

UMRA Board of Directors Meeting

Monday, February 28, 2022

1:00 - 2:30 p.m.

Join the meeting on Zoom: <https://umn.zoom.us/j/97420278151>

Proposed Agenda:

1. Greetings and announcements
2. Approval of January minutes--Ron Matross will pinch-hit for Secretary Julie Sweitzer (see minutes)
3. Treasurer's report--Greg Hestness (see documents)
4. Nominating Committee report, item for action--Frank Cerra (report attached)
5. UMRA/URVC relationship task force--Jerry Rinehart (see document)
6. Memorandum of Understanding, item for action--Bill Donohue (see attached)
7. Program Committee report; April meeting planning; Host Committee; prep for hybrid--Ron Matross
8. Communications and Outreach Committee, item for action--Kris Mortensen on behalf of Eric Hockert and the committee (see report)
9. Social Activities Committee; Travel Committee--Cherie Hamilton
10. Draft agenda for May 24 Annual Meeting of the Membership (see attached)
11. President's notes (see attached)
12. Other business
13. Adjourn

For your calendar: Next month's meeting of the Board of Directors will be on Monday, March 28, 2022, 1:00 p.m.

UMRA Board of Directors Meeting (Zoom)
Monday, January 24, 2022
1:00 p.m. to 2:50 p.m.
Draft Minutes

In attendance (virtual): John Anderson, John Bantle, Will Craig, Frank Cerra, Bill Donohue, Cathy Lee Gierke, Cherie Hamilton, Greg Hestness, Eric Hockert, Ron Matross, Jan McCulloch, Jan Morlock, Kristine Mortensen, Jerry Rinehart, Terry Roe, Julie Sweitzer, KaiMay Terry, Cathrine Wambach, Diane Young
Regrets: Vernon Caldwell, Laurie Koch, Gary Engstrand

Jan Morlock opened the meeting at 1:00 p.m. and asked for approval of the November minutes. Frank moved approval, Jan McCulloch seconded, and all voted in favor.

Treasurer's Report: Greg discussed the November, December and quarterly reports. There was a net gain of \$2140 over the quarter, with little activity. He pursued the authorization granted him by the board in November to obtain general liability insurance coverage not to exceed \$800, and the actual cost was \$579 (invoice still to be received and paid.) Jan McCulloch moved and Jerry seconded approval of the report, followed by a unanimous vote in support.

Age-Friendly University: Jan Morlock presented the report from Lynn Anderson, who is UMRA's rep on the UM committee. Lynn is asking about UMRA support to promote the June 20 age-friendly university event, host a table with UMRA info, make a presentation, and contribute funds. Jan and Frank expressed their interested in the event. Cathrine said it was a good way to promote UMRA and suggested making a compilation video of UMRA speakers which could scroll at the table. John agreed it was a good way to promote UMRA and said he has 2,000 UMRA brochures from 3 years ago. Jerry said we should be working hand in hand with this group. Eric volunteered to be a second person (with Lynn) working on the event. Jan McCulloch moved and Ron seconded a motion in support of requests. Frank suggested the motion be modified to reflect general support for the event with a request for more information. Jerry seconded. The vote was unanimous in favor.

Transition: Frank presented the recommendations from the task force. First is to reduce the number of meetings to two per month, with workshops on Zoom and forums returning to in person events in March. If members propose other events they will be referred to the program committee chair for consideration and possible referral to the Social Committee. In person events will comply with MN Department of Health and CDC requirements, and will require vaccinations and boosters. Ron reported that the Campus Club will be happy to host UMRA on March 22, and said we have until February 22 to commit to the event. In reality a decision needs to be made by February 10, the UMRA newsletter deadline. Campus Club has a new capacity limit of 86 for the West Wing. Staff is following UMN policy regarding vaccinations.

Jerry questioned the capacity limit and asked if there is a reduction in the room rent. The answer is no, they are still making the same size room available. Bill said the largest attendance

was 154, and he thinks March is too early. He favors May. Frank noted that the Executive Committee had discussed a survey of members. He notes New York's Omicron infections have dropped by 50% and a CDC study found that the vaccine/booster combo provides 90% protection from serious hospitalization. Ron said a survey could be sent tomorrow. Jan Morlock said a special Executive Committee would have to be called after the results are in, but that was doable. The March speaker, Tom Fisher, is expecting an in-person event. Cathrine asked if the meeting could be recorded for those who are not able to attend. The discussion indicated it was possible, but there might be additional costs. Kris raised concern about the capacity limit for the May annual meeting. Ron said we could try a hybrid in April, which would clarify any issues for May. You can vote by polling on Zoom. Cherie noted limits may change. Frank moved and Cherie and Bill seconded a motion to approve the Executive Committee making the decision about whether March is in person after reviewing survey results. The vote was all in favor. Ron then noted the average attendance is around 100 or slightly below, so 86 is not that much of a reduction. Kris said the limit could be a carrot to get people to contribute. Cathy Lee noted that for a hybrid meeting any site needs to be able to take the output from the central speakers and feed it back into the computer, which most can't do.

