

APPROVED February 14, 2017

**UW-Madison Retirement Association
Board of Directors Meeting
Minutes of December 13, 2016
UW Credit Union, 3500 University Avenue**

Board Members Present (11):

Pat Carol	Cora Marrett	Bill Richner
Bob Dye	Gary Mitchell	Rob Seltzer
John Helgeson	Sarah Potts	Joel Skornicka
Dorothy Klinefelter	Chuck Read	

Absent (3): Darrell Barth, Diane Kravetz, Jim Stratton

Staff Present: Millard Susman, Ann Wallace

Guests: Mary Czynczak-Lyne

The minutes of the November 8, 2016, meeting were approved as submitted.

Reports:

Treasurer's Report: Darrell Barth was not in attendance. There were no questions regarding the reports, and **they were accepted as submitted.**

President's Report: President Gary Mitchell stated that the matters he planned to address will be taken up under old business.

Executive Director's Report: Executive Director Ann Wallace brought up two programs that might be altered or reassigned. The annual board reunion meeting has been the responsibility of the outgoing president. The board might discuss this assignment further in the future. The Connections Committee has been responsible for the annual thank-you reception, where the board thanks committee members for their service. Last year's reception at the Fluno Center was not well attended, and the food cost per person was high. The committee is considering other venues or changing it to a lunch. Ann suggested a third alternative, providing the lunch at the May annual meeting for free for committee members. The funds available for the reception should cover the cost. Pat Carol and Sarah Potts of the Connections Committee are open to this suggestion. The Connections Committee will consider the matter further at their January meeting and then make a recommendation to the board at its February meeting.

Committee Reports: No reports.

Old Business:

Report on second meeting with Vice Provost Michael Bernard-Donals: Gary passed out a memorandum that was sent from the University Committee to Tom Broman, Chair of the Retirement Issues Committee, regarding an additional charge for the committee. UWRA has 10 members on this committee. The additional charge listed 6 items to be addressed by the committee during 2016-17 and 2017-18, which the board discussed at length. The 6 items are listed below.

□

- Revise the university's volunteer policy – which currently only addresses members of the unclassified staff – to include members of the university staff;
- Consider including retired university employees on “chapter 6 committees” – shared governance committees – that address university policies in areas of importance to retirees:
- Campus Transportation Committee (6.30)
- Library Committee (6.46)
- Recreational Sports Board (6.48)
- Disabilities Accommodation Advisory Committee (6.33)
- Committee on Women in the University (6.56);
- Consider working with the University of Wisconsin Foundation and Alumni Association (UWFAA) to include a liaison from the Committee on Retirement Issues in discussions of alumni relations;
- Develop, in consultation with the Office of Human Resources, incentives for retirement that go beyond salary incentives and that include greater participation, post-retirement, in the life of their unit and of the university;
- Develop a peer-mentoring system or other mechanism that would provide faculty and staff members who are contemplating retirement with a retiree “mentor” or other point of contact with whom to discuss retirement-related issues;
- Work with the Office of Human Resources to streamline the process faculty and staff must follow in order to retire.

Ann Wallace and Cora Marrett pointed out that peer mentoring, as well as UW Foundation and Alumni Association liaison, are major processes that may be more than the committee or UWRA could address. Gary suggested that the committee could work with Human Resources on these matters. Chuck Read identified points 1, 2 and 4 as efforts to connect back to the University at a local level, which may be easier to address than points 3, 5 and 6, which are more general retirement issues that may be difficult for a committee to address, given the inherent lack of continuity of a committee. Dorothy Klinefelter viewed the UWRA role as advocating for the University to address these matters, rather than

the committee or UWRA taking on these tasks. A possible Office of Faculty and Staff Retirement was suggested. Lack of resources might be a barrier, but more numerous retirements that might follow could bring salary cost savings that might make the office cost effective.

Chuck suggested that our goal should be to get the University to be more proactive in 1) facilitating the retirement process; 2) strengthening relationships with retirees; and 3) fostering continuing retiree engagement with the University. The new director of human resources will be important if the process of retirement is to be better organized. The board identified the UWRA role as advocacy through the Retirement Issues Committee, thereby encouraging the University Committee to support these goals with the Chancellor.

Report on editor and executive director searches: The Communications Committee is meeting Thursday when it will address the editor search. Chère Gibson was going to check with Mary Ray about whether the vacancy is temporary or permanent. Suggestions for potential editors are welcome.

Regarding the executive director search, John Helgeson suggested that the board, as a committee of the whole, devote its January 10 meeting to a discussion of the search. The position description will be reviewed, and possible candidates will be discussed. In the interim, a smaller group will meet to better organize the process. That group will include the president, president elect, past president, Ann Wallace, Bill Richner, and any board member who wishes to attend. Ann has addressed her retirement in her executive director's column in the January *Sifter*.

New Business:

Update from Joel Skornicka on the Oral History Project and its need for volunteer interviewers: Joel has engaged Troy Reeves at Steenbock Library, where he leads the Oral History Project. This effort is carried out by Troy and a few students, and they wish to interview those from all kinds of roles at the University. Joel and a number of others on the board have been interviewed in the past. There are currently 300 on the waiting list to be interviewed. Training is available for interviewers. The project has been covered in a past issue of *The Sifter*. It was suggested that a program presented by Troy be set up for UWRA members to learn more about the project and training. This could be done as an ad hoc board sponsored program. Joel, Gary, Millard and Ann will work on a program.

Next meeting: January 10, 2017, at 9:30 AM

Respectfully submitted,
Bill Richner
Secretary