k of cash activity in FY23 relates to FY24, also FY24 \$2K exp that relates to FY23

Sponsorships receivable \$250

Net event expense - see next tab

Total FY24 dues collected so far: \$ 14,765 total budgeted \$ 14,020

UMRA owes URVC for Tshirts: \$ 8

Feb = 66.667% of year
 spending YTD = 0.396 %

UMRA owes URVC for Tshirts: \$ 8

Cost - Lunch Venues - MH Price Increase, no Increase to UMRA Members

assume 100 paid attendees

assume 4 non-paid attendees

	Midland Hills
Food cost	\$24 \$2,496
Iced tea - 3 gallons	\$99
Coffee 3 gallons	
Linens	
A/V	\$250
Space charge	
Total before tax/service	<u>\$2,845</u>
Taxes	\$281
Service charges	\$512
Total Cost	<u>\$3,638</u>
Cost per person	\$34.98
Payments from members, \$32 each	\$3,200
Subsidy needed	\$438
Total subsidy for the year (6 events)	\$2,628
Approximate % of UMRA Budget	7%

NOTE: Midland Hills space charge would be \$300 if we did not have a member connection

NOTE: No charge for parking at Midland Hills

UMRA EC and BOD President's Report

March 2024

Updated 3/13/24

1. Regent Liaison
 - a. John Finnegan to meet selected UMN leadership.
 - b. John will discuss role at next UMRA Board meeting (March 25).
2. Email/IT issues
 - a. UMN OIT Training session held Feb. 22 with Kellie Greaves and Adam Twedt and others from UMN OIT.
 - b. Link to recording sent to UMRA members who either attended the live webinar or requested the recording.
 - c. Bernie checked with Deb Cran – assurance that all our listed UMN IT systems accounts will continue (3/13/24 email).
3. Faculty retirement planning panels
 - a. A partnership with the Provost's office – Beth Lewis, Ole Gram (Julie Sweitzer and me)
 - b. March 11 (Zoom) and April 8 (in-person) with several UMRA members as panelists
 - c. Julie Sweitzer leading with Beth Lewis.
 - d. Julie to moderate, I do opening welcome.
4. UM Duluth
 - a. Good discussion with Ken Horstman (VP HR), he is working to find way to send email to all UMD retirees.
5. Big Ten Retirees Association 2026 conference
 - a. We are ahead of schedule.
 - b. Successful initial planning meetings with committee, identified assignments.
 - c. Committee members – Russell Luepker, Sally Kohlstedt, Diane Young, Cherie Hamilton, Diane Gihl, me.
 - d. Sent early notices of the conference to Provost Croson, Matt Clark (UMN PD), and Franzen/Tumbarge (UMN Relations).
6. Age Friendly University Council
 - a. Need to identify a successor to Lynn Anderson who is stepping down for personal reasons.
 - b. I'll attend the next few meetings to represent UMRA.
 - c. This is a voting (representative) role.
 - d. I have a few suggested candidates and would welcome more, although the current candidates would be excellent.

3/13/24
Eric Hockert
UMRA President

- e. I joined an AFU Global Network Working Group (3/14/24) - **Age-Inclusion Working Group**: Nancy Pachana from The University of Queensland is interested in starting a working group to both collate existing resources as well as develop new resources aimed at increasing Age-Inclusion with respect to a) teaching/tutorial resources; b) HR/employee assistance resources and c) **retired staff/alums outreach resources**.
- 7. AROHE Reimagining Retirement 3-part webinar series
 - a. Successfully completed.
 - b. Fidelity sponsored for \$90,000
 - c. Attended by more than 500 people.
- 8. AROHE Summit 2024
 - a. I'm chair of AROHE committee for a webinar in September, 2024 focused on the importance of social relationships for higher ed retirees.

What else –

- 1) should I be doing?
- 2) should the EC, the BOD, and UMRA be doing to engage and support our members, the university, and our communities?

2024 PDGR Awards. For the 2024 grant year, the UMRA PDGR Committee reviewed 10 applications for Professional Development Grants for Retirees. The PDGR Committee recommended that seven be funded with awards ranging from \$2,000 to \$5,000. Four of the awards went to first time applicants. Once again, the awards covered a diverse set of topics including such things as immigration, U.S. election systems, Native American art, and childhood tantrums. The award recipients represented the Morris and Twin Cities Campus. A list of awardees and brief summaries of their projects are listed below. More information can be obtained from the [2024 PDGR Abstracts Page](#).

