

UMRA Membership Survey Findings, May 2017

The survey was sent to UMRA members via e-mail in May 2017. A total of 303 members responded. These data are for your information and work in conjunction with UMRA objectives. Do not transmit data to others or otherwise share without the permission of the UMRA Board. Responses such as “none” and “nothing to add” were not presented in the response listings. The survey was managed by Vi Barkauskas, Albert Hermsen, James Middlemas, and Norel Tullier.

Demographics

Age	Less than 65, 17.6% 65 to 75, 49.8% 76 and older, 32.6%
Gender	Female, 64.4% Male, 35.5%
Residence	Washtenaw County, 72.3% Flint area, 2.3% Dearborn area, 1.3% Other Michigan location, 18.8%; Out-of-State, 5.3%
Annual months outside MI	None, 73.5% 1-3, 13.6% 4-6, 6.0% more than 6, 7.0%
UMRA status	Retiree, 98.7% Spouse of retiree, 1.3%
Previous U-M position	Faculty 27.8% Staff 72.2% No U-M position, Spouse, 0%

Monthly Programs/Meetings

Aware of monthly programs:	Yes 96% No 4.0%.
2016 attendance at monthly programs	None, 53.4% One, 14.1% 2 to 5, 19.1% 6 to 9, 13.4%
Optional lunch at cost?	Yes 35.7%; No 64.3% .
Satisfaction with program quality	Very satisfied, 32.7% Satisfied, 18.7% Neutral 3.5% Generally unsatisfied, 0.8% Very unsatisfied, 0% NA, 44%
Interest in videos of programs:	Yes, 69.1% No, 30.9%.
Other comments	(86 responses, See Appendix A.)

Health Day

Awareness of Health Day	Yes, 75.5% No, 24.5%
Health Days attended	None, 67.6% 1 to 2, 18.2% 3 +, 14.2%
Health Day beneficial?	Very beneficial, 16.9% Beneficial, 20.3% Neutral, 3.4% Not beneficial, 1.7% NA, 57.8%
Recommendations for future Health Day topics	(40 responses. See Appendix B.)

Travel Offerings

Aware of local/day trips	Yes, 81.9% No, 18.1%
How many local/day trips attended	None, 90.0% 1- 2, 8.7% > 2, 1.3%
Aware of extended trips	Yes, 74.5% No, 25.5%
How many extended trips attended	None, 98.3% 1- 2, 1.0% > 2, 0.7%
Interest in future trips	
Day trip in lower Michigan	Yes, 35.2% No, 17.6% Maybe, 47.2%
Overnight trip in MI or neighboring state?	Yes, 20.5% No, 35.0% Maybe, 44.4%
Longer trip in the U.S. or another country?	Yes, 18.8% No, 38.5% Maybe, 43.1%
Suggestions for future trip venues	(33 responses, See Appendix C.)

Advocacy

Awareness of UMRA's advocacy	Did not realize those activities were going on, 25.9% I assumed this was happening, but did not know for sure, 27.9% I knew that advocacy was an ongoing UMRA role, 46.2%
Importance of UMRA's advocacy role	Extremely important, 74.9% Somewhat important, 15.4% Neutral, 8.7% Somewhat important, 0.3% Not important at all, 0.7%
Issues/benefits for which UMRA should advocate	(109 responses, See Appendix D for university-focused recommendations.) (77 responses, See Appendix E for externally focused recommendations.)

Newsletter - Communication

Mailed newsletter	I don't recall receiving it, 12.6% I receive it but don't really read it, 1.3% I scan it quickly, 26.8% I read it carefully looking for specific information of interest to me, 59.3%
Frequency	Monthly; 23.9% quarterly, 68.0% two times a year, 8.1%
Electronic newsletter?	Good idea, 44.4% Either paper or electronic, 36.4% OK for electronic, but not preference, 15.2% Negative on electronic only, 4.0%.
Recommendations for newsletter contents	(101 responses, See Appendix F.)
Email communications	Very Useful, 66.4% Somewhat Useful, 23.6% Neutral, 14.4% Not Useful, 0.7% Do Not Read Them, 0.7%
University Record	Very Useful, 44.5% Somewhat Useful, 37.0% Neutral, 14.0% Not Useful, 2.1% Do Not Read Them, 2.3%
Suggestions for improving communication with UMRA	(53 responses, See Appendix G.)

