

GA HERO 1/14/14

- group introduced themselves and the structural diversity of the organizations present was noted (some are faculty only, but trend nationwide is to be more inclusive) I.e. Emory has a membership category "friend" for academics who live in Atlanta but who have not retired from Emory - an idea for other groups

- Dave gave overview of the day

- John noted we collectively all need to publicize all that our retirees are doing to support the university but also for the community - value is immeasurable when you combine committee service, volunteerism - for a rhetorical assault about what an invaluable resource this group is to the USG

Some examples of how retirees give back:

- Emory - John is teaching an 8-week course through OLLI but he is not paid
- KSU retirees volunteer at commencement as ushers
- Ga State - emeritus organization, retirees continue to do what they loved, teaching or research or service in professional associations
- Clayton State - help with AARP taxes at the local senior center - need to have a profile sheet on campus leaders so that when he/ she dies
- start a personal profile when they join your retirees organization
- Ga State quantify how much emeritus retirees are giving financially when the Provost at GSU asked "what are we getting in return" for the investment in the Emeritus Association
- Encouraged all to quantify volunteer hours
- institutional memory, videos and service on anniversary committees
- Emory has program for mentoring junior faculty

**Action item for all attendees: please share what tools you are using to collect data from your retirees**

One of the challenges of this group is how to administratively support

**Action item:** (Carol Pope @ KSU volunteered to help set up a list serve and website for GA Hero attendees)

*What do retirees want from Board of Regents? Other than health care*

- VSU - professional support, when retirees continue to research and publish - email, mailing, printing, eligibility for faculty grants - Ask the Regents to encourage this at the institutional level

- GT - feels retirees are very fortunate to have had a career doing what we love
- encourages everyone to volunteer as a judge at a k-12 science fair as a way to share your knowledge

- Ga State - science experiments you can eat , enhances young people's critical thinking anchoring science to something they do every day

GA perimeter - would like for Higher Ed in GA to continue improving - can the BOR help improve communication to retirees on how we can help that process of improvement?

VSU - service award system-wide for retirees

Now, teaching, research and service awards for staff but no service for faculty  
- national models exist for this - perhaps one for faculty and one for staff

- Dorothy discussed how BOR awards are done now...teaching, technology use in teaching, currently no retiree awards at institutional level so encouraged each school to start at their own level

- how can this group organize ourselves to work on something like this?

Alumni relationships:

- one idea is to work with faculty who travel to give a talk to alumni in the area

metrics are a challenge for us all

- national AROHE may be a better mechanism for developing metrics

- blog is open to the public, forum for members only

- many tools already exist nationally

- Northern California has a consortium of retiree orgs

How could this group make a presentation to the Provost meeting (Macon) the HR directors and the VPs of development

- all presentations are reviewed and edited prior to meetings due to the press presence

Ga perimeter is going to Gordon College to share how to start a retiree org, encouraged everyone present to do similar outreach

### **Marion Fedrick - Vice Chancellor for HR**

-2015 proposal was presented at last BOR meeting, are in the process of reviewing all health care providers

- will be as transparent as possible

- ORP, TRS, ERS - starting an audit of all campuses supplemental plans (TIAA Cref, fidelity etc)

- Delta Dental is the first system wide option for voluntary benefits

- tobacco free campus policy is being reviewed by presidents

- mental duress is one of the largest health care issues in our system and for our families of employees

- no system wide report is readily avail to track how many retirees are still working part-time

- Medicare - 65 and older USG plan is secondary to Medicare
  - government is setting certain services that Medicare will not cover, then Blue Cross won't... Doc Fix system - we negotiate annually with blue cross to manage risk
  - retirees may be in an exchange – This is not a done deal
  - what was discussed in November BOR board meeting is for 2015
  - intent is that dollars will be given to retirees to buy their own plan but it will not be in line with our active employees
  - enrollment advisors will help retirees
- Blue cross blue shield state employee plan  
Exchange = network of care givers - gives options for lesser coverage for those who have lesser service needs

System statistics on Health care coverage:

15,000 retirees

47,000 actives

103,000 covered lives (includes spouses and children)

How can we as retirees provide benefit the BOR system?

we need to tell the system what we want to offer

- how do we help the board use us to help the system - committee service, Database of part-time positions that could be distributed to retirees

how do we get with the systems strategic plan? What committees can we as retirees serve on at the regents' level? She encouraged us to ask the Chancellor this.

- can we let retirees teach without going through HR paperwork

**Action Item – Ellen to SEND Marion a summary of the ENCORE Trojan program at USC**

### **Chancellor Huckaby**

- HR function at BOR level was non-existent when he came on board 2.5 years ago - focus has been on repairing USG relationship with legislature and the campuses
- how we will do higher Ed in the future will no doubt be different
- budget is slightly better - if money does flow again we can't go back to spending it the same old way - more transparency/conservation
- moderating tuition increases - better job on fees
- renovation and maintaining what we have rather than new buildings
- online education - how to maintain rigor? Large upfront costs, hybrid courses - more is being done than is being publicized

COMPLETE COLLEGE GA - 2016

- how do we retain and ensure students' progress?
- GA state now has a good model

- systematic annual review of degree programs at all institutions
- 60% of public school teachers in GA come from GA higher Ed units
- intense, deliberate, professional evaluation of our teacher preparation programs
- 23 k-12 education programs in GA

- presidents retreat in October
- retirees are an under-utilized resource

**Action Item - get chancellor a list of what retirees do for their campuses**

- statement of impact as to why this group matters - living longer and require more resources and contribute more fully

Next USG meeting - two days in [February 11-12](#) – Dorothy encourages all to attend  
Dates are on the BOR site

Nominating Committee - Ron Swofford and Annette Satterfield

**Action Item- Dave asked us all to think about who will be our school's representative on the GA HERO board and submit that name to him**

**Action Item: Dorothy will put together a database of all schools who have and don't have a retiree organization**