

## **UMRA Board of Directors Meeting**

**Monday, March 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 February minutes--Julie Sweitzer
3. Treasurer's report--Greg Hestness
4. Nominating Committee report, item for action--Frank Cerra (Nominating Committee report attached)
5. UMRA/URVC relationship items for action--Jerry Rinehart and members of the work team (Work Team Report and proposed Reaffiliation Agreement attached)
6. Proposal for May 24 annual meeting, item for action--Ron Matross, Kris Mortensen (proposal attached)
7. PDGR Committee--John Bantle
8. UMRA/Regents liaison--Cathrine Wambach
9. UMAA relationship--Will Craig
10. Mission statement update--Ron Matross, Julie Sweitzer, Jerry Rinehart
11. Age Friendly University event June 20, update
12. President's notes--Jan Morlock (see attached)
13. Other business
14. Adjourn

### **For your calendar:**

- Next month's meeting of the Board of Directors will be on **Monday, April 25, 2022, 1:00 p.m.** via zoom.
- Hold the date, joint meeting and social, UMRA and URVC board members, **Thursday, May 12, 4:00 to 6:00 p.m.** IN PERSON, Campus Club.
- May meeting of the board of directors, **Monday, May 23, 1:00 p.m.** via zoom. Please note this is the day before the annual meeting and forum which will be IN PERSON at the Campus Club.
- UMRA annual meeting and forum, **Tuesday, May 24, 11:30 to 1:30 (tentative times),** IN PERSON, Campus Club.
- Age Friendly University Day on campus, **Monday, June 20, 8:30 a.m. to 2:00 p.m.,** McNamara Alumni Center. See [HERE](#) for more information and to register.
- Hold the date **Tuesday, August 9, 11:00 a.m. to 1:30 p.m.** (tentative hours) for UMRA's Summer Social at the Como Park Pavilion.

**UMRA Board of Directors Meeting (Zoom)**  
**Monday, February 28, 2022**  
**1:00 p.m. to 2:50 p.m.**  
**Draft Minutes**

**In attendance (virtual):** John Anderson, Vernon Caldwell, Will Craig, Gary Engstrand, Bill Donohue, Cathy Lee Gierke, Greg Hestness, Laurie Koch, Ron Matross, Jan McCulloch, Jan Morlock, Kristine Mortensen, Jerry Rinehart, Cathrine Wambach, Diane Young,

Regrets: John Bantle, Eric Hockert, Cherie Hamilton, Julie Sweitzer, Terry Roe, , KaiMay Terry

Jan Morlock opened the meeting at 1:00 p.m. by noting the passing of Hal Miller, and members shared their memories of him as a University administrator, colleague and president of UMRA.

**Minutes:** Jan noted that Ron Matross would be taking minutes for this meeting, in place of Julie Sweitzer. She then asked for approval of the January minutes. Frank moved approval, Jerry seconded, and all voted in favor. Frank requested that in the future the draft minutes for the immediately preceding Executive Committee meeting be put on the Board's agenda. Jan agreed.

**Treasurer's Report:** Greg discussed the January report. January income was \$500 from a Bakken sponsorship. Jan asked how the sponsorship income compared with last year, and Greg said it was somewhat lower. Expenses were \$1292, due to a late invoice for printing and a need to reissue a check for newsletter stock. There was a net loss of \$792 for the month. Greg noted that he had consulted with a University tax expert on how to change UMRA's fiscal year, and that the process should be on track. Laurie moved approval of the report, Gary seconded, and the Board approved unanimously.

**MOU with UMN:** Jan and Bill reported on progress with the Memorandum of Understanding with the Provost. If approved by the Board, the MOU will be signed by Jan and the Provost immediately. Bill reported on significant improvements in the new agreement: (1) The Provost has agreed to provide \$15,000 a year for the PDGR program, after no funding the previous year. (2). The agreement now recognizes the URVC in the agreement and assures the current \$4000 funding level. The agreement also recognizes URVC volunteers as University volunteers, so that they are covered by the University's liability insurance. (3) The University agrees to send letters from UMRA to retirees for three years, not just one year. The agreement has no end date, but every three years, either side can ask for the agreement to be reviewed. Bill moved to approve the MOU, and Gary seconded. The motion was approved unanimously. A report on the agreement will be included in the April newsletter, and presented at the May meeting.

**Nominating Committee:** Frank presented the report of the committee. He noted that the nominating process is on a short timeline, with the committee needing to present a slate of board and officer candidates for approval at the March 28 Board meeting. The Executive Committee has approved a proposed membership list for the committee, and this list needs to

be approved by the Board today. As called for in the by-laws, past president Frank Cerra is to chair the committee and president-elect Ron Matross is to be a member. There needs to be one board member on the committee and three non-board members. The proposed members are John Bantle as the Board representative, with Brad Cleary, Suzanne Bardouche, and Vicki Field as the non-Board members. Frank moved approval of the slate of committee members and Vern seconded, followed by a unanimous vote in support.