URVC: Eric summarized the rationale around the potential joining of URVC and UMRA. It would reduce confusion and help UMRA fulfill its service mission. It could complicate the organizational structure or restrain the current momentum. A primary issue is retaining the \$4,000 contribution from U Relations. Jerry added it is being discussed with both boards so everything is transparent. Volunteers' primary engagement is with the organization they are volunteering for, not URVC. He then thanked Will Craig for going to U Archives and obtaining 25 pages of relevant documents. A 1996 document discusses "URVC and its parent body UMRA." A 2004 statement of agreement between URVC and UMRA says "URVC has been and continues to be a committee of UMRA." Bill asked about signatures or any indication of specific approval, and Jerry said there was only mention that "central approved". The space rental at McNamara required evidence of insurance and U Relations signed for URVC, while UMRA had to obtain their own insurance. Eric noted Matt Kramer's support, and said that today's report is only an update, no action needed. Frank said he needs to see and review the written legal docs before any decisions, and asked whether sending the URVC funds outside of the U (e.g., UMRA) might require Regental approval? Bill said he thinks that, and insurance for the volunteers, can be worked out with the provost's office.

Regent visits: Cathrine asked whether the board wanted to arrange visits with the newest Regents sometime this spring. It is a two-way learning opportunity. There was general support, and Bill agreed to help arrange it. Cathrine suggested Rank, Ron and Jerry could be helpful, too.

Nominating Committee: Jan presented a proposed timeline for creating the Nominating Committee who will then prepare a slate of officers and board members for approval at the March 28 board meeting. Frank will chair it as immediate past president, and Jan asked members to get suggestions for the Nominating Committee to Frank by January 31. Bill recommended sending out a call for recommendations of people for the available offices now. Cathrine asked for a list of UMRA members, and John noted there was a director on the UMRA

website. Cathy Lee said there was a newer list and Jan said she would circulate it to board members. Bill moved approval and Jerry seconded it. The vote was unanimous in favor.

MOU with UMN: Bill reported on the meeting he and Jan held with Deb Cran that morning. It was very positive, and Deb thinks they can resolve virtually all issues. Bill is going to revise some items they discussed, and the provost will respond within two weeks. If successful, the plan is to sign the document in April and have it voted on during the May annual meeting, hopefully with the provost present.

Dues/Financial Assessment: Greg and John presented their review of FY 20 and 21, one pre-Covid and one full Covid. The main difference for the Covid year was the lack of expenses for in person event, but that was offset by the lack of revenue from those events. Newsletter expenses have increased because they have more pages now. There was no appreciable growth in the savings account or the cd, as expected. There was a small (\$1500) decline in sponsorships. They noted the couple rate has been challenged as unfair, but they aren't certain what the net impact would be if it is dropped. They don't see a compelling reason to increase due. An option is to increase luncheon fees if costs increase. The purpose of the savings and CD is not clear, so it similarly not clear whether they are adequate. Another question is whether UMRA wants to find a new source for professional development grants. Dues were last raised in 2018 and given that during the pandemic benefits are largely limited to Zoom, John favored reconsidering an increase next year. Jan McCulloch questioned whether a \$5 increase would really affect renewals.

Julie said she favored waiting a year for an increase as a five-year cycle is justifiable, and that the lunch events should be self-supporting. Kris agreed but added a concern about retention of members. John said it was partially the impact of adding a free first year membership, which brings in more people. Eric said the communications and membership committees are working on retention, and they noted that 70% of free memberships result in renewals. Jan McCulloch emphasized that the Zoom option is a positive thing and a benefit for those who find it difficult to gather in person. Cherie asked whether spouses have access to the same benefits, and no one was certain about that. Jan said she did not hear anyone proposing we raise dues now.

Eric noted that Kris and he are proposing to provide a paper copy of the newsletter to all members, at a cost of \$400. Kris said she needed to know whether that was approved by April 10, so no action was taken and the issue will be discussed at one of the next board meetings.

Jan adjourned the meeting at approximately 2:50 p.m.

UMRA
January 2022 FINANCIAL REPORT

	<u>12/31/21</u>	<u>1/31/22</u>
Savings Account	\$6,973	\$6,973
Savings Certificate	10,243	10,243
Checking Account	<u>12,963</u>	<u>9,672</u>
Total Checking and Savings	\$30,179	\$26,708

REVENUE:

Sponsorship Bakken	\$ <u>500</u>
Total Revenue	\$ 500

EXPENSES:

Memorials	\$ 54 (condolence cards)
Newsletter	163 (delayed October printing invoice)
Newsletter	<u>1,075</u> (pre-print stock-missing check-reissue Feb)
Total Expense	\$ 1,292

GAIN/(LOSS) (\$792)

- Checking balanced as of 2/1/2022.
- 2nd attachment, FY 22 YTD Sponsorship record.