New Programs

Interest in new initiatives	
Golf outings	Yes, 11.9% No, 88.1%
A book club	Yes, 41.1% No, 58.9%
Monthly social lunches/dinners	Yes, 41.4% No, 55.9%
An annual "Financial Health" seminar	Yes, 64.1% No, 35.9%
More participation in UM-sponsored programs, e.g. M-Healthy	Yes, 58.9% No, 41.1%
Tours of specific places on the UM campuses	AA, Yes, 72.3% Dearborn, Yes, 18.7% Flint; Yes, 13.5% No interest at all, 26.3%
Volunteer service with the UM and/or community agencies	Yes, 61.8% No, 38.2%
A scholarship program for UM students.	Yes, 38.6% No, 61.4%
What other new initiatives would you like the Board to consider?	(65 responses, See Appendix H.)

Appendix - A - COMMENTS ABOUT MONTHLY PROGRAMS – 86 Responses

POSITIVE COMMENTS
I'm just newly retired and hope to take advantage of these programs beginning in the fall
The 2 pm meeting time is great.
When first retired I did not get e-mails, have now corrected that! Hope to be able to make it to meeting soon.
See answer below to health day. I appreciate email communications when available
All arrangements seem fine to me. The officers are doing a very good job of making arrangements, finding speakers, etc
Great time and speakers
Programs are chosen well as are the meeting times
I think the speakers and topics have all been excellent. I like the relevance and the variety of the topics.
I think the table setting promotes socialization which is important
Speaker choices have been good. Great way to meet new UM Officers etc
I like it as it. I like the earlier start time.
New time schedule seems to work well.
I like it as it. I like the earlier start time.
Venue is handy and adequate if not exceptional
I like it as it. I like the earlier start time.
New time schedule seems to work well.
I like it as it. I like the earlier start time.
Venue is handy and adequate if not exceptional
I like the time, location and programming. It would be great to see programs that I was unable to attend.
I like the new travel connections although I haven't yet participated in one. I'm also hoping our new sponsors will offer other forms of support than dollars (senior living options, etc)
I like the earlier start time of the programs.
Keep offering a variety of speakers covering a wide area of interest to us.
Good job. Thank you for your services. Does UM-Dearborn connect with UM-Ann Arbor on any level?
Good job. Keep it up.
The speakers have all been amazing and include very pertinent and valuable information
Thanks so much for all the hard work.
My first year and so far very good!
Stephen Henderson gave an excellent presentation last month.
You do a good job. ALL depends on the quality/interest of speakers, and they are generally quite good.
I am very impressed with all the activities. Probably the program I liked the best was the speaker answering questions about retirement benefits
The programs are excellent and I have enjoyed them and have learned from them re. ongoing developments in various fields.
The external to the university has been very interesting

RECOMMENDATIONS
More health and/or exercise programs?
Would prefer programs related to older folks
Would most enjoy scientific/medical presentations.
How about a repeat of the Golden Apple awards lecture?
Sessions on supreme Court landmark cases, the Constitution and Bill of Rights
R More offerings of one to three sessions
R Other technical items would also be welcome.
Hoping to see some UM history this year with its 200th being celebrated.
I'm a new retiree it would be nice to offer a welcome to new retirees and maybe offer transitional "help" programs once/year.
Author and UM lecturer, John U. Bacon
Meet at 1:30 or 2 pm. 3 pm is close to the rush hour

Please do not shy away from current health, environmental or social issues which MAY be construed as 'political'. These are the most important topics of our time.
The more online stuff the better for me since I have trouble walking
Reminder of upcoming meetings would be helpful.
As an Oakland County resident, I would like to see at least 2 programs held in Northeast Ann Arbor.
Experiences of retirees engaged in post-retirement employment; what ways work well for increased income not including investments.
Vote for videos of programs as I am unable to attend meetings during day. Would like some evening or weekend events.
I discovered recently that because I am covered under my spouse's medical plan post-UM retirement I am no longer able to use my UM healthcare (unless I get divorced apparently). This needs some discussion!
Psychological issues such as stress reduction, etc.
Uncertainty of stability of world, USA and other countries in this era.
put talks online
I would like to see at least some of the programs live-streamed and/or made available online after the event. This can be done on a password-protected page to make sure they are only available to members if that is important. Don't need expensive/special gear to make this happen anymore. Could be as simple as a Facebook Live event, or Periscope, etc
Could some of the events be at various school/colleges on campus, rather than a local hotel, so we could experience campus life and be part of what's happening at schools/colleges? Maybe each Dean could welcome us with a quick update on news of that school.
I would like to suggest that someone bring a stack of UM Directories to UMRA meeting for us to buy every even bring the 'old, used' ones and sell Cheap! I know a lot of folks who would buy either year new/old.
Your programs conflict with Ollie. Pick another day and I would attend!
Would like to see something more done re. social program. I find myself very disappointed with the lack of socializing among members.
Be nice to have a program where state legislators are slated to talk about needs of residents. Same for Mayor of Ann Arbor
The venue is nice but perhaps some place near the north side of Ann Arbor would better located for people living in Flint, Dearborn, or Wayne / Oakland county. Future topics could include new initiatives the UM is undertaking, some historical topics relating to the UM and its branches, TIAA discussions
Suggested topics: world travel, political organizing, tips on aging
I like the meeting time. Optional lunch would be nice a few times per year
Unsure, I might depending on the topic. I would have liked to see the program that Stephen Strobbe presented at and may be interested in viewing some in video format online.

