

University of Iowa Retirees Association (UIRA)

Board of Directors Meeting

Minutes

December 17, 2024

Hybrid:121-P USB and Zoom

Attending: Michael Barron, Chris Brus, Deb Cobb, Lois Cox, Jean Florman, Mike Hovland, Diana Lundell, Cindy Seyfer, Rachel Stewart, Todd Stewart, Evalyn Van Allen-Shalash, Cathy Wilcox, EFC Liaison Bernard Sorofman

Call to Order –at 1:04 PM Evalyn Van Allen-Shalash, President called the meeting to order.

Approval of Minutes for the November 19, 2024 meeting-Evalyn indicated that a correction is needed for one of the Program Planning committee members: Renee Sueppel’s name is not correct.

On a motion from Deb, seconded by Jean, the November 19, 2024 minutes as amended were approved..

Reports from Officers

President – Evalyn Van Allen-Shalash

In response to Evalyn’s request for a 1:1 meeting with HR staff to resolve HR membership dataset, Evalyn met with Joni Troester. The requests were as follows:

1. Unique ID for all members (way to delineate UI employee from spouse member)
2. Specific data on staff type (Merit/PS/SEIU)
3. Classification title and classification level at time of retirement
4. Integration of introductory (provisional) retiree membership (1 year free) into the overall membership data and a way to track (introductory membership/end date)

Requests 2 and 3 appear to be easy because that data can be pulled into reports from the HRIS system.

Requests 1 and 4 can be set-up in the member dataset and would need to be managed by Kellie and/or the UIRA membership committee. Kellie will schedule a meeting with Evalyn, Mike Kaplan (HR, IT staff), Jessica Wade and Kellie Digmann along with a member of the UIRA membership committee to review the updates the last week of January. Would prefer face to face meeting rather than Zoom. Mike Hovland offered to attend meeting. Additionally, Evalyn has contacted Justin Fraase who can assist with any website issues.

Evalyn served on Selection Committee for “Eight over Eighties” award co-sponsored by Iowa Center for Advancement (UICA) and Csomay Center. There were 50 amazing nominations that highlighted activities beyond an academic mission. All nominees are UI alumni who have shown what they have given back to their communities.

President-Elect – Lois Cox-Nothing to report for this month.

Past President-Deb Cobb-Nothing to report for this month.

Treasurer-Todd Stewart- Not much financial activity going on in December. Lesanne Fliehler’s debit card has been canceled. Deb Cobb’s access for her debit card has been unblocked.

A \$10,000, 3.8%, 11 months CD has been purchased at Hills Bank.

Todd called Nate Robinson, Budget/Financial Officer in UI President’s office, to find out why it takes so long for any UIRA deposits to appear on the bank statements. Nate called Hills Bank and hasn’t gotten a response.

A check was mailed to UI Food Pantry from donations collected at the UIRA program that featured President Wilson.

Emeritus Faculty Council (EFC) Liaison (Ex-Officio) Bernard Sorofman-nothing new to report.

Standing Committee Reports

Awards Committee-members have been selected: Mike Barron,Chair, Sue Otto, Nancy Languth

Call for nominations will be in the Gray Hawk. BOD encouraged to submit names for award nominations Mike B suggested that the committee look at nominations from past three years of those who were not selected. If committee wants to consider any of them, recommendation was made to contact the nominator.

Mike H has kept records for past 2 years of members that the nominations committee contacted about serving on UIRA BOD or committees. Mike H could add Awards Committee information to his database to make it easier in the future to know who had been nominated but not selected. Contact Mike H with any input about the database.

Budget Committee- -Todd Stewart-committee has not met yet.

The Gray Hawk-Diana Lundell/Lesanne Fliehler

Deadlines – January issue: Call for content: Monday, Dec. 2; Content deadline: Friday, Dec. 10; Layout with Lesanne: Dec. 11-12; Board Review: Dec. 13-15; Layout to Kellie has already been sent; Distribution: Dec. 20 but probably sooner because it is ready.

Photo Contest: Call for entries will be published in the February Gray Hawk with the rules. Photos to be sent to Diana and she uses Google Docs to share info with the judges. Rachel suggested that submission form could be on the UIRA website. Diana and Rachel will discuss this. Entry deadlines will be March 15. Prior to this Diana will review rules/procedure documents. Diana has secured one judge – will get two others soon. Diana will assure commitment from Hills Bank as sponsor.

Manual Update and Orientation Committee: Evalyn –Nothing to report for this month.

Membership Committee : Chair Chris Brus, Lesanne Fliehler, Diana Lundell, Cindy Seyfer

All committee members were present at the December 2 meeting of the UIRA membership committee. Several issues were discussed including:

Update on the meeting with Evalyn, Deb, Chris and Kellie on the need for better communication between UIRA and UIHR in general, and for the membership committee, in relationship to the development of the UIRA membership dataset.