Greg Hestness, Treasurer

**Nominating Committee
Report to UMRA Board
2 28 22**

At its January meeting the UMRA Board endorsed the formation of the Nominating Committee, in accord with the UMRA Bylaws, to develop a slate of officer and board nominations for presentation at the UMRA Annual Meeting in May 2022. The timeline for the activity of the Nominating Committee was established and is summarized:

24 Jan	UMRA Board announcement
28 Feb	Board approves the committee
21 Mar	EC reviews the slate
28 Mar	Board approves the slate
10 April	Info deadline for newsletter

The proposed Nominating Committee membership is as follow:

Position	Member
Past President	Frank Cerra, Chair cerra001@umn.edu
President Elect	Ron Matross matross@gmail.com
Board Member	John Bantle bantl001@umn.edu
NonBoard Members (3)	Brad Cleary clary002@umn.edu Suzanne Bardouche bardouch@umn.edu Vicki Field field001@umn.edu

The Executive Committee at its meeting on 21 February 2022, endorsed the committee membership. The proposed membership of the Nominating Committee is now presented to the UMRA Board for its approval.

An announcement of the initiation of the nominating function and committee and a request for candidates for the open positions was published in the UMRA Newsletter, as follows:

The Nominating Committee (consisting of president elect, past president, one additional board member and three nonboard member) is seeking candidates to serve as members and officers of the UMRA Board of Directors. We invite you to contribute to UMRA by offering to run for a position yourself or by nominating someone else who would add value and perspective to UMRA's efforts. We need a strong slate of candidates to continue the work of UMRA.

**Nominating Committee
Report to UMRA Board
2 28 22**

The committee will consider nominations and make recommendations to the current board at its April meeting. The membership will vote in May for each of the open positions and those that require re-election.

The following are up for election or re-election:

- 1. Up to 3 board members each for a three year term (2022-2025, renewable)*
- 2. Treasurer and Secretary for a one year term (renewable)*
- 3. President elect for a one year term followed by one year each as president and past-president*

Please send your suggestions for questions to me at cerra001@umn.edu. Thanks for your participation and help. Frank B Cerra MD, UMRA Past-President and Chair of the Nominating Committee

The group has had one meeting to review its charge, the timeline and the development of the slate proposed to the UMRA Board, and subsequently to the membership for approval at the annual meeting. The slate will be featured in the May Newsletter.

The 2021-2022 UMRA Membership list has been provided to the Nominating Committee members. With UMRA Board approval, the committee will begin its work in earnest.

Respectfully Submitted

Frank B Cerra MD, Committee Chair

Statement of UMRA and URVC Re-Affiliation

The University of Minnesota Retirees Association (UMRA) and the University Retirees Volunteer Center (URVC) hereby reassert their partnership and shared vision to better serve University of Minnesota retirees and the University community. The following understandings are designed to support this partnership and to insure URVC's independent financial and administrative ties to the University Relations department.

1. The University Retiree Volunteer Center will function as a financially independent entity within UMRA yet will be fully integrated in UMRA leadership and planning activities.
2. URVC is recognized as UMRA's integral partner in serving UM retirees; however, given the unique and specialized nature of its operations and its financial support from the University, it should remain distinct from other components that make up UMRA; thus, it will remain a "Center" as opposed to a "committee."
3. Within the UMRA umbrella, the Center's board of directors will become its Management Committee who will establish, implement, adhere to, and enforce policies and practices to ensure that the Center adheres to sound corporate governance and to University and University Relations policies.
4. To accomplish this integration:
 - a. During the first year of this agreement, the two Parties will jointly review their governance documents to determine adaptations required to reflect the arrangements identified in the Statement of Affiliation. These reviews should be completed and brought forward for approval in May 2023.
 - b. The UMRA President-Elect will be a voting member of the URVC Management and Executive Committee.
 - c. The URVC Management Committee Chair, will be a voting member of the UMRA Board of Directors and Executive Committee
 - d. To further develop relationships within the University and identify service opportunities for retirees, UMRA's Board and the Center's Management committee will jointly identify members for the following:
 - i. URVC's Project Development team to establish academic and departmental Liaisons
 - ii. UMRA and URVC Communication, Website, Marketing and Advocacy Committees

- e. Like other units within UMRA, the URVC Management Committee will provide a written annual report describing its officers, operating budget, and activities to the UMRA Board.

5. Understandings

- a. The University will continue to support UMRA and URVC space needs by underwriting their shared office accommodations in the McNamara Alumni Center.
 - b. The parties agree that each will maintain its separate financial accounts and responsibilities for its membership dues, other revenue, and operating expenses.
 - i. URVC will have a Treasurer separate from the UMRA Treasurer who will coordinate with U Relations financial officers to ensure appropriate budgeting procedures are followed and financial transactions are monitored and reported.
 - ii. UMRA and URVC will maintain relationships with University administration allowing room reservation and other transactions to operate as units with “internal” rates and status.
6. Until such time that the websites may be merged, the Parties will include direct links to each other’s websites prominently on their Homepages, menus, or banners as appropriate.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
REGENTS OF THE UNIVERSITY OF MINNESOTA
AND
UNIVERSITY OF MINNESOTA RETIREES ASSOCIATION**

This Memorandum of Understanding (hereinafter "**Agreement**") is made and entered into this 1st day of March, 2022 (the "**Effective Date**"), by and between **Regents of the University of Minnesota**, a constitutional corporation under the laws of the State of Minnesota, acting on behalf of its Office of the Executive Vice President and Provost (the "**University**"), and **University of Minnesota Retirees Association**, a Minnesota nonprofit corporation ("**UMRA**") (individually, a "**Party**" and jointly, the "**Parties**").

