



RETIREMENT ASSOCIATION

University of Wisconsin-Madison

UW-Madison Retirement Association 2019-20 Association Annual Report Mary Czyszczak-Lyne, President

UWRA bylaws state “The purpose of this Association is to promote the interests and welfare of Association members, to facilitate their support of the University of Wisconsin-Madison and the surrounding community and maintain liaison with relevant University and community organizations.” We pursue this purpose through numerous, all-volunteer activities.

The elected Board of Directors is responsible for overseeing the policies, procedures, and programs of the UWRA. For 2019-20, the Board of Directors included Mary Czyszczak-Lyne, president; Chris Kleinhenz, president-elect; Rob Seltzer, past president; Bill Richner, secretary; Beth Zemp, treasurer; and directors-at-large Sue Adams, Paul DeLuca, Marcy Doelp, Susan Fischer, Ester Olson, Karen LaMere, Joel Skornicka (deceased), Wendy Way, Mary Metz, and Bob Dye. Executive Director Sandi Haase, Millard Susman and Ann Wallace (non-voting Special Projects), and *Sifter* Editor Mary Ray are not members of the Board but attended many or most meetings. We express our deepest condolences to the family, friends and colleagues of Joel's. Joel was a kind gentleman and his sense of humor is greatly missed.

Our website (uwramadison.org) maintained by our Business Office & Operations Team, provides detailed information on our programs and activities, bylaws and current operating procedures, and committees; it includes a list of our Board members and the members of our committees. It provides numerous annual reports that summarize the work of the UWRA and its committees.

The Association's newsletter, *The Sifter*, is an invaluable source of information. It is published 10 times per year (September through June), and all current members, resent retirees or interested parties receive copies either by US mail or email. This year, the editor of *The Sifter* was Mary Ray along with Colleen McCabe as newsletter layout editor. Mary and Colleen are stepping down from the *Sifter*. Our gratitude for your years of service and best wishes for your next journey.

With this pandemic, COVID-19, we were unable to publish the hard copy of the April *Sifter*. The pandemic forced us to explore other options for the print editions of future *Sifters*. We were able to contract with a UW-Madison print shop, Digital Publishing and Printing Services. This transition supports UW-Madison employees.

UWRA committees provide an impressive array of programs and activities. Our committees organize monthly breakfast gatherings; luncheons with programs and speakers; day trips and golf outings; a photo contest; and seminars on financial matters, electronic technology, and retirement opportunities. The Association voted to abolish the Volunteer Committee and created the Partnership and Engagement Committee. If interested in serving on one of our committee, our members simply need to contact a member of the committee. Unfortunately, during the COVID-19 pandemic, many if not all of our programming moved to other tools to present programming, such as Zoom and WebEx.

Throughout the year, at many of our programs, we collect cash donations for four food pantries selected by our Volunteering Committee. This year, we collected \$7,525. Also, as part of our School Partnerships Program, when our members' contributions to Madison public schools reached \$1,000, we donated \$1,000 to the Foundation for Madison's Public Schools. We also donated \$1,000 to the Dean of Students Crisis Loan Fund. Unfortunately, our cash donations collected for the various food pantries have decreased due to COVID-19 pandemic.

The UWRA works with the UW-Madison in several ways. Five UWRA Board members served on the UW-Madison Retirement Issues Committee (RIC) to address issues of concern to retirees and those close to retirement. This year RIC presented at the 2020 Employee Career Conference sharing how to be financially able to retire. In response to our request, every year the Provost distributes a memo encouraging units to involve UW-Madison retirees as volunteers for special projects in their units. Also, the UWRA and the Chancellor co-sponsor a new-retiree reception in July.

During the summer of 2019, the president attended committee meetings of UWRA to thank the members for their work and commitment. The heavy lifting of UWRA is accomplished at the committee level. Additionally, each committee has a budget, if there are projects or special events committees would like to execute, the committee may submit an additional budget request to the board for consideration.

Rob Seltzer, Mary Czyszczak-Lyne and Sandi Haase attended the 2019 Big Ten Retirement Associations conference hosted by University of Illinois-Champaign/Urbana. UW-Madison will be the host institution in 2023. Planning is underway with the creation of a steering committee.

Sandi Haase and Mary Czyszczak-Lyne met with new Provost Karl Scholz in October 2019 to introduce the Association and discuss the 2023 Big Ten Retirement Association conference hosted by UWRA in 2023.

As customary, UWRA participated in the Fall 2019 Benefits Fair where current and retired employees learn about benefit options available. The UWRA held a panel session titled "If I Knew Then What I Know Now" which was well received and attended.

With the merger of UW - Extension to UW-Madison in July 2019, UWRA successfully worked with UW-Madison Office of Human Resources to create and distribute a letter statewide to all retired staff (faculty, academic, university and limited staff) from UWEX inviting them to seek emeriti status with UW-Madison. In addition to the letter a UWRA brochure was included in the mailing inviting retirees to join the Association. The data was gathered using the Human Resource System (HRS) going back the inception of HRS (2011). Many thanks to Mr. Patrick Sheehan for the support in this initiative.

Other proactive, positive work achieved or in progress: Strategic Framework is February 2020; created a sub-committee to review and update the UWRA bylaws, operations policies and special rules of order of the association, with recommendations to the board of directors for review and recommendations for the general membership. And lastly, a steering committee was

created to ensure the needed pre-arrangements were made for the 2023 Big Ten Retirement Association which will be hosted by UWRA.

More about the strategic framework: the first three priorities identified from the strategic framework process are - to survey the current membership seeking input on what their needs are; creating partnership with the University and community, such as serve as mentors for international students by working with the Division of Continuing Studies and lastly examine remuneration for the core volunteer administrative staff who serve the association. Once the first set of priorities are achieved, the board will select another set of priorities for review.

Additionally, thanks to all of the committee members who contribute many hours crafting and successfully executing the many programs and activities. Thanks to our unsung members who contribute countless hours supporting the association - Barbara Rust, Larry Winkler, and Frank Boll.

Lastly, my heartfelt thanks to Sandi Haase, our executive director, who keeps the wheels on our cart and is the heart and soul of the organization. Without Sandi's commitment and passion, our Association would be at a lost. Thank you, Sandi!