

**UNL Emeriti and Retirees Association Board of Directors
Minutes submitted and approved April 18, 2024, by Kim Hachiya**

The UNL Emeriti and Retirees Association Board of Directors met at 1:30 p.m. March 7, 2024, at the Nebraska East Union.

Attendance: Pat Crews, Connie Boehm, Larry Dlugosh, Pam Edwards, Jim Griesen, Kim Hachiya, Earl Hawkey, Vickie Highstreet, Julie Johnson, Doug Jose, Rita Kean, Marjorie Kostelnik, Tom McFarland, Nancy Mitchell, Roshan Pajnigar, Al Stark, Don Weeks, Jane Zatechka.

President Larry Dlugosh opened the meeting.

Memory Moments: (Since February 20, 2024)

Bill Ahlschwede – Animal Science
Jan Gauger, wife of Wendell Gauger – Biological Sciences
Linda Shipley – College of Journalism
Joyce Clark, wife of Richard Clark, Ag Econ
Richard Wiese, Agronomy

Approval of minutes for the February Board Meeting and February Membership Meeting – (Kim Hachiya)

Approved as submitted.

Treasurer's Report: Earl Hawkey sent the budget report out prior. Scholarship at about \$64,500. Membership renewals are “dribbling” in. Don Weeks, membership chair, said he keeps people on the rolls for about 3 years. There are some from 2021 who have finally paid up. And another paid their arrearage. Al predicts we'll have higher percentage of renewals when/if we can go to an online renewal. The check/ mailing situation is tedious. Don thinks moving to online will “pay for itself” in added memberships.

Committee/Activities Reports

Awards: Patricia Crews/Marjorie Kostelnik (Rita Kean, Jake Kirkland Jr.) Pat sent out a reminder about Wisherd Research grants. We have one applicant so far; a final reminder will go out. The service awards call will go out soon.

Benefits: Roshan Pajnigar (Tom McFarland) noted that at places like Lied, emeriti get some discounts but not all retirees do so; same for the Union. She will work to get all retirees eligible. So far a dead end on getting emails for all retirees. Marjorie: we need to solicit folks to ask them “how do we get in touch with you?” Al said there are multiple issues going on with email. Our process is not very welcoming nor recognizable for others to use. Marjorie noted that while one issue is technology, the other is how to find the best way to connect with people to keep them on the list. Al said it will be a perennial problem as many people use different services. Al wants to rehash this topic at another time.

Bylaws/Policies: Jim Griesen/Julie Johnson Jim said the constitution/bylaws changes have been OK'd by the board and need to go to the general membership for approval. Larry will send to the general membership by March 14. Jim handed out copies of Policies and Procedures, noting that on Page 3 there is new language for the awards committee, and Page 6 adds the date of the change. We voted approval of these changes (which do not need to be approved by the entire membership). Jim noted there is no

language in our policies and procedures regarding who approves expenses to be paid by the treasurer. Earl doesn't want to have to wait for bills approval; maybe we need a minimum that he is authorized to just pay, but a ceiling on size. Maybe a job for the executive committee to interpret. Earl suggested that ongoing bills like meeting expenses should be "just paid" but maybe would need a board or executive board OK for things that are not necessarily planned or budgeted for (example: the tablecloth). Larry said he would put that on the next exec committee meeting.

Campus Engagement: Vicki Highstreet said she heard 2nd hand that Andrew (the fellow from the SLICE office) is excited that he had gotten some volunteers. She wants to add Domesti-pups needing help to set up an event on March 22. Vicki talked about how the Food Bank always needs personal items, groups that offer bras to homeless people, personal hygiene products, etc. Vicki wanted to be sure it's OK to support people outside the UNL community.

Digital Communications: Alfred Stark (Bruce Mitchell) UNL CMS (content management system) is undergoing an "upgrade" and Al attended a session on this. Looking for all websites to migrate by September 2024 and be required to migrate by January 2025. He thinks we can easily accomplish this. Functionally it will be better behind the scenes; the look and feel won't change much. Adding an online payment will be good and the change to a new CMS will have minimal impact on us. It will be more challenging to migrate our minutes (and how long do they need to live there?). Would it be better to have a shared online storage where we archive our public minutes. Pat liked that we have access to the entire set as an archive. Larry said Linda Major told him she and Al are working on this. Al: it will be painful to migrate 2005-2020 over but he realizes it's important.