This Agreement supersedes and replaces the Agreement that was entered into between the University and UMRA on March 28, 2017.

RECITALS

WHEREAS, UMRA is a dues-paying, membership organization dedicated to connecting retired faculty and staff (P&A, Civil Service, & Bargaining Unit employees) of the University and their spouses in lifelong, mutual support of the University and each other; and

WHEREAS, UMRA is separately incorporated from and legally independent of the University; and

WHEREAS, the University recognizes and supports UMRA and the University Retiree Volunteer Committee/Center through an agreement with the Office of University Relations regarding office space, through an agreement with the Office of the Vice President for Research regarding the administration of professional development grants to retirees as well as with the Provost's Office for funding of said grants, and with the University Library System for incorporating the research reports of said grants into their permanent collection; and

WHEREAS, UMRA acknowledges that the University has been required to suspend its funding of professional development grants for retirees because of budget constraints; and

WHEREAS, the University recognizes and supports the contributions of the Journal of Opinions, Ideas and Essays (JOIE), an on-line journal sponsored by UMRA, through the University Libraries' "Open Scholarship & Publishing Services" platform; and

WHEREAS, the University President's Office has previously supported UMRA through contributing funds towards the costs of occasionally hosting annual meetings of the Big Ten Retirees Association and the Association of Retirement Organizations in Higher Education (AROHE); and

WHEREAS, the University and the University of Minnesota Foundation acknowledges the

financial support provided by UMRA retirees through contributions which in the most recent “Driven” campaign totaled over \$31 million; and

WHEREAS, the University recognizes the contributions that UMRA has made and will make to the mission of the University through educational outreach programs on campus and in the community and through communications to the legislature and beyond; and

WHEREAS, the Parties desire to renew this Agreement and more formally set forth the terms of their strategic relationship.

NOW, THEREFORE, the Parties agree that:

1. **Strategic Mission and Program Relationship** Under this Agreement, the Parties hereby renew their strategic mission and program relationship that is intended to support and further their respective missions, goals, and programs. The Parties expect to collaborate during the term of this Agreement on activities to better ensure that:

- UMRA's initiatives are aligned with the University's strategic plan and mission;
- UMRA may work with appropriate collegiate unit staff at the University to coordinate retiree planning and programming;
- UMRA will actively engage University retirees and friends in support of the University;
- UMRA will maintain an active and engaged dues-paying retiree membership; and
- UMRA will maintain a program of activities for its members that enrich retirees' intellectual and social life and provide opportunities for retirees to maintain active participation in, and support for, the mission of the University.

2. **Governance, Representation, and Coordination** To better ensure alignment between the University and UMRA's missions, goals and programs, the Parties agree that:

a. UMRA is and shall continue to be separately governed and independent from the University. UMRA's Board of Directors shall establish, implement, adhere to, and enforce policies and practices intended to ensure that UMRA adheres to sound corporate governance and management.

b. Throughout the term of this Agreement, UMRA shall cause its bylaws to grant to the individual holding the position or office of the Executive Vice President and Provost (or their designee) of the University a right to attend regular and special meetings of the UMRA Board of Directors as an observer. UMRA shall cause notices of each regular or special meetings of the UMRA Board of Directors (including copies of all written materials delivered to directors) to be delivered to the University to the address provided in this Agreement and to the observer until the University otherwise directs. The individual observing a meeting of the UMRA Board of

Directors shall not be deemed a UMRA director and shall not have the rights, privileges, obligations or liabilities of a director.

c. UMRA has a significant interest in understanding the University's mission, priorities, goals, programs, and activities. The Parties expect the President of UMRA and other senior officers (the UMRA executive committee and the Board of Directors of UMRA), and the Provost and other senior officials of the University to maintain close cooperative relationships in furtherance of the University's and UMRA's missions. To this end a meeting date shall be established for annual meetings between the Provost or their designates and the UMRA President or their designates which shall occur no later than September 1 of each year.

d. The University and UMRA agree to cooperate with each other and to support each other to further the goals of the University and UMRA.

3. **Shared Resources**

a. *Information Technology.* Throughout the term of this Agreement, the University shall provide UMRA an organization Internet ID account and provide the organization access to the University's computing services and networks in conformance with the Universities policies. UMRA shall comply with the University's rules and regulations, including but not limited to security protocols relating to such access.

b. *Account Number.* The University Office of the Executive Vice President and Provost shall continue to support UMRA's activities with an established account number that allows UMRA to use University facilities and space at the going rate charged University entities.

c. *Names, Marks, and Images.* UMRA shall have the right and license to use the University's name, seal, marks, mascot, architectural icons, and logos in connection with its activities and in conformance with the University's policies. UMRA may not assign or sublicense its rights under this section without the prior written consent of the University.

d. *Financial Accounts.* The parties agree that UMRA will maintain its separate financial account for its membership dues, other revenue, and operating expenses.