Update on progress contacting members of UIRA individually to assess interest/willingness to serve on UIRA committee (succession initiative). Committee reached out to 35 members. Response rates were about 30%, with two individuals agreeing to serve this year. Carol McGhan on the Website Committee and Kevin Ward will be joining the Membership Committee in January.

A discussion of next steps in UIRA succession planning initiative followed. It was agreed that committee would prepare an email to send to the 422 introductory members on the Backlog of Introductory (Provisional) members spreadsheet, with individual follow-up for those that committee knew from working lives at the UI as well as with those who had worked in Departments or had job titles involving skill sets that UIRA needs moving forward. If anyone on the Board would like to help with this initiative, contact Chris.

Committee understands the need for diversity of all types in the UIRA membership. This is an update on how to approach these issues:

Increasing staff participation across employment categories. A request has been made to HR to divide the report category of STAFF in the membership dataset, to P&S and Merit going forward.

Decreasing average age of members. The membership committee has chosen to reach out to those on the Backlog of Introductory (Provisional) members spreadsheet (UI Retirees from June 2023 through May 2024) to tap into recently retired employees.

Increasing representation of persons of color. This is an area where UIRA struggles to find ways to reach out directly to this population. UIRA does not receive information on racial and ethnic status through UIHR so the Committee requests help of the Board to find workable strategies.

Lesanne emailed Tim Schoon in Strategic Communication to see if retirees are still able to have a photo of themselves taken in their office at no cost. His response was they are switching digital asset

management systems. He will check to see if the new one can handle "a single sign on group for retirees." If so, he sees no issue allowing retirees access to the portrait studio. Switch is over winter break and he'll get back to Lesanne in a few weeks.

Lastly, committee discussed the need to identify benefits through the Employee Discount Program that are available to UI Retirees. The website currently has listings that are confusing and often do not reference retirees at all. It would be beneficial to have a page specifically for retirees. Cindy agreed to email Sonatina Fernandes regarding the information on the Employee Discount Program website and to, hopefully, identify what constitutes a "current" or "valid" ID card and whether the discounts vary by retired faculty or staff employment. Sonatina was emailed on 12/4/24 but has not responded yet. All links state "active employee ID card" and what does this mean for retirees? Cindy will follow up with Sonatina.

The next meeting of the Membership Committee will be on January 6, 2024. Committee welcomes any suggestions, preferably prior to the meeting, and suggestions will be discussed.

UIRA Charter-Chris provided information on the UIRA Charter. She indicated that 90% of the information is from the new UIRA bylaws. There were no questions from BOD.

UI Policy Manual Language was revised to match the UIRA bylaws that were approved on July 22, 2024. Suggestions made to add information on introductory membership and add "employment" after significant to clarify that members " have had significant employment ties to the university"

Chris will make the changes and send another draft to the BOD and voting for approval will be done via email.

Nominating Committee: Chair Mike Hovland, Michael Barron, Lois Cox, Evalyn Van Allen-Shalash.

The nominating committee has no recent activities to report. The committee membership is still being finalized for this year, but currently it includes Michael Hovland, Michael Barron, Lois Cox, and Evalyn Van Allen-Shalash. Mike anticipates adding one additional person.

Mike H inquired about which BOD members will be completing their term of service in 2025. Mike H and Chris are. Deb Cobb, would also be going off but is willing to serve another three years on the BOD. Committee needs to consider balance of faculty and staff when determining new BOD/committee members. Mike B said in the past, the UIRA selected a faculty or staff as president in alternating years.

Program Planning Committee: Chair Deb Cobb, Lois Cox, Diana Lundell, Cathy Wilcox, Nancy Langguth, Elle Herman, Renee Sueppel, Jean Florman

Committee met at 1 PM on December 4, 2024; attending: Lois, Jean, Deb, Cathy, Ellie, Nancy

Committee noted that having food/lunch is positive because attendees arrive earlier and this allows time for attendees to socialize more. The plan is to continue to provide box lunches to increase more in person attendance.

Programs completed in November

Trends in Children's Literature: (Hybrid), Box lunch; Molly Roberts, Prairie Lights and Angela Pilkington, head of ICPL children's dept. Tue 11/12, 1:00 – 2:00 pm: 1117 UCC; Attendance: 10 Zoom, 24 In-person, well attended and excellent feedback

Stanley Art Museum "Deaccession and Restitution": (Hybrid), cookies & coffee; Lauren Lessing (Director of Stanley Art Museum) & Cory Gundlach (Curator of African Art); Thu 11/21, 1:00 – 2:00 pm, 2520-D UCC; Attendance: 14 Zoom, 15 In-person, great program and positive feedback

Upcoming Programs

President Wilson, "State of the University": (Hybrid), Evalyn Van Allen-Shalash host, co-host-Ellie; Tues 12/10, 12:30-2:00 pm, 2520-D UCC (room from Noon), Deb to help set up, bring water, Nancy will collect food, Box Lunch Firehouse Subs

Money management for Seniors: Clark Buelt, TIAA advisor (Hybrid), Lois Cox-host, co-host-Nancy, with Deb's computer; Tuesday, February 11, 2025, 1:00-2:00 pm, 2520-D UCC; Need to schedule room, Box lunch from Oasis.