**UMRA/URVC Relationship Task Force:** Jerry presented an update on the proposed agreement for re-integrating UMRA and the URVC. He first noted that service to UMRA should be included in the counts of volunteer service done by retirees. Then he proposed that In April the Boards of UMRA and URVC should meet jointly to discuss the proposal, and have each vote on it. At Jerry's request, Bill said that he thought the agreement was a good one, but noted that as a former lawyer, he wanted to take out any remaining "legalese" and make the language as simple as possible. He inquired about who would sign the agreement, and Jerry replied that the presidents of UMRA and URVC would sign. Bill also asked for clarification about membership on the two boards. Jerry said that in addition to sitting on each other's boards, as is currently the case, the UMRA president-elect would now sit on the URVC executive committee and the URVC chair would sit on the URVC executive committee. Bill and Frank questioned whether the executive committee cross-membership would be necessary in the long term. Jan asked about financial accounting. Frank replied that as a center within UMRA, URVC funds would be tracked as a separate center budget within UMRA's and never comingled. Jan suggested that we need to focus on the agreement itself, and that a number of details like these will need to be determined during the implementation process. Jan asked whether the agreement needed to be put to a vote of the membership. Bill replied that it didn't need to be, but could be if we wanted. Jan McCulloch, Bill, Frank, Laurie and Vern argued that it would be best if the Board approved the agreement, and simply reported it to the membership. The discussion ended with a consensus on going ahead with the joint meeting of the boards, possibly in person.

**Program Committee Report:** Ron began by noting that the figures for attendance at the Zoom webinars in February were stronger than they were last fall. He thanked Bill for his assiduous work in putting together the special forum with Governor Walz and President Gable, which was very well attended. He then moved to talking about the transition to in-person meetings. He first summarized the results of the membership survey, conducted in late January, on what month to return: While many were unsure, fewer than a fifth of those choosing a month wanted to return in March, but two-thirds of those answering would return by May. Many respondents commented that they think we should have hybrid in-person/virtual meetings. Based on these results, Ron recommended that we return to the Campus Club for our May meeting and forum, and that we make it a hybrid meeting, broadcasting it to virtual attendees. The Zoom team is willing to work on developing our hybrid meeting capabilities. Jerry and Bill wondered whether May was too late, and suggested we go back in April. Kris, on behalf of the Zoom team, and Diane, on behalf of the Hosting Team said that they would prefer May in order to practice and get all the procedures for the meeting in place. Frank said that the meeting should be a true hybrid meeting, with the ability to show audience interaction as well as the

speaker. Frank then moved that the May meeting should be in-person and hybrid. Laurie seconded, and the vote was unanimous.

**Communications and Outreach Committee Report:** In place of Eric, Kris reported on the activities of the C & O committee. As noted earlier, attendance at the Zoom webinars was up in February. The website migration team led by Cathy has been working steadily; virtually everything on the site has to be redone. Will has been investigating UMRA participation in the Alumni Association's upcoming Day of Service. The committee is proposing that the May newsletter be sent to the entire UMRA membership. Kris noted that the newsletter is pushed out electronically each month, but only a fraction of the membership clicks through to it or the articles from it. Sending out the printed newsletter in May could better get the word out about our activities. The cost of sending to all 570 households, instead of the 265 currently receiving it, would be \$560 vs. \$312. Kris moved that this proposal be approved by the Board, and Vern seconded. All voted in favor.

**Announcements:** Jan asked for input on the agenda for the May meeting. John Bantle will have two vacancies on the PDGR Committee and would like suggestions for new members. Kathleen O'Brien wishes to end her time as chair of the Cares Committee at the end of this program year, and suggestions for a replacement are welcomed. The Cares Committee does the very important work of sending remembrance cards to families of University retirees who have died, as well as donating \$30 memorials in their name.

Jan adjourned the meeting at approximately 2:40 p.m.

UMRA  
February 2022 FINANCIAL REPORT

	<u>2/1/22</u>	<u>2/28/22</u>
Savings Account	\$6,973	\$6,973
Savings Certificate	10,243	10,243
Checking Account	<u>\$9,672</u>	<u>7,466</u>
Total Checking and Savings	\$26,708	\$24,682

REVENUE:

Sponsorship UMF	\$ 500
Sponsorship Bakken	500
Sponsorship Bookstores	250
Membership Renewal	<u>80</u>
 Total Revenue	 \$ 1,330

EXPENSES:

Memorials	\$ 124
Newsletter Regents	907 ( print, labor, mail, includes late invoices)
Newsletter	450 (gather news, write, and edit)
Newsletter	450 (layout/design, print and electronic)
Cincinnati Insurance	579 (general liability-new)
Cincinnati Insurance	855 (board and officer coverage)
Johnson, Lewis, & Mount	85 (Preparation of 1099 forms)
U.S. Bank	<u>35</u> (stop payment on missing check)
 Total Expense	 \$ 3,485

GAIN/(LOSS) (\$2,155)

- Checking balanced as of 3/1/2022.
- An unusual number of expenses, but includes annual insurance and 1099 preparation.