e. *Public Data.* To the extent allowed by law the University will facilitate UMRA's communication with employees who are preparing to separate from the University so that they can learn about the organization and provide them with membership information. UMRA and the University also agree to cooperate with each other to inform employees about UMRA through such efforts as the open enrollment fairs, providing brochures through benefits counselors, and including UMRA materials in the Encore Program.

f. *To that end the University through its Office of Human Resources will* continue to send via USPS or email letters of invitation to join UMRA and participate in its activities to new retirees upon their retirement and annually for at least 3 subsequent years.

g. *Cooperation* will continue among UMRA, the University and the University of Minnesota

Foundation in their fundraising efforts.

h. *Research Funds.* The Office of the Executive Vice President and Provost agrees to provide \$15,000 each year to support UMRA's research and professional development grant program. The provided funds shall be subject to University processes, administered by the Office of the Vice President for Research, and shall be committed each year not later than July 1. UMRA shall conduct each year a request for proposals, a competitive review and designation of the grant awardees. The University shall administer the funds and the awards. The availability of these funds is subject to University budgeting constraints.

i. *University Retiree Volunteer Committee/Center (URVC).* As UMRA and URVC reorganize their structure, the University agrees to maintain its funding for volunteer activities which is currently at \$4,000 and to continue its coverage of these volunteers as volunteers under University policy.

4. **Term, Modification, and Termination**

a. The terms of this Agreement shall commence on the Effective Date.

b. Upon the written request of a Party or upon the third (3rd) anniversary of the Effective Date and every three (3) years thereafter, the Parties, in a mutually agreeable manner, shall review the terms of this Agreement for the purpose of determining whether amendments and/or renewal are appropriate.

c. Either Party may terminate this Agreement by delivering to the other Party a written notice of termination at least one (1) year prior to the effective date of termination. In the event of termination, the Parties shall confer concerning the terms of a new agreement with respect to UMRA's status.

5. **General Provisions**

a. *Prior Understandings.* Except as specifically set forth herein, nothing in this agreement shall affect existing agreements between the parties.

b. *Amendment.* The Agreement may be amended at any time only pursuant to a written agreement of the Parties.

c. *Governing Law.* This Agreement shall be governed by and construed in accordance with the laws of the State of Minnesota.

d. *Assignment.* Neither Party shall have the right to assign its rights or delegate its duties under this Agreement without the prior written consent of the other Party.

e. *Third-Party Beneficiaries.* No provision of this Agreement, express or implied, is intended to confer upon any person other than the parties to this Agreement any rights, remedies, obligations, or liabilities hereunder.

f. *Notices.* All notices, requests, and other communications that a party is required or elects to deliver shall be in writing and shall be delivered personally, or by facsimile or electronic email (provided such delivery is confirmed), or by United States mail, first-class, to the other party at its address set forth below or to such other address as such party may designate by notice given pursuant to this section:

To the University:
Office of the Executive Vice President and Provost
(Vice Provost for Faculty & Academic Affairs)
University of Minnesota, 234 Morrill Hall
100 Church Street SE
Minneapolis, Minnesota 55455

To UMRA:
President, University of Minnesota Retirees Association
McNamara Alumni Center, Room 264
200 Oak Street SE
Minneapolis, Minnesota 55455

g. *Relationship of the Parties.* In entering into and performing their duties under this Agreement, the Parties are acting as independent contractors and independent employers. No provision of this Agreement creates or is to be construed as creating a partnership, joint venture, or agency relationship between the Parties. Each Party is legally independent of the other. No Party has the right to direct the actions of or otherwise control the other Party. No Party has the authority to act for or bind the other Party in any respect.

IN WITNESS WHEREOF, the University and UMRA have duly executed, delivered, and entered into this Memorandum of Understanding as of the Effective Date.

Regents of the University of Minnesota

By: _____
Rachael T.A. Croson, Executive Vice President and Provost

Date: _____

University of Minnesota Retirees Association

By: _____
Jan Morlock, President

Date: _____

(Version 2022.2.23)

University of Minnesota Retirees Association Annual Meeting and Program

May 24, 2022

10:30 a.m. to 1:30 p.m.

To be determined:

- In-person event?
- If so, ready to produce hybrid program with simultaneous live stream?
- Management of action items on the agenda—election; actions re UMRA/URVC relationship; endorsement of mission statement. Conduct this business via zoom in advance of the in-person meeting? Conduct it in dual simultaneous mode during the course of the in-person meeting?
- Pre-event welcome with new members?

All in-person activities are in the Campus Club

10:30 or 11:00 a.m. New member welcome (in the bar?)—(*to be confirmed, Membership Committee*),

11:30 a.m. Members and guests social time, West Wing—UMRA Host Committee

12:00 p.m. Seated lunch—Campus Club staff

(Zoom program begins)

12:15 p.m. UMRA annual meeting called to order—UMRA President
Approval of 2019, 2021 annual meeting minutes
Recognitions
Provost Rachel Croson brief remarks and presentation of the MOU
Election of board members and officers
Action re UMRA/URVC(?)
Action re mission statement(?)
Adjourn annual meeting

12:40 p.m. Provost Croson introduces featured presenter John Coleman, Dean of the College of Liberal Arts
John Coleman presentation and Q&A (written questions live and via zoom?)