NEGATIVE COMMENTS

N too much emphasis on sports and Wayne County things. The program on 3D printing was interesting.
Parking is very limited.
Hotel has abysmal sound system with little noise dampening from surrounding rooms / halls / parking lot.
I do not find most of the topics interesting except the benefit presentation
So far the topics have not interested me.
I haven't attended because the topics haven't been of interest to me.

ATTENDANCE FACTORS

It has just been on a day that I have other things to do. Tai chi class, babysit grandkids, etc. I would like to attend
Not at this time. Most of the meetings scheduled I am usually out of town and missing wonderful presentations of the speakers
I live in Indian River which is too far to take advantage of the programs
I live out-of-state 12 months out of the year, so do not actively participate.
Several have looked interesting but I was unable to make them.
Too far from where I live.

Current schedule of meeting days/times conflict with other regularly scheduled commitments.
I have had several dr. appt. Just hasn't worked out that I could attend
The meetings end just when evening traffic is heavy. Also those of us living in a retirement community have a hard time returning for the scheduled dinner time.
Putting stuff online is good for those, like me, with limited mobility
I have thought about attending, but the time is not convenient. Evening time would be better for me
Presentations at Rave are too great a distance to travel
I have been retired less than one year and haven't yet been involved (except on one occasion) with UMRA.
A Last year I had personal health issues and forgot about the meetings, but I attended some and enjoyed them in previous years
Living in North Carolina full time. Unable to participate in programs
I'm too busy with other things to attend these programs.
I have not attended programs because I do not drive and have no way to get there. I wish programs were in a more on-campus/in-town location.
I am a new retiree and am not as familiar with these programs.
I have tried to attend more meetings with friends, however something always comes up forcing me to cancel.
Just retired, have not had an opportunity to attend programs yet, looking forward to attending
Those of us who live in other parts of Michigan would appreciate an earlier start time so that we could avoid rush hour going home.
Living in Genesee County, it would be too expensive and time consuming for me to attend one of the programs.
Perhaps somewhere near Domino Farms or Plymouth Road location. As a caregiver for my husband, I need less travel time to allow attendance at the wonderful UMRA meetings
Wish I lived closer so I could attend!
My problem is one of conflicts with medical appointments. I believe a survey of physician schedules might show some other day to be better m out of town, so I am unable to participate right now
Actually the programs are good and educational. The problem is most of the time I am out of town.
Live in southern Ohio. Only come to Ann Arbor during football season.
My problem is one of conflicts with medical appointments. I believe a survey of physician schedules might show some other day to be better.
Often time is wrong due to other commitments. Many programs are about medical topics about which I have little interest. Still doing lots of traveling while my wife and I still can. I anticipate attending occasionally more events further into my retirement.
My lack of attendance should not be interpreted as lack of interest. I am still doing research on campus 5 days a week and attending research seminars etc. Too busy.....
Many of the events are of interest - you are doing a great job - but I find that retirement keeps me busy, and I can't always attend a meeting in the early afternoon Could some of the events be breakfast or dinner?

Appendix B - COMMENTS ABOUT HEALTH DAY – 40 responses

Positive Responses
Keep having them
None. I only hope to participate next time and take advantage of this program
I hope the health days will continue. They are very interesting and helpful.
I always come away with at least one very helpful insight, and often more. Any topic or speaker addressing conditions we face when aging is useful, especially when one is offered basic information and directed to additional (and accessible) resources
Love the food.
They have been very interesting and well planned.
Always good variety every year and great topics. Just keep hitting those various diseases, elder issues we are all dealing with. Thank you.
Excited to participate in the program this year for the first time
I love the breadth of the programming on Health Day. It's more than just testing, it's informational!
The Health Day have all been spectacular
The program several years ago about knee replacement helped me through two of them. It's a great thing to me able to walk unassisted. The speaker told the truth about the procedure "warts and all."
They are very helpful -- generally speaking
Well done in my experience

