



University of Michigan
Retirees Association

Volume 17, No. 1

April 2015

**2015
MEETING DATES**

*(See pg. 2 for more details
on time and locations)*

April 9

May 14

September 10

October 8

November 12

December 10

*** Please note there are no
meetings scheduled in June,
July or August*



April 9, 2015

"M-Fly" – A team of engineering students discuss designing, building and competing worldwide with their radio-controlled airplane that features a wingspan of ten feet.

May 14, 2015

Mary Sue Coleman, UM President Emerata, will speak of life after her presidency and her new role as a retiree.



FAMILY HELPERS PROGRAM



The University of Michigan Family Helpers program (<http://hr.umich.edu/worklife/familyhelpers/>) is a listing of UM students, and benefits-eligible retirees who help UM families with tasks such as child care, elder care, pet sitting, house sitting, gardening/lawn care and running errands. This has been an extremely popular service, creating mutually beneficial relationships among students, faculty and staff.

"This is a wonderful program. I continue to be tangentially involved with University Hospital by caring for family members of hospital staff. After 40 years at UMHS, this is a nice way to make the transition from working to retired.

For more information on becoming a UM Benefit-Eligible Retiree Family Helper, go to the Work/Life Resource Center Family Helper website or contact the Work/Life office at worklife@umich.edu.

UMRA Office: G-250 Wolverine Tower, 3003 South State Street, Ann Arbor MI 48109

(The Wolverine Tower building is located at the SE intersection of Eisenhower Blvd. and S. State St. Parking is available nearby.)

Web site: <www.hr.umich.edu/umra/> **Email:** <umra@umich.edu>

Address changes or missing issues: 734-763-7385

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SOCIAL HOUR DETAILS

UMRA Social Hours are held most months during the academic year on second-Thursday afternoons from 3 to 5 PM. All UM retirees and their guests are cordially invited to attend. The gatherings usually include light refreshments—coffee, sliced fruit, cookies, and soft drinks.

Social Hour programs begin at 3:15 PM and continue until about 5 PM. Announcements about speakers and programs are made in this newsletter, in University Record Events notices, and at the UMRA web site <www.hr.umich.edu/umra>.

MEETING LOCATION

Social Hour gatherings are held at the Wyndham Garden Hotel, 2900 Jackson Road, Ann Arbor. Parking is plentiful, and easy access to the meeting room is gained by using the Ballroom entrance at the rear of the building. Handicap access is good. Other venues are used from time to time. Please check the meeting notices on Page 1 to find the latest information.

WORKING FOR YOU



MHealthy

UMRA representative to MHealthy, Duane Kirking, reports the January 2015 meeting showed interest in more than physical activity and diet. He raised the retiree perspective. One element of a proposed model was Occupational Growth and Development to which Kirking noted that “Occupational” is not relevant for the retiree so suggested something like “Lifelong” would be more appropriate. This comment resonated positively.

To a draft of MHealthy’s Future Priorities, Kirking pointed out the three places referred to as “faculty and staff” were missing a significant group -- retirees. He suggested retirees should be included not only for completeness but because of the proposed emphasis on persons with chronic disease. It was promised that the text would be revised.

Senate Assembly

Lawrence Jones is the UMRA representative to the Senate Assembly and reports that the November 2014 Senate Assembly meeting focused on reports by faculty committees involved in the UM’s intercollegiate athletics, students, policies, etc. Discussion topics were: “The Academic Performance Committee Report on Student-Athlete Performance and Policies”, “Faculty Roles in Athletic Department Governance”, and “Advisory Board on Intercollegiate Athletics Confidentiality Agreement”.

The Academic Affairs Advisory Committee (AAAC) and actions concerning a request from the Central Student Governance that course evaluations be made available for student review was discussed. On behalf of the Provost, Professor Lehman asked the Assembly for its support for the release of those numerical scores to student governance. Support was given.

Professor Barbara Brush, chair of APC, and Professor Anne Curzan, the Faculty Athletic Representative (FAR), discussed the academic performances of UM students involved in intercollegiate athletics (800 total). The APC is a faculty subset of the Advisory Board on Intercollegiate Athletics (ABIA). Professor Curzan (FAR) reports directly to the President.

Professor Yago Colas, the UM representative to the Coalition on Intercollegiate Athletics (COIA), referred to the Big 10 handbook which calls for full and complete faculty control of intercollegiate athletic programs. The confidentiality agreement of the Advisory Board on Intercollegiate Athletics (ABIA), and the possibility of amending that agreement to permit broader consideration was discussed.

The December Senate Assembly meeting did not have a quorum, but had presentations by Maureen Martin, the Executive Director of Foundation Relations, and Laura Patterson on an update of the Next-Gen IT Learning Management Systems (Unizin and Canvas).

The January meeting had a report by Provost Martha Pollack on the future role of MOOCs (“Massive Open Online Courses”, e.g. computer courses) in the U’s education programs, bold research and scholarship projects, making the campus more diverse and inclusive, and the issues of access and affordability. Discussion and voting on a resolution on confidentiality agreements for University Senate members serving on committees and advisory boards closed the meeting.