1:30 p.m. Program closing

Communications and Outreach Committee

TO: UMRA Board
FROM: Eric Hockert, Chair, C&O Committee
Updated and submitted by Kris Mortensen – representing the Committee
DATE: February 28, 2022
SUBJECT: Communications and Outreach Committee Update

Here are brief updates from the Committee's sections with requested Board action and input noted.

Newsletter/eNews – Kris Mortensen, UMRA news editor

In light of all the important information expected to be included in the May newsletter (annual meeting announcement; slate of officers and directors nominated for election; UMRA-URVC merger; May workshop and forum; summer programming preview, etc.), and in order to maximize our potential reach to members in advance of UMRA's May 2022 Annual Meeting (and their participation), we propose that UMRA print and mail the May newsletter to every UMRA member household (currently 570 HH).

Estimated cost: \$355 (print 570) + \$205 (postage + handling) = \$560 total (\$0.98/ea)

February actual: \$167 (print 265) + \$145 (postage + handling) = \$312 total (\$1.18/ea)

Background Information

It is tempting to think we reach 700+ members via the *UMRA eNews*, but the click data we collect from Mailchimp shows that readership of the eNews is a fraction of the circulation.

For example, for May 2021, only one article received more than 100 clicks; there were 75 clicks on the link to the newsletter PDF posted on the UMRA website; 41 clicks on the link to the article about the candidates up for election to the UMRA Board; and just 30 clicks on the link to the article about the annual meeting and forum. Because we don't know if these clicks were unique, that means there were 30 or fewer clicks on the annual meeting and forum article, etc.

Board input: Discussion? Decision needed by April 10.

Zoom Forum and Workshop participation, 2021–22 – Kris Mortensen

		Registered	Total Users
9.14.2021	UMRA A.M., Tadd Johnson	66	46
9.21.2021	Special Forum: Mpls elections	81	61
9.28.2021	Forum, Jakub Tolar	88	64
10.12.2021	UMRA A.M., Rick Beeson	41	41
10.19.2021	Workshop: OHR, Healthcare options	221	189
10.26.2021	Forum, Lee Frelich	75	48
11.09.2021	UMRA A.M., Meredith McQuaid	36	40
11.16.2021	Workshop, Alice Larson	61	49
11.23.2021	Forum, Garry Jenkins	88	60
1.18.2022	Workshop: Benefits of pets	47	46
1.25.2022	Forum: Changing life course	107	96
2.14.2022	Special Forum: Walz + Gabel	157	137
2.15.2022	Workshop: Julie Schumacher	92	74
2.22.2022	mRNA technology, Lou Mansky	109	82

* Attendees + Panelists

Website – Cathy Lee Gierke, UMRA webmaster

The web migration and design team, under C&O, met Jan 10, 2022, to begin to plan the redesign and migration of the website from Drupal 7 to Drupal 9. Migration to Drupal 9 needs to be completed by November 2022. We're looking at how much of our News & Events, and Forums & Workshop articles to carry forward. Ron Matross supplied guidance on this. Not so concerned with News or Events articles but would like to preserve some Forum and Workshop history. He suggested 3 years.

Team and Timeline

There is a great collection of talented and willing volunteers, including Kathy Jenson, Mike Austin, Eric Hockert, Kris Mortensen, Will Craig and Cathy Gierke. They will meet every couple of weeks for a couple of months to layout process, timeline and assign tasks. We will bring a design to the C&O committee for their feedback, and for their approval of a final design, hopefully by early summer, before we begin the build (June-Sept) and migration (Sept-Oct). The migration can be split among our enthusiastic web team members, so each has an area to migrate.

Board input: Any further input on website content that should or should not be migrated to new website? Please contact [Cathy Lee Gierke](#) or [Eric Hockert](#).

Membership communications – John Anderson, Membership Committee chair

The C&O Committee is reviewing UMRA's process for contacting and welcoming new members (responsibilities currently assumed by the Membership Committee chair and UMRA president) and may suggest changes in the respective roles of the Membership Committee and C&O Committee to support the new member welcomes. The next letter from President Morlock inviting new retirees to join UMRA will be emailed (by OHR) in March.

JOIE – Kris Bettin, JOIE editor-in-chief

See March 2022 UMRA News for an update from JOIE Editor-in-Chief Kris Bettin.

Relationship Outreach – Will Craig, liaison to U of M Alumni Association

See March 2022 UMRA News for Will's announcement about the upcoming U of M Day of Service (month of April).

Next Actions

C&O Committee discussions continue to focus on Jan Morlock's (UMRA President) charge to the Committee: "How are we, UMRA, presenting ourselves to potential members and the public."

This will include –

- Audience identification
- Communication channels
- Determination of message content
- Overall timing

Board input: Feel free to share your thoughts and suggestions with me, [Eric Hockert](#), for additional topics, directions, audience, channels, and overall motivation for this communication.