Attendance Issues
A wonderful opportunity; however, I simply live too far away to take advantage of this offering
My out-of-state status makes it difficult to personally attend, unless it coincides to our trips to the area for appointments and family visits.
I've missed some because I was out of town.
Too expensive
Haven't been in town for the Health fair
When held at the Marriott in Ypsilanti I attended. When moved to the west side of A.A. I did not attend.
Unfortunately, out of state each year
I have a medical procedure scheduled on my first health day! :(
Newly retired so I haven't taken advantage of Health Day previously. I attend health-related seminars/programs at Turner Senior Center and Washtenaw Community College Fitness Center
I've only been a member for a year, so I am aware of Health Days but have not had an opportunity to attend. My answers above are not a reflection of the value of the event.
Wish I lived closer so I could attend!

Recommendations for Topics
Memory and cognitive enrichment
Financial matters relevant to retirement. Example: important strategies to preserve principal
Also opportunities to volunteer within the university setting.
Cannabis oil use, is it healthy? Why the Hash Bash?
Some hospitals have divided their emergency rooms into an urgent care room and a traditional emergency room. This means that you don't wait hours to be seen for an eye infection while people with heart attacks are being treated. When will our emergency room create an urgent care center?
Physical and occupational therapists have much to offer; dealing with potential for falls for example
We don't use modern MDs. I've suggested some other kinds of speakers (chiropractors, nutritionists, acupuncture, etc.) But was told these people would only be promoting themselves! So what! A Lot Better for older folks than More scripts/side effects!!

General Comments
I recommended a speaker before. He did present
Recently retired, plan to attend future meetings
Video tape

I don't feel the need to participate in this
Would like to hear if personal fitness programs like Pilates is available to retirees at a reduced cost.
Should include an opportunity to just attend the seminars. I find Weber's overpriced for a lunch
We should continue to bring experts on blood pressure, heart diabetes, arthritis and local events

Appendix C - COMMENTS ABOUT TRAVEL PROGRAM - 33 responses

General Comments
I get very bus sick and air sick. When I take the medicine I get groggy. Have tried many things... only thing that helps is the front seat. Unpopular.
Might be interested down the road.
Can't afford travel
Since I return to England each year to visit family and friends that is my main travel focus. I have never taken a tour from home to anywhere.
I was not aware of the trips prior to last year. I am now looking into possibly taking advantage to the trips.
Many look interesting but I've been unable to attend do to schedule conflicts.
There are two trips to Detroit currently scheduled. In each trip I have to go to Ann Arbor to get the bus. Those of us from the Dearborn campus find this odd. The bus goes east on I 94. If there are people from the Dearborn area it doesn't make sense to go to Ann Arbor to turn around to pass by Dearborn. Why not check for a convenient Dearborn stop for the bus if there are people who elect a Dearborn stop?
I have been unable to attend these as they seem to be priced quite high and at the moment I cannot afford them
TRAVEL PROGRAM -- Recommendations
Toledo Museum of Art -- Toledo, Ohio - 2 comments
Tulip Festival in Holland Mi. – 2 comments
Grand Rapids, Fred Meijer Gardens, cereal companies – 2 comments
Perhaps for trips to Festivals within Michigan i.e. Cherry Festival in Traverse City
Stratford, Ontario
There are a lot of places on campus or nearby that would make nice trips and seem to fit a niche. e.g. Michigan Stadium, M-City, tours of various buildings like the Hatcher library, Clements, Bentley, Ford
Not sure why you (and the Ark also for their staff outings) like Toledo as a baseball destination. I would be more interested in a Tigers trip
Agawam Canyon, Grand Hotel, Mackinac Island
Wineries in northern Michigan – 2 comments
Historic sites in Michigan and others
South Africa, Europe
Chicago, Columbus IN, Toronto, Cleveland, Detroit - 2 + comments
Up North
I would prefer Tigers game to the Mudhens. I have found cheaper travel excursions on my own, and do enjoy traveling a lot. I go out of the country 2-3 times per year.
Detroit "Toxic Tour" as presented by SPH Environmental Health & Policy faculty. A bus tour of Detroit and Toledo - what the U has going on there
Salt mines in Detroit
Educational sites - famous houses - Ford estate, Biological Station, the Ingles House (before it passes from UM hands), any historical site linked to the history of UM or Ann Arbor.
Planetarium, art institute, etc.
The US virgin islands, upper Michigan etc
auto factories
new UM buildings, etc
European river trips.
Scotland, Canada
Tours of Lansing, Detroit, Windsor
New York, Washington DC. Chicago
Toronto, Fox theaters
TRAVEL PROGRAM -- Positive Comments
Keep the travel program, it offers a good variety of trips appealing to all.
I think you are doing a great job here, I just haven't been able to participate

Appendix D – COMMENTS ABUT UNIVERSITY-FOCUSED ADVOCACY RECOMMENDATIONS – 109 RESPONSES

Recommended General External Issues for Advocacy

Containing health costs
Responsible political dissent
End-of-life care
The importance of democracy, voter education and community engagement.