Greg Hestness, Treasurer

**UMRA Executive Committee (Zoom)**  
**Monday, March 21, 2022, 1:00 p.m.**  
**Draft Minutes**

**Attendees:** Will Craig, Frank Cerra, Bill Donohue, Cherie Hamilton, Greg Hestness, Eric Hockert, Ron Matross, Jan Morlock, Kris Mortensen, Jerry Rinehart, Julie Sweitzer

**Jan called the meeting to order** at 1:00 p.m. Bill moved approval of the January 2022 minutes, Frank seconded, and the vote was unanimous in favor.

**Nominating Committee Report:** Frank presented the report, noting his appreciation for Kris' edits. There were many suggestions in all categories. The nominees are Eric Hockert as president elect, Julie Sweitzer to continue as secretary, and Will Craig, Kate Maple and Russell Luepker as board members. Jan noted that Kate brings a familiarity with the Saint Paul campus, and Frank said it was valuable to add a faculty member such as Russ. A new communications chair will be needed to replace Eric. Frank moved endorsement of the slate of nominees, Bill second, and the vote was unanimous in support. (Frank left the meeting at this point.) Kris said she needed an updated bio from Ron to go into the May newsletter.

**Annual Meeting:** Ron reported that the Stream Team is taking the same approach as UMRA did with the transition to Zoom, namely retaining experts to get the process started with the intent of developing internal expertise. This includes hiring Joel at Campus Club for six hours of prep and 4 hours to setup and run the May meeting. There are equipment needs such as two cameras, and extra microphone and use of a computer for the controls. A tech rehearsal will be held at the Campus Club at the end of March which should clarify the tech needs and costs.

Bill asks if we need more people on the tech team and Kris indicated yes, if this continues. Greg confirmed there was \$1,240 originally raised for the Zoom transition. All agreed that UMRA will monitor attendance in person and online. Kris recommended that in person registration fees be nonrefundable to prevent last minute cancellations due to the virtual option.

Ron continued to report that the election will be conducted online about one week before the meeting, rather than do a combined in person/virtual vote. Eric asked if any members are without electronic access and Kris said there were only a very few, but they would be sure to have an alternative method. There will also be an opportunity to make nominations from the virtual 'floor'. Bill wondered whether the bylaws limited the nomination and voting process to the timespan of the virtual meeting, but later confirmed that the board is authorized to approve alternative election methods.

There was some discussion about whether the business meeting would be broadcast, with all in agreement that the lunch portion should not be broadcast, and Cherie suggested the business items be part of the program after lunch. Julie agreed and noted the minutes from the last two years need to be approved. Bill thought it important

that the members see the transition of presidents. Given the small amount of business it was agreed to combine it with the program after lunch. Ron moved approval of production expenses up to \$1,000, Bill and Jerry seconded, and the vote was unanimous in favor.

There was discussion of the luncheon fee, which was \$30 in May 2019. Ron said the current arrangement with the Campus Club is to pick off the \$25 menu, but Cherie said some were not impressed with the food and asked that someone get a list of the menu items. Bill favored a nicer lunch for the annual meeting. Others asked about reserved parking spaces (perhaps there is little demand currently) and/or reminders on how to use the UMRA discount. Greg noted in the chat that Parking charges \$1 per space reserved, and a list of attendees needs to be sent to Parking. Jan asked Ron to resolve all of these issues with the planning committee, which he agreed to do.

**URVC:** Jerry reported the transition group had completed its work, and the report and a draft reaffiliation agreement are in the agenda materials. It helped to include the URVC funding and coverage of the volunteers in UMRA's new MOU with UMN. UMRA's Executive Committee and board will oversee URVC as a center, the URVC chair will sit on the UMRA board, and URVC's management committee will be appointed via the UMRA nominating process. Bill noted there will need to be a change in UMRA's bylaws to reflect this. Eric said he believed the reaffiliation is in everybody's interest and while there were a couple of opposing voices at URVC, in general there is overwhelming support. Ron raised implementation planning, and Jerry will prepare a proposal. Bill moved endorsement of the agreement and Ron and Cherie seconded it. All were in favor. The UMRA board will vote next week and Jerry said the URVC board will be sent an email ballot April 1 to be returned by April 11. Jan invited all board members to a May 12 gathering of both boards, and the affiliation will be acknowledged at the UMRA annual meeting.

**Mission Statement:** Jan said there is an email thread about a revised mission statement and asked if it would be ready by May. Ron said that only a board vote is needed, and he hopes to have it ready by the April board meeting. He, Jerry and Julie are working on the revision. The Executive Committee and Communications and Outreach Committee need a chance to review it. Eric noted that Comm/Outreach meets this Wednesday and it is on the agenda. Ron promised an updated draft.

**Other Issues:** Jan reported that she would be proposing Susan Hopp as a member at next week's board meeting, per board policy. Susan is not a UM retiree but she is president of the UM Women's Club, which has many overlapping members and interests with UMRA (e.g., Cherie Hamilton), and Susan asked about membership in order to get to know UMRA better. Eric said Comm/Outreach had discussed enhancing connections with related organizations such as the Alumni Association. Kris noted there is a large registration, around 156, for Tom Fisher's webinar Tuesday and encouraged all to register. Jan said some Big 10 colleagues have registered.

