

Approved with corrections Jan. 2, 2023

UNL Emeriti and Retirees Board of Directors

Thursday, Dec. 8, 2022, **11:30 AM – 2:00 PM**

Garden Room, Nebraska East Union

Submitted by Kim Hachiya, secretary

Attendance: Lloyd Ambrosius, Pat Crews, Larry Dlugosh, Sue Gildersleeve, Jim Griesen, Kim Hachiya, Earl Hawkey, Alice Henneman, Julie Johnson, Doug Jose, Rita Kean, Linda Major, Tom McFarland, Roshan Pajnigar, Al Stark, Don Weeks, Jane Zatechka.

President Pat Crews convened the meeting at 11:35 a.m.

Memory Moments: There were no names for Memory Moments.

Minutes of the November board and membership meetings were approved as submitted.

Treasurer's Report

Earl Hawkey noted that our deposits and expenditures are in balance. He noted there are significant expendable balances in both our Wisherd and emeriti accounts at the NU Foundation and suggested we reinvest \$8K in Wisherd and \$2K in ERA accounts. After some discussion, the board voted to move \$2K from the ERA checking account into the Scholarship fund and then replenish the checking account from the savings account. Earl will move \$8K from the Wisherd fund's spendable balance account to what functions as its savings account.

Committee/Activities Reports

Awards (Lloyd Ambrosius). No chair yet but will be announcing 2023 awards process in January.

Benefits (Sue Gildersleeve). Nothing to report

Bylaws/Policies (Jim Griesen). Discussed in old business

Campus Engagement/OLLI (Rita Kean). Rita said that OLLI offers a midyear membership for \$50; OLLI is hiring a social media/marketing employee to promote membership and retention; OLLI is still working on whether to move into Omaha. Big Red Resilience Coat drive: extended so we can ask members to bring coats to the Dec. 15 meeting and Kenji will pick them up. Andrew Brown, from student leadership/involvement community engagement, will speak at a board meeting, and then perhaps general membership, about how ERA members can get more involved on campus with students. Pat asked Linda to follow up.

Digital Communications (Al Stark). The server name is changed to emeriti-retirees.unl.edu and it went seamlessly. Al will make a big effort to recruit someone to help him manage the website, etc. Don Weeks said he would put a pitch about that in upcoming membership recruitment pieces; Al suggested that talking about how folks could expand their knowledge in this area might be one enticement. Al noted the numbers of "looks" at recent recorded meetings: Genoa Indian School 40; Ted Carter 90; Ronnie Green, 30. Al will look to see if we can get an organizational account tied to the digital communications committee within ERA. Linda asked if our standing committees invited members from the membership vs. only being from the board. Pat said some committees have had non board members; good idea for each committee chair to recruit members to their committees. Linda noted that creates a pipeline for new board members

Educational Activities (Nancy Mitchell). No report from Nancy. Don said he was unaware of anything scheduled yet for 2023

Publications (Alice Henneman). Alice referred to the spreadsheet she handed out last month with deadlines and items for the newsletter. She did send out ideas about new articles and ideas for the newsletter. She thanked Sue Gildersleeve for updating the benefits story. She sent around a signup sheet for writing reports on membership meetings presentations for the newsletter. Rita: Be sure when you're talking about campus engagement activities that the announcements are timely; Rita will follow up with Andrew Brown about him writing something for the newsletter. (It will be "published" on February 28, 2023.)

Membership (Don Weeks). Don said that after many iterations, he was almost ready to send out membership renewal messages and membership recruitment pieces; he will add the list of committees to which people can volunteer. All current members are on email. We have email addresses for about 2/3 of the 400-plus potential new recruits (everyone who has retired since May 2019); there are 163 we would need to contact via USPS. He needs approval for postage, mailing, printing, etc. We approved a motion to pay for Don's expenses on this membership solicitation. (We suggested Don contact UNL Printing Services about the managing the logistics/printing/folding/ etc.). Going forward, Marilyn Fenton will let us know on a quarterly basis the names of retirees. Roshan said HR Benefits does have a list of deceased employees. She suggested contacting Steve Beck. (KH Note: Since this meeting, the board approved an expenditure to UNL Printing Services for this project and Don did receive a lengthy list of recently deceased folks with UNL ties.)