Recommended Foci for Advocacy

Health care benefits/insurance, health care 20 responses
Long-term care
Continued health benefits
Health care benefits; other perks for retirees
Benefits. I was not happy when they changed the benefits and took the cut off, When I started working in 1985, I was informed that when I retire regardless of when, my benefits will be in full. Now I have to pay to Pay and if I do not retire the longer I stay the more I will have to pay for my benefits.
Obviously, continued excellence in healthcare options
Reduced prices for cultural and sports events??
#1 to me, would be health and prescription benefits
Continuing health insurance coverage
Protect benefits, health and retirement
Stability of retiree benefits since retirement planning is based on the reliability of university benefit programs
Improved access to UM library databases from home. Too often I get 'forbidden' as an answer. I would be interested in learning if I am doing something wrong to get that result.
Library and office spaces, especially when retirees continue to supervise dissertations. Full access to digital facilities
Health insurance cost, more access to educational events university-wide
Lower health care
Travel incentives-transportation and housing
Allow retirees to audit classes at free/reduced tuition on a space-available basis with faculty consent
Retiree benefits especially for health
Health insurance
Preserving benefits that are currently extended to retirees
To keep our benefits as we have them.
Discounted computer and computer repair programs
Retiree benefits... updates on health care and areas like Athletic benefits/ discounts/ events/parking/rec. Sports
Extended times for free parking on campus
Ability for staff retirees to buy through Computer Showcase like retired faculty and now alumni can do. Discrimination against retired staff should end. Lop
Medical benefits and life insurance
Health care and retirement benefits
Maintaining high quality insurance options for retirees
Health issues, e.g. openings of new clinics and collaborations with other providers could be advertised more in monthly meetings
Maintain current level of benefits and provide a voice for retirees
To prepare current UM employees for retirement
How retirees do and can continue to benefit the UM
Retiree health benefits, library privileges, parking. Mostly these are good, but they shouldn't be eroded.
What are criteria for paid Health Insurance?
Access to computer programs licensed by UM - even if it costs an individual a fee to have them
Maintaining retiree benefits and minimizing increases in out-of-pocket costs

Better processing of death benefits. took at least 6 weeks to get a new health card and 8 weeks for the drug card when spouse died. Met Life was awful and TIAA very difficult to deal with
Doing stuff online
Insurance benefits for employees and spouse
We should have free or reduced cost access to UM athletic facilities
Refraction cost for new glasses. free exercise classes for balance and strength training to reduce falls in the elderly
Health insurance issues (e.g., increasing cost).
Continued stable health benefits
Excellent health and dental benefits, visual care benefits. No reduction in benefits to retirees.
A lot more education before retirement as to how to handle your retirement funds. Frequent educational programs from FIDUCIARY advisors about choices for saving.
Keeping our prescription drug program
Any changes in insurance issues, more discount benefits to avail the use of the recreational facilities
Affordable Ollie and university extension courses; health/dental benefits; free access to university rec. centers and free parking for university lots during daytime hours
In terms of what issues/benefits should UMRA advocate: 1. Continued support for retiree health benefits at current (or better) levels. With the government taking on efforts to change healthcare, and possibly looking to overhaul/eliminate Medicare, this is my #1 focus. 2. I would like to see narrowing/eliminating the gap between subtle faculty and staff retiree benefits. For example, I don't understand why staff retirees cannot purchase equipment from the UM Showcase. 3. Related to #2, you mention having retirees be part of campus initiatives, like, Healthy U. Yes, that would Be wonderful and more like that please. 4. I would like to see the university extend certain benefits that would greatly assist faculty and staff who are on campus often: allowing retirees to retain access to the full campus encrypted wireless network (instead of being limited to guest wireless). This is especially important for retirees who use the campus library and study in campus facilities. There should be no cost to UM providing this service to retirees.
Retirement accounts
Access to UM events and programs
Contact health insurance benefits
Health benefits affordability is the most pressing issue
Discounts at university sponsored events and performances
Lower medical and dental co-pay
UM parking
Retiree attendance at athletic events
Continuation of health care benefits and access to financial assistance with TIAA-CREF
Continuation of health benefits after retirement
Continuation of umich email access
1. Continuation of post-retirement benefits such as UM contributions to health care coverage 2. Fostering more inclusion of retirees who so wish to receive invitations, emails and office space in Pre-retirement units in which they serve. There is tremendous variation among units currently.
Cost of prescription drugs
Health, access to facilities such as parking, recreational, etc. or anything else that is relevant to retiree lives
Maintain health benefits to retirees and spouses
I think that the Computer Showcase should be opened to retirees. This is an old argument with the administration.
Larger discounts on sports tickets, esp football and basketball
Benefits including health, parking, educational opportunities, volunteering, library opportunities
At the least keeping Premier Care.
Maintenance of health and prescription coverage
Incentive payment to retirees like employees to participate in health screening and activities
Protect retirees health benefits