**Meeting adjourned** by Jan at 2:20 p.m.

March 28, 2022

TO: UMRA Board Members

FROM: Jan Morlock

SUBJECT: Items from the president

**Request for approval for membership of Susan Hopp.** I would like to invite Susan Hopp, the president of the University Women's Club, to consider joining UMRA. The Women's Club was organized 100+ years ago, and has many hundreds of members who raise significant funds for student scholarships and who gather throughout the year around multiple interest groups. The UMWC has many members who are potential UMRA members, and several people engaged in UMRA are current or former leaders of the UMWC, including at present Cherie Hamilton, Diane Young, and Millie Woodbury. Susan Hopp is not a UMN retiree, though has deep family relationships with the University of Minnesota, her father having served as head of University Libraries at the time of the planning and development of Wilson Library on the West Bank. I will ask for board approval to invite Susan Hopp to become an UMRA member, consistent with the exceptions language in Article III of our bylaws: "Any person who is a retiree from the University of Minnesota (faculty, P&A, Civil Service, or bargaining unit), his or her spouse, or the spouse of a deceased retired person, may become a member of the Association upon payment of annual dues. Exceptions may be made by the Board of Directors."

**In anticipation of our annual meeting on May 24, please reach out to new UMRA members whom you may know.** Included in the board meeting packet is a list of people who have joined UMRA in 2021 and 2022 to date. Please scan the list and if there are people you know (or would like to know), please send them a note or call to give them your personal welcome to UMRA and an invitation to the annual meeting.

**Save the date Thursday, May 12, 4:00 to 6:00 p.m.** for a UMRA/URVC joint board meeting and social at the Campus Club. An invitation and request for you to reply will follow.



## **UMRA Mission Statement Revision**

Ron Matross

**Background:** The impetus for examining our mission statement came from a program at last fall's AROHE conference on travel, attended by Jan Morlock, Cherie Hamilton, and me. There we learned that travel needs to be explicitly mentioned in our mission statement if we want to receive a rebate from our travel partners, including Road Scholars. (We can earn a rebate when we arrange a tour).

The current mission statement doesn't mention travel, so I started drafting a new one. Jerry Rinehart and Julie Schweitzer volunteered to help, so Jan appointed the three of us to draft a new one. It was our feeling that the current statement was rather stilted and didn't adequately prioritize our core activities of education, connection, and service. The current statement is:

"The mission of this association shall be to promote, protect, support and advocate for the interests, rights, needs and welfare of persons who retire from the University of Minnesota. More specifically, UMRA Goals are:

- To help retirees successfully deal with the retirement process, both during their retirement year and into their retirement years.
- To provide all retirees broad intellectual stimulation as well as social and recreational services;
- To oversee and assist in the ongoing provision of benefits affecting the health and wellness of retirees;
- To facilitate opportunities for voluntary service to the University and community;
- To contribute to the development and welfare of the University and its mission and goals."

### **Proposed New Statement:**

"UMRA's Mission: To support the interests of U of M retirees and provide opportunities to learn, serve and connect. UMRA fulfills this mission through a diverse array of informational, social, travel, volunteer, and support activities."

We wanted to make the statement simple and an accurate representation of what we do, including our role in being a credible voice for retirees in matters like health insurance, computer access, and other university issues.

We offer this proposal for information and input. We are in the process of consulting with interested groups, including the Communications and Outreach Committee.

**UMRA Nominating Committee  
Report to the UMRA Board**

The UMRA Board appointed its Nominating Committee at its February 28, 2022 meeting of the Board. The committee consisted of Ron Matross, John Bantle, Brad Clary, Suzanne Barouche, Vicki Field and Frank Cerra as Chair. Several appeals were made to the UMRA membership via the UMRA Newsletter and email asking for nominations for the eligible positions of officers and board members. The open positions included: president-elect, secretary, treasurer and three board positions. The president elect, treasurer and secretary positions are for a one year renewable term; and each of the board positions for a three year renewable term.

The committee met a few times via Zoom. The response of the membership for nomination recommendations was outstanding. There were several nominations for the officer positions and a list of nominations for the board positions, all of whom were qualified for the positions. After deliberations, the Nominating Committee presents the following slate to the UMRA Board for its endorsement:

<b>President Elect</b>	Eric Hockert <a href="mailto:ehockert@umn.edu">ehockert@umn.edu</a>
<b>Secretary</b>	Julie Sweitzer <a href="mailto:jsweitzer@comcast.net">jsweitzer@comcast.net</a>
<b>Treasurer</b>	Kristy Frost Griep frost016@umn.edu
<b>Board Members (need 3)</b>	1. Will Craig (wants 2 <sup>nd</sup> term) wcraig@umn.edu 2. Kate Maple (Design) kmaple@umn.edu 3. Russell Luepker (SPH) <a href="mailto:luepk001@umn.edu">luepk001@umn.edu</a>

Once endorsed by the UMRA Board, the slate with bios will be depicted in the May UMRA Newsletter and voted on by the membership in May 2022. Terms of those elected would begin in July 2022.

