

January 5, 2012 Meeting of GA Retirees in Higher Education

Possible titles discussed for this group though none were officially voted upon/adopted:

CRAIG – College Retirement Associations in Georgia

GAROHE – Georgia Association of Retirement Associations in Higher Education

GAHERO – Georgia Association of Higher Education Retiree Organizations

Universities represented:

Emory; University of West Georgia; Georgia's Health Sciences University; Georgia Perimeter College; Oglethorpe University; Georgia State University; University of Georgia; Clayton State University; Georgia Institute of Technology; Morehouse School of Medicine; Kennesaw State University

- Welcome provided by Dave Ewert, GA State University and John Bugge, Emory
- Each participant was asked for a self-introduction, description of the organization, and best practice that makes their organization unique. Below is a brief summary of each:

Emory – www.emory.edu/emeritus

Emeritus College was designed to “expand horizons” and “sustain and maintain the academic growth of faculty”; components of this college are:

- 1) Faculty Life and Course Committee, which designs monthly programs where retirees and active employees attend (typically 20-30 attend);
- 2) Micro Grants for support of minor research costs (generally \$500-\$1000)
- 3) Living History Project – Get retirees (who were referenced as “living receptacles of University History”) to talk to a video camera and record their recollection of different significant events in the life of the university
- 4) Dues structure is \$35 annually; approximately 180 paid members of a population of 700 Emeritus faculty/retirees

University of West Georgia –

UWGARA was Founded by Glenn and Debbie Novak 8 years ago to honor retirees annually; now closely aligned with Alumni Affairs/Foundation. Annual Retiree Reunion includes:

- Medallion with the retiree's name and years of service
- Biographical information/photo about each new retiree in a booklet
- No annual dues structure/bylaws for the association; annual event hosted by Alumni/Development office

Other programs the organization offers/helps publicize:

Travel Group – monthly on the third Thursday, retirees who have recently travelled share their photos/tips at the public library, all attendees invited to Dutch treat lunch immediately following

ListServ – all retirees who submit email addresses are included

Website & Quarterly Newsletter – (this is printed and emailed)

Georgia's Health Sciences University (Formerly Medical College of GA)

Retiree Organization's purpose is primarily information sharing and social gathering;

- Meets quarterly for lunch/speaker (best attended of these is the session on Benefits, which is largely supported by the Human Resources team); One program was on the ecology/preservation efforts of the Savannah River
- Executive Board meets to decide speakers
- Seeks to do more to capture the history of the retirees
- Needs a newsletter
- Would like to see more retiree involvement in shaping programs
- Would like to build an Exit Recruitment Program to spread the word to those who are processing out of employment
- No current relationship/support from University Development but would like to move in that direction

Kennesaw State University - www.kennesaw.edu/retirees

Formed 3 years ago after a survey of all benefits-eligible retirees revealed a strong desire for social interaction and campus event participation. Two unique components are:

- **Brunch on the Bricks** – Each retiree receives a brick with their name engraved; this annual event is where retirees who have passed away are remembered and all recent retirees are invited to see their brick and visit the Legacy Gazebo; Retiree Association purchased a bronze plaque commemorating the area and explaining the service of those named in the brick plaza
- **Retiree Legacy Scholarship** – Awarded to the relatives of retired faculty and staff; Fundraising effort started in May 2011 and has now exceeded \$7,000; two awards were made Fall Semester 2011. Retiree representative invited to annual Scholarship Luncheon to meet the scholarship recipient

KSU, unlike many other universities represented, experienced a tremendous growth in a brief timeframe and thus the retiree constituency has not visited much of the new construction. This results in the unique opportunity to host campus tours and events inside of new buildings.

Georgia Perimeter College – Did a survey of all retirees to build program and had large variety of responses. Their program includes:

- Frequent field trips, but participants seem to be different groups of people at each
- Book Club
- A retiree-supported scholarship for non-traditional students (age 35+); This year's recipient was grateful for the funds to allow her to change career paths.
- Hosted to fundraising events for their scholarship
- 130 paid members (\$15 fee); However they find it difficult to track when dues are in need of renewal etc.
- Liaison relationship with the Development Office

Oglethorpe University – Not much of a retiree program yet, but hoping to learn more from this group to build one

Georgia State University – Strictly an Emeriti organization

Program highlights include:

- No dues structure, but well-funded by Donations
- Goal is purely academic – book series in conjunction with campus author events; field trips to museums; Many programs are achieved by leveraging resources with what the university is already doing – i.e. the library is doing a book series
- Socials – Holiday social and Valentine’s luncheon
- State of the University, provided by the Provost – This is where Emeriti are newly minted and welcomed
- Bylaws and standing committees (includes a communications committee)
- Currently working on a 10th anniversary of Emeriti organization celebration
- 350 members, but approximately 100 are active
- Recruitment done by distributing their newsletters to department chairs and at Human Resources Pre-Retirement sessions

University of Georgia – There are multiple retiree programs, Bill represents UGARA (UGA RETIREES ASSOCIATION) Other groups are:

UGAREA (UGA Retired Educators Association)

UGAES (UGA Emeriti Scholars)

OLLI (Osher Lifelong Learning Institute)

Torch Club (monthly dinner of not-yet retirees and retirees)

UGARA – Founded in 1992 by President Napp with the goal to keep retirees involved with the University; Program highlights include:

- 9 member elected board and 1 ex-officio member
- \$10 annual dues or \$50 lifetime initially, now each semester, members pay \$10
- Numerous activities and programs, session with HR on benefits is largest attended
- Programs are targeted towards faculty and staff

Clayton State University – Outreach to faculty and staff, strong relationships to the departments where retirees served; Program highlights include:

- Strong email network to send “Proud to Report” and “Sad to Hear” news about retiree community to each other
- Maintain regular communication with Board of Regents Staff on benefits communication to retirees system-wide
- Provide a “retirees handbook” on what to expect from retirement
- Strong service component- recently created a \$25,000 endowed scholarship for a graduate school student
- Hosts gourmet dinners and wine pairings as fundraiser
- Film club
- Trip to the Botanical Gardens
- Hosts quarterly programs

Georgia Institute of Technology – Silver Jackets, established in 2007, includes faculty and staff and Research Institute Retirees; Program highlights include:

- Meetings on the 2nd Tuesday of the Month, September –May
- November Benefits meeting
- Volunteer work at student blood drives twice a year
- No dues structure, but foresee this coming in the future
- Two funds – endowment fund and an operating fund have so far been supported solely by donations
- No current newsletter
- Sparse communication by email due to lack of available email addresses
- Aging Research Institute on campus has come to speak with them and request assistance as “guinea pigs”

National Retiree Organization - AROHE

*group estimates that 19,000 baby boomers reach age 65 everyday

*\$100 dues annually for an institutional membership

*Bi-annual conference coming Oct. 20-24 to Chapel Hill, NC

Book given as a reference – “Wiser by growing old in America” by Robert Butler

What is the goal of the consortium? Advocacy, Idea Sharing, Lobbying?

- The answer was to look at the mission of the national retiree organization.

Next Meeting? Emory will host this April 20th at 10 a.m. Details on building/parking to be forthcoming in an email from John Bugge and Dave Ewert

Dorothy Zinsmeister volunteered to contact all USG institutions to see if they have a retirees organization and to invite them to the next meeting.