Scholarships (Earl Hawkey). Earl now has digital access to the fund via the Foundation. We are getting donations. Pat sent a follow-up email to the membership after the November meeting on donating to the scholarship.

Social Events (Jane Zatechka). Jane said we tentatively are scheduled in May for a coffee at Wilderness Ridge. Looking at other coffee chat potential dates and locations. Al suggested we might have a winter Zoom get-together to connect with snowbirds.

Old Business/Announcements

Policies and Procedures Jim Griesen submitted updates re 1) possible new standing committee – a program committee; 2) a draft statement to include in policies and procedures regarding UNL contact for monthly update on recent retirees; and 3) a draft policy to consider concerning from which UNL units or local organizations information and appeals may be distributed to members via email Listserv.

We made a few tweaks. Questions arose about whether OLLI should be part of either the Campus Engagement or Educational Committee; Pat said let's consider that in January and Rita could make a recommendation in January. This does not now change the bylaws but may trigger bylaws changes later. Jim also noted a change in policies section VII/with sharing info that we correct UNL President to UNL Chancellor.

We approved the document (with revisions) as presented. Jim will send the revisions to Al for posting.

New Business

- Recap of ERA accomplishments and challenges in 2022 – Pat Crews sent a document (attached below) of our 2022 accomplishments and noted that the board can be proud of our accomplishments. She will send this document to President Ted Carter and Chancellor Ronnie Green. She noted our biggest challenge was the inability to grow the organization because we didn't have access to retirees' names. That challenge has been potentially cleared.
- ERA goals and planning for 2023—Linda Major led a strategic planning exercise in which we broke into small teams in which we imagined being asked at the end of 2023 to list our proud accomplishments, how we achieved them, how we measured them, barriers to success and how to overcome them. She will use key themes from the exercise to draft goals and objectives for 2023.

- Both Linda and Larry Dlugosh handed out calendars. Linda's listed exec, board and membership meetings dates (some tentative); Larry's listed potential speakers, including the January Speaker, VCSA Laurie Bellows and others from Student Affairs on Jan. 19. We talked about having a coffee with new administrators we have yet to meet due to Covid, etc.
- Discussed administrative support desired from UNL Chancellor's office so the board is prepared to present a request when it meets with him for annual update from ERA in the spring.

We adjourned at 2:03 p.m.

(KH Note: Since this meeting, Chancellor Green announced he will be retiring from UNL in June 2023. Mike Zeleny was named Vice Chancellor for Business and Finance. Josh Davis, associate VC for global affairs, was named chancellor's chief of staff.)

**UNL Emeriti & Retirees Association
Board Accomplishments -2022
Submitted by Pat Crews, 2022 President**

- Held a full slate of activities including
 - Monthly luncheon meetings during the academic year
 - Via Zoom during January and February in compliance with UNL Chancellor's request that in-person meetings be curtailed due to high Covid-infection rates
 - In-person during March, April, September, October, November and December
 - Varied and engaging speakers were arranged by Linda Major, President-elect, and included topics ranging from climate history beneath Antarctic ice, to the Genoa Indian School digital project, history of redline policies in the US, and updates from NU President Ted Carter and UNL Chancellor Ronnie Green
 - Tours of Husker Vision in Memorial Stadium and the new Scarlet Hotel on Innovation Campus arranged and coordinated by Don Weeks and Nancy Mitchell, Educational Activities Co-Chairs
 - Coffee Chats at The Mill on Innovation Campus in April and October and Wilderness Ridge in May arranged by Jane Zatecha and Jim Griesen, Co-Chairs of the Social Activities Committee
- Achieved goal of raising \$30,000 to fully endow the newly established ERA Scholarship Fund, a need-based scholarship for sophomore or junior UNL students. Scholarship Committee chairs Earl Hawkey and Jim Griesen spearheaded the fund raising efforts and exceeded the endowment minimum by raising a \$32,??? by the end of the year.
 - Participated in Glow Big Red, a university-wide fundraising effort coordinated by the NU Foundation, and raised nearly \$3000 for the scholarship fund through that effort spearheaded by Kim Hachiya
- Expanded opportunities for involvement and strengthened the pool of individuals interested in and willing to serve as officers for the Association by
 - Increasing the number of elected Directors from three to six and identifying a standing committee on which each Director serves
 - Adding a Program Committee to the list of Standing Committees in the ERA Constitution and revising the Policies and Procedures to include a detailed description of the duties and responsibilities of the Program Committee