Theater in the Corridor: Adam Knight: (In-Person) Lois Cox-host, co-host- Deb Cobb; March 11, 2025. Could be at the theatre if there isn't an event later that day. If it is in the theatre, UIRA can provide refreshments.

UIRA Spring Campus Bus tour of west campus building updates: (In-Person): Rod Lehnertz; Ellie Herman host, co-host- Evalyn?; Tuesday, April 8, 2025, time to be determined but probably between 10 AM-2PM Location to meet still to be determined. Suggestion made to park at Finkbine Parking lot and could have lunch at members own expense before or after the event at Bump's Restaurant-if it will be open.

Andy Dahl for walking tour of Pentacrest trees: (In -person); Host-Nancy Langguth, May 13, 2025, 1:00-2:30 pm, meet in front of Macbride Hall

Lyla Clerry (Associate AD for Compliance): Ellie contacted; need to confirm date April 17 and time 12:30 or 1:30; reserve room. Lyla cannot present on this day and Andy Banse will present.

UIRA's 30-year Anniversary Celebration: BOD to determine subcommittee

Other ideas for programs:

Global Entry through Homeland Security-Jean Florman and Lois Cox; Jean Jew "They Don't Want Her Here" Carolyn Chalmers Author- Lois Cox; UIRA trips or events beyond Johnson Co such as State Capitol, Bruce more Mansion in CR-Concert/tour of building; Amana Colonies- Dinner and Performances; Figge Museum in Davenport.

Some other ideas from Alice Atkinson: Tour Women's Wrestling facility, AI in medicine, IC Foreign Relations Council. Program Committee will review entire list of other ideas.

Next meeting: January 7, 2024, 1:00-2:00 pm, USB 121P

Explorer's Report-Alice Atkinson-no report for this month

Website Update Committee : Chair Rachel Stewart , Lesanne Fliehler, Chris Brus, Carol McGhan, and Wendy Brown met on Monday, December 2. Wendy is not a UIRA member. According to Rachel, Wendy would consider joining UIRA if there is a need for a specific project that she could work on. BOD thought Wendy could focus on work for the UIRA 30 year anniversary.

New members were given an overview of the committee's purpose. Proposed changes to the site were discussed, and Rachel will continue work on editing pages to fix errors, update links and content, and address layout issues, etc. A new "Get Involved" main menu item will be developed to give greater visibility to the special interest groups, programs, and the photo contest. "Perks and Opportunities" will become "Member Perks." The "Perks and Discounts" page will be reviewed for accuracy.

The committee discussed making the site more visually interesting by incorporating images here and there. Lesanne has explored the UI's Photoshelter site for campus images and we will look through our photos from events and newsletters to see if any can be used.

The next committee meeting will be on Monday, January 6, at 9:00 a.m.

Rachel asked if BOD knows of any UIRA members from past years who have photos of UIRA events that could be used on the website.

Rachel asked about TEAMS. She has had experience with TEAMS and said it was useful for chats. In 2024 Evalyn attended a Zoom meeting to learn about TEAMS but the meeting was not helpful. After that meeting Kellie tried to set up a TEAMS group for BOD members but there was an issue with email addresses. Originally it was stated that BOD needed to have a UI email to be included in TEAMS but later that didn't seem to be correct. Evalyn will reach out to HR to ask about having a TEAMS training. Then BOD can determine if/how TEAMS could be beneficial.

Old Business

Update UIRA History Document-work still needs to be done.

T-shirts and name tags: Chris brought a mid-weight polo shirt from Old Capital Screen Printers. Cost is about \$25. UI has specific requirements on using the UI brand. Brief discussion about adding a UIRA logo. There is one, but does UIRA need a new logo? Rachel knows someone in Tippie College of Business who could be hired to create a new UIRA logo if BOD determines a new one is needed. Rachel indicated that the website review committee can take a look at this.

New Business-UIRA 30th Anniversary in 2025 (Senior College?)

Are UIRA and Senior College affiliated in any way? Senior College has support from UI Center for Advancement (UICA). Who can provide UIRA with information about Senior College? It was suggested that Emil Rinderspacher who had been UIRA president years ago and is currently active in Senior College would be good source of information. Evalyn will reach out to him and ask him to attend a future BOD meeting.

Mike B provided historical information about Senior College. He indicated that UI Center for Advancement (UICA) got involved with Senior College to provide financial, database, and administrative support. After UICA decided to support Senior College, UIRA had a discussion with UICA about receiving financial help but nothing came of that. Mike thought that Carolyn Wanat has knowledge of what had happened.

The situation for UIRA is different now because UIRA is officially affiliated with the University and is under UI HR. When Evalyn has her next meeting with Cheryl Reardon and Joni Troster in HR, she will include an agenda item about exploring funding sources for UIRA.

Adjourn: On a motion from Rachel, seconded by Cindy, Evalyn adjourned the meeting at 2:30 pm