February 28, 2022

TO: UMRA Board Members and Interested Others
FROM: Jan Morlock
SUBJECT: Notes from the President

As we march along toward Spring, a few items on which I could use your help or just for you to be aware, in addition to what's already on our agenda for this month:

- Committee opening: John Bantle, Chair of the Professional Development Grants for Retirees Committee, has asked for our help in identifying two potential committee members to fill vacancies created when two current members of his committee, Madelon Sprengnether and John Adams, have resigned. Please consider UMRA members or other UMN retirees who you feel would make a strong contribution to the committee and send your thoughts to me.
- Another committee opening: Kathleen O'Brien, who has chaired the UMRA Cares Committee for the last five years, has advised me that she would like to step back at the end of this program year. Kathleen is conferring to see if a current member of the committee would be interested in being appointed. Either way, we will be seeking one or more new members of the committee and possibly a new chair. The Cares Committee reaches out to UMRA members or their families when they are bereaved, and coordinates a memorial donation to the cause of the family's choice on behalf of UMRA. The committee meets only occasionally as needed, and the work of the committee members can generally be accomplished from home. If you know of UMRA members who may enjoy the satisfaction of honoring our members and their families in this way, please let me know.
- At last month's meeting, we heard from Lynn Anderson, UMRA's representative to the Age-Friendly University Council, about a planned Age Friendly University Day at the Twin Cities Campus on June 20, 2022. Lynn has reserved a table for us at that event and we'll look forward to future updates on how UMRA can participate.
- Memorandum of Understanding with the Provost: we are close to having a version that is ready for signature. Bill Donohue will bring us up to date at the board meeting.
- May 24 annual meeting of the membership: we've begun planning the agenda for this day. We've asked Provost Rachel Croson to join us to celebrate the (presumed) signing of the MOU. There's a draft agenda for May 24 in your packet, for discussion, and I'd be interested to hear your thoughts for how best to use our time together on this occasion.

Jan,

I will be in California next week and unable to attend the Board meeting. There are three PDGR issues that might merit mention at the meeting as follows:

- 1) There was only one PDGR application this year. That was from Professor Wayne Potratz and titled *"Texture: Form, Process, and the Aesthetics of Surface and Attendance at the 9th International Conference on Contemporary Cast Iron Art"*. The PDGR Committee met in January and approved the application,
- 2) The PDGR Committee at its January meeting recommended that awards in the next cycle (2022-23) be increased to a maximum of \$5,000,
- 3) PDGR Committee members John Adams and Madelon Sprengnether have resigned so we need to add two new Committee members; I think it would be best if you appointed them and the Board approved them.

I am sorry that I will not be able to attend the Board meeting next Monday.

John

--

John Bantle, MD
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University of Minnesota
Minneapolis, MN 55455
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Board of Regents, February 2022

From Brief

The University of Minnesota Board of Regents today authorized the repatriation of objects from a collection of Mimbres-affiliated cultural artifacts, a significant step forward in an effort to honor the University's ethical, moral and legal obligations. Though the recommendation for repatriation came forward based on a variety of considerations, including ethical and policy considerations, these actions will also support compliance with the Native American Graves Protection and Repatriation Act (NAGPRA).

"Today's repatriation determination is another milestone for our institution and our Tribal partners," Board Chair Ken Powell said after the resolution was approved. "This is an opportunity to reaffirm the mission of the University of Minnesota. While the law maps out the decisions to be made, it is the moral and ethical calling of our land grant university that inspires and guides us, demanding that we act justly by repatriating that which was never ours. We cannot undo our past. We can accept responsibility for it. That means more than acknowledgements and apologies. Today, the University is exhibiting the values of what it means to be a land grant institution by authorizing the repatriation of the Mimbres objects to their rightful home with their Native peoples."

[Read the full text of Chair Powell's statement from Friday's meeting here.](#)

The Board's action authorizes University leadership to advance the ongoing consultation with the appropriate Tribal Nations of the Southwest and the Minnesota Indian Affairs Council (MIAC) regarding repatriation. The University is committed to working to complete these necessary conversations with care and coordinate next steps with the Tribal Nations involved. Ultimately, the University will return the Mimbres objects it holds, consistent with the many Tribal consultations that have taken place, research into the ancestral lineage of the objects and any additional obligations the University may have under NAGPRA.

The remains of Mimbres ancestors associated with the objects previously held at the Weisman Art Museum currently reside at Hamline University's Osteology Repository under an agreement with MIAC. The University intends to coordinate with MIAC on a process to repatriate these remains.