If/when we return to work as a temp, 20 or more hours per week, that the university supplement our health care insurance to meet the new Affordable Care Act guidelines. Retirees would continue to pay their health insurance at the retirement rate dependent on the plan they have chosen.
Health and wellness activities, reduction of cost of health and prescription benefits, reduced fees for athletic events
Rising cost of health care-keep affordable. Would go to seminars on campus if I could park before 3:30 pm. Could some of the seminars be available on the web?

General Comments
None. I don't have any problems with the university. I've been treated very well by UM
Silver sneakers
Any issues which might adversely affect retiree health benefits. It is clear that current advocacy is pretty good!
Continued fulfillment by the university of promises made in the past.
Also communication with university administration
"Past successes range from simple (e.g., arranging for retirees to renew UM ID cards by mail) to crucial (e.g., making sure retirees' needs are considered in retirement and health benefit plan changes)"
Sounds right on!
I am assuming the advocacy program helps us with any aspect of our life. Assuming there are people like we had available to us via FASAP while working at the UM. If not, this would be my suggestion.
It depends what the issues are or have been; with potential changes in health care into the future, it would be nice to have speakers address those issues so we can suggest what issues UMRA could advocate for us.
Voice for retirees within Univ committees/programs affecting retirees; premium costs, retirement plans – options, reduced rates for Univ. programs and sporting events, computer - technology equipment, programs
Greater inclusion as part of the UM family (beyond the annual requests for \$)
I retired but stayed on as contingent and worked 30 hrs/wk, then was told that because I worked 30 hrs/wk I had to pay 400.00/mos for health care benefits instead of 200.00/mos. I went to the pre-retirement meeting and asked about health care benefits if I was going to stay Contingent and was told that didn't apply to me, so now I am paying more and working less.
I will call on having my card updated. It expired a couple years ago.
Cost
Ongoing monitoring and reporting on potential benefit cuts. Employees need to be mindful: if lucky, They too will be retirees one day. k
Assurance healthcare for those of us under 65 and retired with UM paid benefits do not lose coverage
Benefit erosion. I, however, am very glad that I worked for the UM
Please see above. Many of us retire and then move out-of-state because of either spousal issues or preference. Just because we've left Michigan doesn't mean we haven't earned our retirement benefits
Maintain current benefits with minimal cost increases
This is an area where a modern website could assist in collecting information about retirees evolving needs (what new issues should UMRA advocate for), communicating current efforts with updates, regular surveys as Needed, posting documents/results, etc. This would help with the questions of "yes, I know you advocate for retirees", but "I am not sure what is being done specifically."
How can retirees help? Are there committees we can sign up for?
Mentors to incoming students
I have been retired from the U for 16 months and Never received a retired UM card.
Transparency of university administration
Advocate on behalf of faculty and staff retirees
Hospital/clinic changes
Grandfather clauses
Please make it as easy as possible to renew the University Retiree ID
Keep us more involved; don't only ask for donations
It would be good if there was someone to whom one could tell one's story of being forced into retirement.

There didn't seem to be any recourse when I was working

There is a tendency to be very self-centered in this regard, which is to say, to advocate only in matters that affect us; I would like to see advocacy in matters of general public welfare -- not on what affect us specifically.