Cont. from page 3

The February 2015 meeting had barely a quorum. Chair Masten carried out discussions on a proposal to restructure the 18 Senate Assembly Committees to a smaller number by combining several and eliminating others. This proposal, which will increase the efficiency of the Senate Assembly's role in University affairs, seemed sensible and relevant, and was largely endorsed.

Fred Beutler serves on a "tenure" sub-committee of SACUA and reports on the latest meeting of that committee. "Tenure is important. It is something we work very hard to get, and, when we get it, it is something we spend a lot of time awarding or denying. But once someone "has" tenure, what does it mean? What entitlements and responsibilities does a tenured faculty member at Michigan have? There are probably many different answers." Members of the Standing Subcommittee on Tenure have spent the past two years researching and debating these questions.

"We are convinced that academic freedom is essential to good teaching and research, the basic work of the University, and that such work deserves protection from intrusions of extramural authority, from unwarranted interference by University officials, and from, to borrow a phrase from Walter Metzger writing for the Commission on Academic Tenure, 'the tyranny of collegueships'."

This sub-committee welcomes discussion from faculty and others that could help refine these views.

AUDIT REPORT

Board members Fred Beutler and Elizabeth Mutschler met with treasurer Don Thiel in October to audit UMRA's books and report them to be in exemplary order with material well organized and complete. The records are properly backed up physically by bank records and check stubs. The files themselves are kept on a Human Resources server, which is it safely backed up. The Treasurer also keeps identical files at home and on a thumb drive.

The Audit Committee notes that the net worth of the Corporation is decreasing by several thousand dollars annually. The current net worth of the Corporation is not a present cause for concern. Nevertheless, the Board might consider steps to balance the budget. Besides the obvious raising of dues, one might ask President Schlissel to defray the entire cost of UMRA's operation, thus making it possible to enroll every retiree into UMRA membership.

We suggest that, while the present Quicken software is suitable for printing the checks issued by the Corporation, and a check is so printed, the relevant data is automatically entered into the check register, and the account balance updated. If desired, check stubs are printed automatically, thus providing an additional paper trail. There is no need for writing check stubs by hand, entering the data into the check register, and calculating the account balance.

Synchronizing the data at the UMRA Office with that at the Treasurer's residence will obviate the necessity for carrying data back and forth between the two computers.



REPORT OF UM PHARMACEUTICAL BENEFITS OVERSIGHT COMMITTEE (PBOC)

Board member Hylan Moises reports that the November meeting included:

1. The UM Prescription Drug plan covers 101,696 members (as of January 1, 2014) and handled approximately 1 million claims annually (979,135 in 2013).
2. Total plan costs for 2013 rose only 1% from 2012
3. Total Drug costs were \$95,169,988; Plan costs were \$85,262,922; and Member costs were \$9,908,066 representing a 10.41% Member Cost Share.
4. Year to date for 2014, the costs per participant member have increased 8.8%
5. The increased costs reflect an increased use of non-generic and specialty drugs being that the maximum utilization of generics carried over from the 85% utilization rate achieved in 2013.
6. The 85% utilization rate of generic drugs is the highest of any other institution's plans.
7. 2013 -- approximately 8% of prescriptions were filled by mail order (76,216 of 979,135 total). By doubling that amount, UM can save approximately \$1 million, while Plan members save one-third of their out-of-pocket costs. This issue is under review by UM Regents who have advocated mandating the use of the mail-order. This is a complicated issue since the reliance on mail order service would diminish the advisory role provided by local pharmacists.
8. Prescription drug costs are rising faster this year than in the previous decade, and the U's costs are expected to rise at a higher rate. The UM PBOC is promoting initiatives for 2014 with printed pamphlets and brochures. These are the UM's Mail Order Pharmacy Service, handled through NoviXus and the Wrap and Trash Your Old Meds Campaign.



Specific items discussed that were of particular concern for Retirees include the following:

1. The PBAC has decided to keep the retiree drug coverage under the UM Pharmaceutical Drug Benefits Plan. The coverage will continue under the Employee Group Waiver Plan (EGWP) as an alternative to Medicare Part D. The question of retiree coverage under EGWP will continue to be evaluated with a final decision made within the next two years.
2. Retiree Drug Subsidy Integration with CMS is now being handled in-house, although this will be outsourced in 2015.
3. MTM Services is analyzing retiree data who take two or more prescriptions to assess if use of their management service will improve compliance rates in taking medications.
4. With the increasing use of specialty drugs included under the UM Drug Plan, such as Solzaldi for Hepatitis C at \$88,000/regimen, the establishment of a Tier 4 drug category with much higher co-pay is under consideration.

FROM THE PRESIDENT



The past several months have been busy ones for your Board. As you know we have added two new members who began their terms in December, Duane Kirk-

ing and Sandra Miller. Duane will now be a member of the MHealthy Committee and Sandra will be Co-Vice President and working with Rich Fortner on Programs. They have some exciting plans for next year.