[Additional background on the Mimbres objects and the repatriation process can be found in this frequently asked questions document.](#)

The Board also:

- **Approved amendments to Board of Regents Policy: *Namings***, the final step in a policy review process led by President Joan Gabel.
- **Discussed the proposed **Future of Advanced Agricultural Research in Minnesota (FAARM) project****, a first-of-its-kind integrated agriculture and food systems research and innovation complex that is part of the University's \$935.6 million 2022 state legislative request.
- **Discussed the report and recommendations of the **M Safe Implementation Team****, which was formed following **the report of Dr. Cedric Alexander**. Alexander's report focused on interactions between the Twin Cities campus community and the University of Minnesota Police Department.
- **Discussed alignment with MPact 2025 objectives** at the collegiate strategic planning level.
- **Discussed ongoing effects of COVID-19** on the University's budget and operations.
- **Continued a series of discussions on diversity, equity and inclusion work on each of the University's five campuses**, with the Rochester campus presenting its approach today.
- **Reviewed proposed updates for Board of Regents Policy: *Property and Facility Use*** to further codify why and how the University sells, purchases or transfers real estate.
- **Approved the issuance of a century bond**, an additional tool for the University to pursue capital investment needs and strategic goals in support of its mission.
- **Discussed mission-aligned opportunities for corporate engagement** as part of the Twin Cities 'Innovation Corridor, as well as through existing University resources such as **the University's Corporate Engagement Center** and the **Strategic Partnerships and Research Collaborative (SPARC)**.
- **Approved the University's annual performance and accountability report** following the Board's review of the draft report in December.
- **Received an update about the ongoing work on the East Gateway project.**
- **Approved employment agreements** for Gopher Athletics Director Mark Coyle and College of Continuing and Professional Studies Dean Bob Sti

Other Observations

Safety: The report on the work of the M Safe Implementation Team reveals the complexity and contradictions in policing on campus. The teams discussed the problems of safety and trust, how police officers should be equipped (interesting deconstruction of the word "militarized") and training. One key point from the report "Some people regard more police as the solution to safety issues (such as crime), and some regard more police as the problem of safety (because of the fear they have learned of police). As UMN is working on the one side of that tension in the form of added policing as the response to rising violent crime on the edges of campus, it is all

the more important to do everything possible to work the other side of the tension by not doing things that arouse fear.”

Here is a link to the recommendations

<https://docs.google.com/spreadsheets/d/1x7oNpUGOJ8nLxwj-TaZK74pRVqHiVHLYcbPN9vGrn7g/edit#gid=1349396102>

Naming: The policy on naming significant assets calls for a reconsideration of the name of a building starting three years before the 75th anniversary of the naming. The policy also states that a building may not be named for a past president of the University while the person is still employed by the University.

MEMORANDUM

TO: Jan Morlock, President, UMRA

FROM: Ken Larson, UMRA Representative to the Retirement Subcommittee of the Faculty Senate

RE: November 15, 2021 Retirement Subcommittee Meeting

DATE: November 16, 2021

I attended the November meeting of the Retirement Subcommittee and would like to make a report to you regarding that meeting.

The majority of the meeting was devoted to a discussion between Subcommittee members and representatives of Fidelity Investments, the record-keeper for the University's retirement plans. Jason Callin, Catherine (Cathy) VanHoecke and Linda Bentz of Fidelity participated. Jason and Cathy are Fidelity employees who are assigned to the University account. Both are available for 1:1 meetings with University employees and retirees (and their spouses) which can be scheduled on the Fidelity website (<https://nb.fidelity.com/public/nb/umn/contactus>). Both are Certified Financial Planners. Linda Bentz works in the Fidelity Investments Edina office. She also is a CFP. Meetings with Fidelity's representatives can be in person, by telephone or on-line. Jason and Cathy indicated that they would be a good first point-of-contact with Fidelity and could guide plan participants to the right person in a local branch office or elsewhere at Fidelity if they could not handle an issue.

The Fidelity representatives indicated that, in addition to individual meetings, they were also available for in-person or virtual group meetings. Fidelity also offers instructor-led workshops and on-demand web-based workshops. Andy Whitman, an UMRA member who attended the Subcommittee meeting by phone, expressed an interest in scheduling something between Fidelity and UMRA membership. I share his view that inviting Fidelity representatives to speak at an UMRA meeting generally about the services that Fidelity offers University retirees could be beneficial. The UMRA Board or the Program Committee might also consider asking Fidelity representatives to hold a workshop on a specific subject of interest to members, e.g., RMD withdrawal requirements and strategies, charitable giving using retirement accounts, or investment strategies.

A few subcommittee members asked questions to try to tease out what Fidelity services are available without charge and when a charge could be incurred to respond to a question. The general rule appears to be that "education" is free and "advice" is not. It also appeared that "education" would be broadly construed by Fidelity. Fidelity reps said that they would advise account holders of when a charge would be incurred before rendering the service. OHR (KrisAnn) will work with Fidelity to further clarify the issue.

Later in the meeting John Brentnall, retirement consultant from OHR, gave an RMD update. He explained when taking minimum distributions is required and how they are calculated using IRS tables. He pointed out that the Faculty Retirement Plan is a 401(a) plan and as such, the RMD from the FRP must be taken from the account and not from other retirement plan assets. The Optional Retirement Plan, on the other hand, is a 403(b) plan and the RMD attributable to funds in that account can be taken from other retirement assets (e.g., a Traditional IRA). John advised that plan participants who have questions regarding RMDs go to Fidelity before calling OHR with questions.

The Subcommittee's next scheduled meeting is in late December. At this point there is no agenda and it is possible that the meeting will be cancelled.