Appendix E – COMMENTS ABOUT EXTERNALLY - -FOCUSED ADVOCACY RECOMMENDATIONS – 77 RESPONSES

Health care - 6 responses
Research funding
Make this university number one in taking care of their retired staff and faculty regardless
Decent, affordable healthcare as well as environmental stewardship.
Kindness
Protection of Social Security benefits
Better health and prescription benefits for all retirees, including optical, hearing, dental. fighting to maintain social security
Senior member advocacy
Issues on climate change and protection of the environment for our children's future
Refugee rights
Social Security, Medicare, Obama care, Environmental issues
Again, maintaining affordable health care, long-term care and disability accessibility
Lower health care
Coordinate travel opportunities
Medicare for all - single payer insurance. This would help UM. Retirees who retire before eligibility for health insurance.
Preservation of Medicare benefits.
Preserving Medicare
End of life care
Keep us informed about the changing medical insurance scene
Taxes
Don't waste your time trying to make statements about world health/ birth control or affirmative action!
Can't think of anything at the moment except to keep UM retirement tax free
Possibly --1) quality of life (euthanasia); 2) water quality (Great Lakes 20% of the fresh water on Earth) 3) free or cheap deals for seniors.
Prioritize quality public education and make sure that carter schools provide students with a high quality education as well
Collaboration with AARP where applicable
Health care for seniors and dependent family members
Wellness and educational programs for seniors as well as senior housing and aging in place programs
Relief from state taxation of retirement benefits. Maintenance of social security and Medicare at existing levels.
Would have to learn about the history of these efforts and what the vision is for the future.
Health care - Taxes - Environment
Protection of health benefits and access to dental and eye care under Medicare
Social Security and Medicare sustainability.
If Affordable Care Acts to be replaced, no built-in harm to seniors (cost or coverage wise).
Social security and Medicare, affordable housing for seniors
Continued commitment and improvement of national health care for all.
Women's reproductive rights
Social Security and Medicare
Greater control over drug prices.
Increased support for exercise programs for the elderly
General concerns of retirees
Senior housing options.
Social justice
Better public transportation for whole region. Better bus stops, transfers, access to medical centers and grocery stores
Improve bike safety and pedestrian safety for all of Ann Arbor
More affordable housing; reduction in property taxes for seniors
Social Security stability

Maintain current Medicare benefits
Full access to the Ann Arbor Library system as a retiree
Mentoring inner city youth, Wayne and Washtenaw county
Health plans
Social Security
Accessibility
Elder rights
Health insurance
Protecting social security and Medicare and figuring out what to do about long term care that won't put the middle class in bankruptcy.
Health is the big one
Funding for education at all levels; research funding from all sources
Within the University seems like the appropriate scope for this group. Retirees probably don't think with one mind about broader issues and there are issue organizations that can better serve this need.
Medicare benefits
Quality, all-inclusive national health insurance.
Universal health coverage, quality public education
Health benefits
Social Security, Health benefits
As elders, seniors, retirees, we have experience and perspective. We, as a group, ought to have a voice in national issues. Not about arguing politics, could be a voice for how well our country and culture is doing and how to think about such things with experience.
Health care and TIAA/CREF
Affordable health care act
Keeping good health care and health insurance
Unsure - in our current political environment there are certainly advocacy needs for retirees and others but I am not sure how this would play out politically
High cost of education, lack of affordable housing in A2-taxes are terrible and all these new subs have 2 stories-can't climb stairs so there is little available in terms of ranch. City has no concern about elderly-Mayor should pay a visit to group

Appendix F – RECOMMENDATIONS FOR NEWSLETTER – 101 RESPONSES

University policies affecting retirees.
Any news is ok.
I like lectures on interesting topics. Like politics, useful health info, good exercise... I want to be able to do more "Ollie" type stuff.
Updates of latest news, programs and other interest that pertains to the university community.
Event announcements and social action/educational issues
Retiree resources
Meeting topics
Cultural and educational events
Articles about advocacy for retirees
Trips. Any changes in benefits being considered by the university.
Upcoming activities and advocacy issues
Info about UMRA programs/events
National/state happenings that impact retirees
Volunteer opportunities
Little need for change, newsletters presently informative.
Events in the university and in the city.
Personal stories/ features on members
If feasible, synopsis of state and federal health care issues which will/might impact us.
Health care changes in coverage and costs
News about the university at large
Upcoming speakers and details
Updates on UM benefits, info on current or upcoming issues of possible concern
Updates and opportunities
Activities related to older retirees
Current format with summary of recent programs and dates and topics for future programs
Events, changes in U-M policies that impact retirees, personnel changes at executive-level and regents
Information on meeting topics and other relevant university and city events. Ads are fine.
A continuation of what is currently done.
Anything that the Board thinks is important for us to know.
Events
Information about any ongoing "discussions" between UMRA and the UM about topics involving the well being of UM retirees. Notices about planned events.
Updates on UM benefits.
Meetings/lectures, trips
Q&A column where members send in questions
Same as you have it plus decisions made by UM that affect us.
Reports of UMRA efforts and esp. results (e.g., advocacy)
Notice of upcoming events (or links to the same)
Opportunities for involvement
Articles on issues relevant to retirees - health , finances, etc
Members' volunteer activities in the community or elsewhere could be entitled something like UMRA Members Volunteering or a more creative heading. It wouldn't need to be in every issue, but I think it would be interesting to see what members contribute to society
Meeting topics; advocacy activities; perhaps personal updates if people want to share them