**Draft Bios are attached:**

**Eric Hockert, President Elect**

Eric Hockert retired in 2016 from the Office for Technology Commercialization after serving 8 years helping faculty and companies transfer patented technologies from the University to industry for product development. These included well-known as well as startup companies. His 40-year career included 3M (laser processing), Imation (data storage), Boston Scientific (interventional medical devices), and a small local manufacturing company (Vision-Ease Lens) as

## **UMRA Nominating Committee Report to the UMRA Board**

Vice-President Research along with a few years as a liaison between faculty and industry in IPrime – a university/industry partnership in the College of Science and Engineering. He is past-Chair and current Board member of the University Retirees Volunteer Center (URVC), current UMRA Board member, Chair of the UMRA Communications and Outreach Committee, member of the Transition Task Group, the Program Committee, the UMRA/URVC re-affiliation group, and the URVC Communication Committee. He is currently also focused on increasing our engagement with the University through volunteer activities as well as identifying and assisting other support we can provide to the University and its various units and departments.

### **Julie Sweitzer, Secretary—renewal**

Julie Sweitzer served the University of Minnesota for 32 years. Most recently she was Executive Director of the College Readiness Consortium, and co-director of the Educational Equity Resource Center with Michael Rodriguez in CEHD. The Consortium created Ramp-Up to Readiness, a school-wide postsecondary readiness curriculum for grande 6-12 and worked on education policy issues systemwide. The EERC engaged with K-12 educators to share University research and programs. Julie led the PreK-12 Network, a collaboration for leaders of the many youth programs across the University system that provided professional and program development opportunities.

Previously Julie was Director of Equal Opportunity and Affirmative Action (1998 through 2006) and Associate General Counsel (1989 to 1998.) In those positions she worked with people from all campuses and every college and administrative unit. She holds a Masters of Public Affairs from the Humphrey School of Public Affairs, and a J.D. from the U of M Law School. Julie served three terms on the St Louis Park School Board. She is currently chair of the Minnesota Council on Economic Education, which partners with CFANS' Department of Applied Economics.

### **Christy Frost Griep, Treasurer**

Christy graduated from St. Olaf College with a degree in Economics and an Accounting concentration. With some additional accounting classes at the University, she passed the CPA exam and began her career with five years in audit and tax at Deloitte and Touche . Following that she spent six years as Accounting Manager at Bloomington Schools and five years at the Wilder Foundation. Christy then made her final move to the University of Minnesota, as a Finance Manager in the Office of the Vice President for Health Sciences, which eventually transitioned into Finance Director for the Office of Academic Clinical Affairs (OACA), until her retirement in 2021. Christy, as a retiree, still works 25% assisting that office. Her duties during her 21 years included managing a finance team and hands-on support to OACA units, as well as liaison to finance staff employed directly by other OACA units. Responsibilities were in the areas of non-sponsored and sponsored budgeting, reporting, and analysis, and pre and post award grant support, as well as financial policy interpretation at the project, department, collegiate and VP level.

## **UMRA Nominating Committee Report to the UMRA Board**

### **Will Craig, Board Member second term**

Will Craig has served on the UMRA Board of Directors since 2017. He is UMRA's liaison to the Alumni Association, where he facilitated development of a Partnership Agreement in 2020. He facilitates posting of UMRA event videos to the association's *Gold Mind* site for viewing by the wider public. In another significant effort, he contacted past award winners in UMRA's PDGR program – Professional Development Grants for Retirees – to look at the impact of that program. Results were significant and published in the Minnesota Alumni magazine, the UMRA newsletter, and the JOIE journal. Will was also instrumental in revitalizing the latter.

Craig retired from University's Center for Urban and Regional Affairs in 2014. He served as assistant, then associate director of CURA for 44 years. His early work pioneered the development of GIS, geographic information systems. He used that technology to document losses of wetland across the state, work that led to Minnesota's Wetland Conservation Act. His later work examined the urban vitality across the state and the state's Achievement Gap. Craig has been active in a wide range University, state, and national activities, serving on boards and study committees. He has been an active community volunteer and is in the University YMCA's Hall of Fame.

### **Kate Maple, New Board Member**

Kate Maple served as the Assistant Dean for Student Services in the College of Design at the University of Minnesota from July 2006 until her retirement in 2019 where she was responsible for undergraduate enrollment management, academic advising & degree progress, undergraduate research, college to career programming, curriculum management, UG scholarships, study abroad, and career services. Before joining the College of Design leadership team, she served as assistant dean in the College of Human Ecology (1989 to 2006) and director of student services in the College of Agriculture from (1983-1989). She has been active in a leadership capacity on a wide range of boards and committees at the University as well as in the non-profit sector, including a term as president of the Campus Club Board. She is a recipient of the John Tate Award for Academic Advising and the College of Human Ecology Dean's Award for Excellence. Her academic interests included staff development, undergraduate academic advising and programming, study abroad, women's leadership, and undergraduate research. She holds undergraduate and graduate degrees in theatre design from the University of Minnesota and is now active in the local arts community focusing on painting and drawing. Her watercolors have been exhibited in the community and on campus.