- Rebranded the ERA website changing the URL to emeriti-retirees.unl.edu to better communicate that membership is open to all UNL retirees. Al Stark, chair of the Digital Communications Committee oversaw and implemented the changes.
- Published informative spring and fall newsletters under the oversight of a new managing editor, Alice Henneman, with the continuing support of Julie Johnson, Charlyne Berens and Doug Jose. Distributed the newsletter to approximately 400 ERA members and UNL administrators
- Succeeded in securing the names and contact information for retirees from 2019 through 2022 and launched a membership drive under the leadership of Don Weeks, chair of the Membership Committee. Note: Retiree names and contact information were not made available to the ERA for the past several years due to a set of unfortunate circumstances, which led to a loss of contact with the data analyst who customarily provided this information to the ERA. Through the persistence of the ERA Board and the cooperation and assistance of the Director of Benefits Chris Tran, the Vice Chancellor for Human Resources Steve Beck, and the Chancellor's Chief of Staff Mike Zeleny the situation was resolved.
- Developed a new brochure to use for membership promotion through the initiative and persistent efforts of Alice Henneman, chair of the Publications Committee. It is available on the website under a 'Why Join' link on the home page.
- Succeeded in ensuring access to email accounts by family members of recently deceased emeriti faculty after making the UNL Chancellor's Office aware of the difficulty family members experienced in trying to gain access. A change in practice was implemented by Information Technology Services to help ensure that access to an email account remained available for a period of time (30-60 days). This allows family members time needed to transfer an email account and its contents to a non-university email system. Information regarding how to make arrangements for access is now included in an updated 'List of Benefits' on the ERA website and on the Information Technology Services website.
- Revised selected ERA Policies and Procedures under the leadership of the Bylaws and Policies Committee Co-Chairs, Jim Griesen and Julie Johnson, including:
 - Clarification of policies and procedures concerning access to and uses for the ERA listserv
 - Combined student engagement and volunteer opportunities into a single committee called Campus Engagement
 - Developed more thorough descriptions of responsibilities for each office and standing committee to help newly elected officers and newly appointed committee chairs better understand the scope of their duties
- Recognized ERA member, Jim Griesen, with the 2022 Wisherd Award for Outstanding Service to UNL. Lloyd Ambrosius, chair of the Awards Committee, publicized the Wisherd Awards and oversaw the nomination and selection process.
- Vetted and updated the 'List of Benefits' under the oversight of Sue Gildersleeve, Benefits Committee chair
- Continued to help support UNL students by donating winter coats, personal care items and canned goods to the Husker Pantry under the leadership of Rita Kean, Campus Engagement Committee chair. In addition, continued to assist with a variety of campus activities and

services including volunteering at commencements, ushering at Lied Center performances, teaching honors courses and other activities

- Secured commitments for a full slate of officers and directors ready to assume leadership for 2023 including incoming officers: President Linda Major; Larry Dlugosh, Vice-President/President-elect; Kim Hachiya, Secretary; and Earl Hawkey, Treasurer. Directors Rita Kean, David Wilson, Nancy Mitchell, Gary Heusel, Roshan Pajnigar and Tom McFarland