Because of the many committee and Board responsibilities that need to be accomplished, the Board has voted to increase the membership of the Board to 15, so at the annual meeting in October, three more board members will be added for three year terms.

The Board had a meeting with President Schlisel on Feb. 25 welcoming him to the University of Michigan, discussed with him the view and status of UM retirees and spoke to him about the pre-retirement program for UM employees.

A little history on this last item: In 2012/2013 as we prepared for hosting the 2013 Big Ten Re-

tirees meeting, we decided on a theme of “Purpose in Retirement”. Professor Vic Strecher had given a presentation at our 2012 Health Day on “purpose” and the health benefits and increased longevity of those who had purpose in their lives. Prof. Strecher subsequently presented at our 2013 Health Day and was in integral part of our Big Ten meeting in Aug. 2013. <https://www.youtube.com/watch?v=2EGahw4zDFs>.

At that time we investigated our pre-retirement program to determine whether there was content on “purpose”. Unfortunately, we discovered that there was little in our pre-retirement programs but financial and benefit information. Those are important but do not present a complete picture of what is needed for retirement to be successful.

So, when the Board decided to speak with the President we decided to speak to the need for a more comprehensive pre-retirement program for UM employees. Meetings have been held with representatives from Laurita Thomas’s office regarding a pre-retirement program. There are several representatives from UMRA and several departments at the University that have become involved. Progress for a more comprehensive pre-retirement program is beginning to take shape. We are excited about the positive response and the efforts that are being expended to make this a reality.

WANT TO PARTICIPATE?



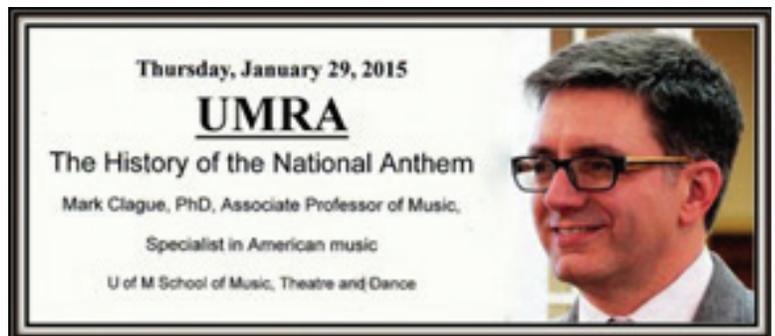
If you are interested in participating in UM research studies, visit <https://umclinicalstudies.org/> for detailed information. Currently 312 studies are underway covering a wide range of subjects including balance training for older adults, healthy families and cognitive control and obesity to MRI brain study of chronic pain.

SORRY IF YOU MISSED ...



Appropriate for the beginning of Winter, in December we heard from Michael Heberling about the Michigan Polar Bears -- not the four-footed variety but a hardy group of Army soldiers (mostly from Michigan) who trained at Camp Custer near Battle Creek and were stationed near the Arctic Circle during the last days of WWI. For more information about this chilling situation, visit <http://quod.lib.umich.edu/p/polaread/>.

We started the new year with a presentation by Mark Clague who shared his knowledge and research about our national anthem "The Star Spangled Banner". "Key wouldn't really recognize what we sing today," the musicologist told the New York Times. To listen to some of the variations of this 200-year old British melody with old and new lyrics, visit Youtube and prompt "Poets and Patriots".



In extremely chilly February, Margaret Carney gave us a glimpse into the world of dinnerware from her Dinnerware Museum. Examples ranged from the ridiculous through formal, dishes designed for feeding children to pets -- all made of various materials from factory production lines to noted artists. For more information about the Dinnerware Museum and its exhibitions throughout the Ann Arbor area, visit <http://dinnerwaremuseum.org/>

The University of Michigan Retirees
Newsletter
G-250 Wolverine Tower.
Ann Arbor, Michigan 48109

UMRA Tenth Annual Health Day, 2015

Tuesday, April 28, 2015

Weber's Inn 3050 Jackson Road, Ann Arbor, MI 48103 (734) 769-3237

Registration and coffee 8 a.m. to 9 a.m. Lunch at 1 p.m. Program from 9 a.m. to 4 p.m.

A variety of topics will range from pain control, importance of social relationships and hearing to outdoor activities designed for the "more mature".

Registration:

Name(s) #A _____ 2nd person #B _____

Address _____

City _____ Zip _____

Email _____ Phone _____

Please enclose check for \$16 per person, payable to UMRA. Amount enclosed _____

Meal(s) desired _____ Chicken _____ Whitefish _____ Vegetarian _____ Vegan

Registration must be Mailed Before April 21, 2015

Send to: UMRA G250 Wolverine Towers, 3003 S. State St., Ann Arbor, MI 48109-1281

Sponsored in part by a grant from MHealthy and the Office of the Assoc. VP for Human Resources