### **Russell Luepker, New Board Member**

Russell Luepker is a retired professor of Epidemiology and Medicine. He graduated from Grinnell College, University of Rochester Medical School and Harvard School of Public Health. He is clinically trained in internal medicine and cardiology at the University of California at San Diego, Johns Hopkins Medical School and the Peter Bent Brigham Hospital. He joined the

**UMRA Nominating Committee**  
**Report to the UMRA Board**

University of Minnesota in 1976 with an appointment in Public Health and Medicine. He served as Chair of the Division of Epidemiology in Public Health for 14 years. He also practiced clinical medicine at University Hospital. Russell Luepker retired from the University in 2020 but continues to teach two courses in the Clinical Research Master's Program and perform NIH funded research.

Russell is known the world over for his NIH supported research in community programs for disease prevention and surveillance of cardiovascular diseases in populations. He is the recipient of many awards and honors including: Distinguished Service Award - American Heart Association, Council on Epidemiology and Prevention; 2010 President's Award for Outstanding Service University of Minnesota; Mayo Professor of Public Health; one of the most highly cited researchers in the world, according to the Institute for Scientific Information; and the Delta Omega Society - The Honorary Public Health Society - National Merit Award. He was also successful in maintaining a work/family balance during his academic career.

March 23, 2022

## **Proposal for the Conduct of the May 24 UMRA Meeting and Forum**

Ron Matross and Kris Mortensen, UMRA Zoom/streaming Team

We propose to make the May 24<sup>th</sup> Forum a hybrid meeting with virtual and in-person attendance. Our goal is to make the event a high-quality experience for both groups of attendees. The current plan is as follows:

- Have members register online for either in-person or virtual attendance.
- Charge \$25 for the in-person meal. This covers the actual charge for the meal, which the Hosting Committee will select from the Campus Club "\$25 Departmental Lunch Menu."
- Conduct the election via an online poll a week before the meeting, and announce the results at the meeting. Solicit nominations "from the floor" in advance of the election so that they can be incorporated into the poll. The poll would also include approval of the past two year's business meetings, which would be made available online. This plan allows the whole membership to vote, and will be much more manageable than trying to conduct the vote during the hybrid meeting.
- Start the virtual broadcast with the business meeting, following the luncheon service. The broadcast will be via Zoom.
- Use two cameras, one closer to the podium and one farther away. This setup allows for a more immersive experience for the virtual audience than would a single camera.
- Take questions from both the in-person and virtual audiences. In-person attendees raise their hands and a production team member brings them a wireless microphone to ask their questions. Virtual attendees ask questions via the Zoom Q and A function. A moderator compiles the questions and asks them.

This will be our first experience doing a hybrid meeting, so we are hiring a technical consultant to help us get started, just as we did when we started our virtual programs. Our consultant is Joel Westacott, who conducts hybrid programs in and for the Campus Club. The Zoom fund for which we raised money in 2020-21 still has a balance of over \$1,100, and the Executive Committee has authorized us to spend up to \$1,000 from it.

Additionally, the Hosting Committee is working to make this event a welcoming and celebratory return to campus.

## Board of Regents March Meeting

### From Brief

As part of the University's continued work to increase institutional and philanthropic support for scholarships and financial aid to record levels, the University of Minnesota Board of Regents has advanced two important legislative requests—one that would enhance an existing program and a second that would launch a new effort to support campuses in Crookston, Duluth, Morris and Rochester, Minn.

While highlighting the strength of the U of M's **Promise Program**, University leaders also detailed investment opportunities that could produce significant returns for students from middle-income families who tend to graduate with high levels of debt. Data shows that students graduating with the greatest average debt generally do not qualify for Pell or state grant funding nor existing University financial aid programs.

Statistics clearly demonstrate that Minnesota is a net exporter of college students by almost any measure, with more high school graduates from Minnesota pursuing higher education in nearby states than grads from those states coming to Minnesota for college. The Greater Minnesota Scholarship Program would be a useful tool in reversing that trend and keeping Minnesota students in-state and at the U of M.

- Increasing scholarships for low-income students in partnership with the University of Minnesota Foundation, including **the Bentson Challenge Grant**, which matches donations supporting low-income students.
- The creation of the **Native American Promise Tuition Program**, which provides substantial financial support, in many cases free tuition, to first-year undergraduate students and transfer students from Tribal colleges on the Crookston, Duluth, Rochester and Twin Cities campuses who are enrolled citizens in one of Minnesota's 11 federally recognized Tribal Nations. Morris already provides free tuition to all members of any Tribal Nation.
- Systemwide scholarship efforts aimed at retention, an initiative the University piloted in Fall 2020 semester that produced strong student retention results from Fall 2020 to Spring 2021.

### The Board also:

- **Discussed aspects of the University's legislative request that directly support improved access and healthcare for all Minnesotans**, specifically design work for an academic health center in the Duluth Medical District and

design and construction plans for a **Health Discovery Hub** on the Twin Cities campus.