Educational Activities/OLLI: Nancy Mitchell

1. Working on tour of Kiewit Engineering. They suggested either March 26, April 23, April 25. She wants to do it sooner than later. Kim Wilson wants a 4 p.m. tour; Nancy is concerned about Parking for a large group and also their coffee shop is closed by 3. Larry: we need to get the notice out ASAP and announce at the meeting. Nancy will attach a map regarding parking. They believe the tour is an hour. Nancy would like either Kim Wilson or the dean to talk. Maybe move the start time to 3:30.
2. Davis Global Center at UNMC: possible dates are May 13 1-3 or May 20 from 3-5. A 2-hour tour. Our concern is how do people get there? We could ask people to share rides. Suggest we try to act as if the distance between Lincoln and Omaha isn't such an obstacle. Connie suggested looking into the Engineering shuttle. Perhaps the May 13 date because of the earlier start time. UNMC will reserve a parking lot for us.
3. May 21 2 p.m. is ERA/OLLI pop up behind the scenes tour of the Lied. We will have cookies.
4. Program committee is also working on programs with tours so we need to coordinate. Larry suggested the committees try to work together.

Program Committee: Pam Edwards/Vicki Highstreet (Stan Campbell, Lyda Snodgrass, Linda Schwarzkopf, John Hibbing, Hugh McDermott)

Next meeting for this committee is March 28 2 p.m. at Harbor House. Pam thanked Alfred for being patient with her on meeting notifications. We added a check box for first-time members. March 21 is the next luncheon with Tyler White, Poli Sci. April 16 is Dr. Jeffrey Gold, UNMC. Fall: tentatively Sept 19 with Chancellor Bennett (we will change the board meeting); Oct. 10 John Hibbing, election Polarization in the 2024 election; Nov. 14 Tour and presentation at Barkley with a sack lunch. Dec. 12 potentially: DeeDee Anderson, vice chancellor for student affairs. Working on 2025 so far. Committee will work on moving some meetings to Lancaster County Extension at Cherry Creek. Don asked what we do with first-time attendees. Maybe put an indicator on the name tag? Having someone at the registration desk to welcome them would be helpful. Jim said our policies say new members will be recognized at a luncheon.

We have 76 already registered for the next meeting with four new members. Pat suggested we tell the union a number higher than those registered. Attendance speaks well of the programs so far.

Publications: Connie Boehm (Charlyne Berens) Thanks to Kim and Alice who shared photos with her. She proposes quarterly newsletters, including a summer newsletter with the luncheon calendar. Can we recognize our scholarship recipient(s). Photo of first-time attendees if they are OK with that. Comments on why people joined. Maybe in the future embed videos. If we have sponsors, we need to recognize. We do not want our sponsors to get access to our membership list. Michigan and Wisconsin get \$600 a year from sponsors (retirement homes, TIAA, Fidelity, AARP?) Don suggested setting up a committee to understand how it would work. Larry and Connie will work on a committee. Probably not a great financial boon. Connie would like to highlight folks' engagement activities. Connie thinks the newsletters will be shorter but more frequent. Marjorie thinks that initial awareness of our group is important but maybe it's about a year or two out from retirement when people want to jump in. Don suggested we invite our scholarship recipients to a luncheon. Pam: the staff at UNL do not understand how this organization works because of the old "emeriti-only" status (we expanded to add retirees in 2016). At pre-retirement seminar we need to promote staff retiree membership. Perhaps invite our scholarship recipients to the September meeting with the chancellor.

Memberships: Donald Weeks noted it is a challenge to educate our retirees about our existence. Kim suggested we toss this to the Brand/Marketing committee. Don said we get a list of retirees with email and phone numbers. Don does call them. We do need to figure out how to communicate with our membership. Vicki: we also need to talk about retention. Get folks to personally reach out to keep people engaged. Don wondered if we should call folks who have not renewed and just invite them back. Rita: having a personal touch with pre-retirees one on one. Don said we get a list quarterly. It would be best to match people with folks they know. Don will bring the list to board meetings for us to look at choose who to call. Al: noted that some of our drop outs have moved from Lincoln; he also noted the immediacy of a live Zoom seems to attract people. Marjorie notes people do enjoy the Zoom experience and it feels like a connection. The UNL Pre-retirement seminar is April 4. The mentoring group will be there.