1. Ferolyn Angell; Lecturer in Dance, Humanities Division, University of Minnesota, Morris; *Presentation of film "Crossings.....moves, Stories of Forced Migration" – A Dance Theater Project.*

Ms. Angell has produced a film that will facilitate discussions of current issues surrounding the topics of immigration and refugees. Her award will be used to sponsor screenings in Germany and Minnesota.

2. Dale A. Blyth, Ph.D.; Professor, Associate Dean & Howland Endowed Chair for Youth Development Leadership, University of Minnesota Extension and School of Social Work, College of Education and Human Development; *Exploring the International Dimensions of Extended Learning and Youth Development.*

Dr. Blyth will use his award to address two current opportunities: 1) to launch a Global Extended Learning & Youth Development Association and 2) to advise on youth engagement efforts emerging in the Somaliland region of Ethiopia – Grow Our Food, Grow Our Future.

3. Mark Bohnhorst, J.D.; Senior Associate General Counsel, Office of the General Counsel; *More New Thinking about Presidential Elections and Alternative Voting Methods.*

Mr. Bohnhorst's award will support his program of research and publication concerning election systems and the rebuilding of American democracy and the rule of law.

4. Katherine Fennelly, Ph.D.; Emeritus Professor of Public Policy, Humphrey School of Public Affairs; *Analysis of a Government Program for the Assimilation of Jewish Immigrants to the United States between WWI and WWII: Archival Research and a Case Study.*

Dr. Fennelly proposes to delve into the Foreign Language Information Service archives held by the Immigration History Research Center at the University of Minnesota to better understand how her grandfather, a Jewish Hungarian immigrant, rose to become the head of a prestigious espionage unit in the Office of Strategic Services during the Second World War. The archival research will be incorporated into a series of academic and public presentations.

5. Andrea Gilats, Ph.D.; College of Continuing and Professional Studies; *A Traveler's Art Quest in Native America: Documenting a Collection of Contemporary Native American Beadwork.*

Dr. Gilats will use her award to learn how Native American bead art has evolved over the past thirty years, discover how tourism has affected bead art, revisit selected historical sites so that she can write more accurately about them, and visit the Red Cloud Heritage Center at Pine Ridge, SD, to explore whether it might make an

appropriate home for her bead work collection.

6. Michael Potegal, Ph.D., Associate Professor; Program in Occupational Therapy, College of Pharmacy; *Are there EEG Signatures of Tantrum-proneness in the Brains of 3 Year Olds?*

Dr. Potegal will use his award to support statistical consultation with the University of Minnesota's Biostatistical Design and Analysis Center and complete analysis of EEGs recorded from tantrum-prone 3 year olds. He hopes to identify EEG-tantrum correlations.

7. Thomas Skovholt Ph.D.; Professor Emeritus, Department of Educational Psychology, College of Education and Human Development; *Resilience and Burnout Prevention for Health and Helping Professionals.*

Dr. Skovholt has been invited to present his research on resilience and burnout prevention at the University of Stavanger Hospital in Norway and conduct a workshop there. His award will be used to support his travel expenses.

Report of the 2024 UMRA Nominating Committee

3/15/2024

Committee Members:

Ron Matross, chair and past President

Julie Sweitzer, president elect

Jerry Rinehart, URVC chair

Brad Clary, board

Russell Luepker, board

Lynn Anderson, at large

Jeanne Markell, at large

Proposed Nomination Slate:

We propose the following slate of officer and board candidates for 2024-25:

President-Elect	Diane Young	2024-25 to president in 25-26
Secretary	Laurie Koch	re-elect for 2024-25
Treasurer	Kristy Frost-Griep	re-elect for 2024-25
Board	Wendy Lougee	re-elect for 2024-27
Board	Peggy Rinehart	2024-27

Peggy Rinehart will fill the board seat of Kai May Terry, whose two terms are up in 2024.

We elected not to fill the board seat to be vacated by Diane Young.