- **Continued a series of discussions on diversity, equity and inclusion work** on the University's Crookston and Morris campuses.
- **Received the annual report from the Board's student representatives.**

Observations from the Docket:

The Chemistry Department is proposing to renovate and add on to Fraser Hall to create undergraduate laboratory teaching spaces. Fraser Hall started out as the law school and has most recently been used by Student Services. It has a hideous 1954 addition that would be removed. Fraser is close to the Chemistry building on the Mall and to the Bruiniks Classroom Building.

Gopher Women's Basketball Coach, Lindsay Whalen, has a new 5 year contract.

The Tonneson and McMaster report on student financial aid includes some interesting statistics on undergraduate student borrowing. The median amount of debt students who borrowed money incurred was less last year than in 2011 (23,997 vs 25,520). Average student debt was highest for students whose families earn between \$120,000 and \$160,000 and lowest for those whose families earn less than \$80,000. McMaster is requesting additional funds to reduce the debt of the highest debt students. The report also includes a graph showing that average net cost for students whose families earn less than \$110,000 is lower for U of M campuses than it is for other higher education institutions in the state. Average net price varies substantially for first year students with those from lower income families having much lower net costs than students from higher income families. This reflects the impact of need based financial aid.

The student leaders report suggested that graduate students are anxious about their ability to make progress on their research given COVID restrictions that were in place last year. They would like to see student workers get a raise in wages. They would also like a permanent test optional admissions policy.



## **Reconnecting UMRA and URVC: Work Team Report and Proposal Overview<sup>1</sup>**

In September 2021, the relationship between UMRA and URVC resurfaced as an area of concern for both organizations. Following discussion among the respective leadership bodies, UMRA President Jan Morlock and URVC Board Chair Jerry Rinehart agreed that a team should be formally assembled to explore these issues. A cross-organization team<sup>2</sup> was appointed, and President Morlock issued a Charge Statement asking the Work Team to fully explore the issues associated with the current status and the pro's and con's of any potential alteration in the relationship between these two units.

Since October 2021 the Work Team pursued these questions. Among its activities are the following:

- interviews with current and past UMRA and URVC leaders;
- review of archival documents related to the development of URVC and its interactions with UMRA; these documents include previous “statements of agreement” and UMRA Newsletters providing “missing history” for both organizations
- discussions of the pro's and con's of bringing the two organizations closer together with the Executive Committees and Boards of both organizations

Based on its review of the pertinent issues, the Work Team has concluded that a re-affiliation of the two organizations would be a substantial benefit to both.

### **Brief History**

URVC began as a committee within UMRA focused on connecting retirees with volunteer needs in the University and the broader community. As the activity of UMRA's “Volunteer Management Committee” increased, however, it attracted the attention of the University's President and University Relations (U-Relations) unit. This attention developed into a willingness to provide financial support, but as a state funded institution, the University could not provide financial support to UMRA because it is another tax exempt (501c) entity. The advantages of separation were clear at that time; UMRA itself was a relatively small organization and having a group of retirees willing to take on the volunteer activity with University support was seen as a positive accomplishment. The formal separation of the two organizations occurred in 1987<sup>3</sup> when the University Retirees Volunteer Center (URVC) Bylaws were created and approved.

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<sup>1</sup> Formal Statement of Re-Affiliation is in a separate document.

<sup>2</sup> Work Team Members: Will Craig, Cathy Lee Gierke, Eric Hockert, Deanne Magnusson, Jerry Rinehart

<sup>3</sup> 1987 is the year URVC Bylaws were originally signed.

In 1996 a “Statement of Agreement” between URVC and UMRA was developed to clarify and confirm areas in which the two organization would, and would not, share resources. This document outlined the agreement to share office space and office operations including a staff member to serve both organizations. It also re-asserted that funds URVC received from the U Relations area would not be used to support UMRA functions or activity.

In 2004-06, the several of above issues were revisited (it’s not clear that the participants in these discussions were aware of the 1996 agreements). A new “Statement of Agreement on working relationships”<sup>4</sup> was drafted and agreed to by the organizations’ representatives, and while covering some of the same ground as the 1996 document it also declared reciprocal representation on Boards (i.e. UMRA President-Elect to serve on URVC Board; URVC Chair to serve on UMRA Board). A undated, handwritten entry on the document, however, indicated it was never formally approved by URVC.

Most recently (2018), a discussion of UMRA/URVC relationships by respective Board members<sup>5</sup> reaffirmed the value of a positive working relationship but concluded that, due to the differing financial arrangements and legal status, the entities needed to remain separate.

Throughout these discussions of the relationship between the two organizations, the tone has remained positive and respectful—there is a clear sense that both value each other and want to be seen as “affiliated.”

## **URVC and U-Relations**

As a possible merger is explored, however, the URVC’s connection to U-Relations requires special consideration. As the part of the University that specifically focuses on the surrounding communities, U-Relations is oriented to connections beyond the campus itself. Although we have not found specific documentation regarding this, it appears URVC’s history of working with *non-University* related volunteers and service projects reflects this broader community orientation.

For this reason, any agreement or re-affiliation between the two organizations needs to be based on the understanding that URVC will continue to look both within the University and beyond it to identify service opportunities and find volunteers to fill them.