Scholarships: Earl Hawkey (see comments above)

Social Events: Jane Zatechka/Jim Griesen Next coffee is March 11 9:30 a.m. at Meadowlark Coffee. So far there are 27 folks registered. Their manager has their baker making extra treats.

Old Business/Announcements

- Glow Big Red Update: Kim Hachiya is going to touch base with NU Foundation to get addresses for thank you notes.
- (Announcement) The migration from Google Drive to another format for a Board Documents file. Alfred and Linda will begin working on this project in late March or early April of 2024
- Committee Membership for the 2024 Goals (Larry plans to schedule a meeting with each team in March to help develop a pathway for actions to accomplish the goals) Larry: "WE ARE GREAT ON PLANNING BUT WE NEED TO SHOW SOME ACTION."
 1. By Spring of 2024, increase the diversity of the ERA membership to reflect UNL programs, disciplines, race, gender, and national origin.
Linda Major, Tom McFarland, (Jake Kirkland)
 2. By January of 2025, Implement an electronic dues and registration payment system.

Earl Hawkey, Alfred Stark, Don Weeks, Kim Hachiya, Larry Dlugosh

3. By the Spring of 2027, increase the needs-based scholarship fund. (The immediate goal is a minimum of \$90,000.)

Pat Crews, Earl (consulting member), Jim Griesen

4. By August of 2024, identify and validate the “brand” for ERA to assist in the promotion of the organization

Nancy Mitchell, Kim Hachiya, Rita Kean, Stacy James

5. By September of 2024, Mentor and connect with pre-retirees and early retirees
Roshan Panjnigar, Vicki Highstreet, Rita Kean, Pam Edwards

- (Announcement) UNMC has offered a tour of the Davis Global Center for the ERA on Monday, May 13 from 1:00 – 3:00 PM or Monday, May 20 from 3:00 – 5:00 PM
 - Transportation

New Business

- Amendments to the By-law (Attachment I)

Adjournment

Attachment I - Amendments to the By-Laws

(To be submitted for approval to the Membership at the March 21, 2024 Membership Meeting)

Three Articles need to be amended to reflect changes the Board has recommended to the membership for approval:

ARTICLE III - Membership. The proposed changes restate the Association's criteria for obtaining "Collegial Membership (dues paying)" to reflect the 2016 changes that extended membership to all "officially retired UNL: (1) academic-administrative personnel, (2) professional staff members, and (3) office and service staff members."

ARTICLE VII - Committees. The proposed change simply adds a PROGRAMS committee to the Association's list of standing committees.

ARTICLE IX - Amendments. The proposed changes standardize the references to prior Constitution/Bylaws amendments and reflect the date of the current proposed changes.

Attachment II – Schedule of Membership Meeting for Winter/Spring of 2024

January <i>(Completed)</i>	Tuesday, January 23, 2024, location: East Campus Union Frances Hayes, Director of Communications and Public Relations - The Water for Food Global Institute. <u>Topic: Ensuring Food And Water Security For All</u>
February <i>(Completed)</i>	Tuesday, February 20, 2024, location: East Campus Union Heather Rasmussen, Ph.D., RDN, LMNT, associate professor, director, Professional Studies in Dietetics Graduate Program <u>Topic: Nutrition and Brain Health</u>

March Thursday, March 21, 2024 - location: East Campus Union
Speaker: Tyler White, Ph.D., associate professor of practice, director, National Security Program, UNL Political Science, Director - National Security Program
Topic: Global Affairs at a Crossroads - The Future of Freedom

April Tuesday, April 16, 2024 location: East Campus Union
Chancellor Jeffery Gold, University of Nebraska Medical Center –
Topic: The Impact of UNMC

No Programs are held in May, June, July, and August

September - Thursday the 19th

Proposed: Luncheon meeting with Chancellor Bennett