## **Today**

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<sup>4</sup> “Proposed by John Howe and David Johnson on behalf of UMRA, and Alan Kagan and Walter Johnson on behalf of URVC.” Dated January 21, 2004.

<sup>5</sup> Summary statement prepared by John Anderson. Other participants were Alan Kagan, Bill Donohue, Frank Cerra.

In previous discussions of working together, it appears participants from both organizations were looking “inward”—at their internal operations and challenges, not “outward” to the communities which they seek to serve. Remaining separate allowed each organization to proceed with business as usual, and given the sometimes-fragile nature of volunteer organizations, this was an understandable and, probably, welcome outcome.

Discussions with participants in UMRA and URVC, however, suggests that there are overlapping issues which should be considered:

1. Some retirees interested in volunteer activities are not aware that URVC exists,
2. Some UMRA members who are aware of URVC are disinclined to “join another organization” to participate
3. A question among retirees is “why are there two organizations for UM retirees?”

The Work Team believes connecting UMRA and URVC would reduce this confusion and present a clearer picture of opportunities available to University retirees.

In addition, there has been relatively little growth in participation in either organization. The number of UM retirees has grown over the years, as has the number of UMRA members—from 400 in 1982 to over 700 in 2022<sup>6</sup>. There is no clear evidence, however, that the percentage of retirees opting to join UMRA or to participate in URVC services has grown. Indeed, UMRA’s numbers have gone up and down during the past decade, and reaching 700 members this past year appears to have been driven by a significant increase in retirees who took advantage of the University’s “Retirement Incentive Option.”<sup>7</sup>

Participation in URVC projects has also grown, but there is increasing recognition that its growth potential has been limited by lack of volunteers both to help manage URVC operations and outreach. While historically URVC has maintained a talented cohort of committed volunteers to maintain its operations, developing additional University and community partnerships has been a significant challenge.

The Work Team believes bringing the Volunteer Center into UMRA will create broader exposure to UM retirees, thus facilitating recruitment of fresh talent to fill existing gaps, and--given the close departmental ties that newly retired faculty and staff often maintain-- creating new opportunities for projects and partnerships.

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<sup>6</sup> In his President’s Column in a 1999 Newsletter, UMRA President William Gardner, predicted UMRA would grow to 1000 members in the coming year. It is not known if that number was reached, but data from 2008-2022 show membership fluctuating between 500-600.

<sup>7</sup> Until 2018, limited seating at monthly UMRA luncheon forums also may have dampened enthusiasm for growing its membership. It is important to note, however, that with the addition of special interest groups, a social committee and other offerings, the number of members participating in UMRA activities has undoubtedly increased in recent years. “Growth” in UMRA might be a useful topic for a future retreat

And, of course, having URVC as part of its offerings will enhance UMRA's presence and more effectively influence new and prospective retirees thinking about their post-career activities.<sup>8</sup>

It is clear that UM retirees have a broad range of interests and plans regarding their investment of time and energy:

- Some retirees want an opportunity to continue social interaction with UM colleagues;
- Some want to join fellow retirees in intellectually stimulating presentations by University and community thought leaders;
- Others want to rejuvenate themselves through engaging in volunteer activities which they haven't had time for during their work careers.

Many retirees, however, want to do some of all the above, and it makes sense that the University's primary retiree association—UMRA-- should be the vehicle to meet all these interests.

## **What we Propose**

The Work Team believes connecting UMRA and URVC reduces confusion in our key audience and presents a clearer picture of opportunities available when they join the U's community of retirees. We recommend that UMRA and URVC agree to reconnect in serving the University of Minnesota and its retiree community. The attached Statement of Re-Affiliation provides details regarding the relationship. In general, however, the agreement means URVC will:

- Be re-established as self-contained operation within UMRA
- Retain financial and administrative alignment with University Relations within the UM.
- Retain its current acronym but become a Center<sup>9</sup> within UMRA's organizational structure.

URVC's current board will become the Center's management team and provide financial and administrative oversight of its programs and activities.

UMRA will:

- Add the URVC chair to its Executive Committee and Board of Directors
- Help identify UMRA members to serve on URVC Communications and Advocacy Committee
- Help identify UMRA members to join URVC volunteers serving as Liaisons to key academic and service units

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<sup>8</sup> Reconnecting the two organizations should also facilitate more accurate assessment of UM retiree volunteer activity, both on campus and in the broader community. This may be accomplished through a planful combination of periodic surveys and URVC database information.

<sup>9</sup> "Centers" are common across the University and function as units focused on specific elements of a larger unit's mission, goals, and aspirations.

Finally, in the broadest sense, reconnecting UMRA and URVC as collaborative partners is consistent with the tri-partite aim originally established by UMRA: to provide UM retirees with opportunities for social engagement, intellectual stimulation, and service to the University and broader community.

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## 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. Given the unique and specialized nature of URVC's 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. UMRA's Board and the Center's Management Committee will work together to further develop relationships within the University and identify service opportunities for retirees. Particular focus will be on expanding academic and departmental Liaisons.
  - 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.