Upcoming meetings
Obituaries
Advocacy efforts for retiree
Upcoming Activates and events
Program and trip info
Benefits, travel, events, speakers, other resources we might have available to us but didn't know
Recap of presentations at monthly meetings, travel reports, health reports. It is pretty good right now.
Upcoming meetings, activities, senior resources, networking opportunities, community volunteer activities or opportunities
Updates on previous presentations, such as the Stephen Henderson's Tuxedo project
Pictures and summaries of speakers presentations with links for further information
All activities, events and issues
Names of deceased members including staff members; at least once a year
Information on upcoming meetings
A brief summary of past programs in case I had to miss one.
Events, update on any negotiations with the U, news about members
What is new from the meetings? What is the UM doing that may affect retirees
Articles written & submitted by interested members on whatever topic they choose
UMRA activities & programs; Univ happenings affecting retirees- legal, social, education. Activities of similar retiree groups
Coverage of local and regional activities and services of interest to seniors, beyond UMRA and UM.
More background information on upcoming speakers at monthly meetings rather than reading it out as part of the program introduction. Surveys on issues of interest to members to see if there is support for something before devoting a good deal of time developing it.
Upcoming events and how to register.
Regent Voting: Because I vote absentee bio on people running for Regent comes out too late. Many times I leave that blank.
Personal stories about retirees, advocacy issues, remember not everybody has a computer, many seniors have vision problems
UM updates; faculty /staff news, retirements, deaths
Educational offerings. Volunteer opportunities Advocacy opportunities
Studies going on involving the elderly
Health related info as it affects our quality of life more than any other factor.
Planned activities announced well in advance.
Upcoming programs
Particularly health benefits and cuts. It is really hard to pick out changes
Meeting info/trip schedules and cost/benefits changes pertinent to retirees
Campus events
Research programs
Volunteer possibilities
Upcoming discussions regarding any and all retiree benefits
People (UM related) in the news, making news, (staff, students, faculty)
Networks of all kind for seniors throughout the community, local mainly
New buildings on campus
Renovations info to Bldgs.

Sources for help for seniors within the university
Benefits benefits benefits.
Updated events, changes in policy.
Also, possible volunteer opportunities
Calendar of UMRA events; any other events that might be of interest to retirees; spotlight on what keeps people motivated, learning and inspired. Maybe a human interest story
UMRA activities such as the monthly meetings, information about advocacy efforts and especially any changes in UM benefits for retirees.
More community and university involvement and background information about members
A modern website would eliminate the need for a regular (quarterly) newsletter for my needs. A website would be updated regularly, making this information much more relevant than a paper newsletter. It would save money and people time. Keep email updates
I would be interested in seeing info on legislation in the works, pending or coming up & those that have been acted upon
I am sure people in the UM Washington office send periodic updates of this nature to the university administration. Is it possible to ask them to share it with us as well? This would not mean extra work for them, beyond sending it to our group via email attachment or to our secretary who can pass it to us.
Programs that would benefit me. Affordable entertainment at the U. updates in university staff and faculty. Changes in university policies.
Meeting schedule and program information
Advocacy news
UMRA's advocacy efforts; achievements of UMRA members
Stories about things retirees are involved in
Available educational programs
Article about possible educational opportunities- i.e. Can we audit a class
Events, ongoing discussions with the U's various executives and units.
Information relevant to retirement including alerts on issues we may not know about
Upcoming events and meetings
Issues being addressed, talks to attend, activities to attend
Meeting programs, future and reviews of past meetings. Benefit info. Announcement of meetings of interest.
Meeting schedules, election times and candidates, excursions
Board member contact information
Upcoming meeting info, travel info etc
stories about individual retirees activities
Updates of activities of the Board and how it advocates for retirees. Why it's important for retirees to belong to the Association
More information about interesting things happening on campus and in Ann Arbor for retirees to attend
Events of interest
Upcoming events. resources for seniors
Programs
Upcoming programs. Also any information regarding changes to retiree benefits
Issues of importance to a retiree
Services available to a retiree

It is a good thing that we have a representative to the senate assembly. However, it serves no purpose if the person does not give us a report of what is going on, and ask us in advance on pending actions by that body. On the way this matter stands right now, I see not much point unless we actively use it for two-way communication. As an example, at the last meeting our rep gave us the important report that Jim and Anne Duderstadt were guest speakers and they spoke about their work on the history of the university. Da!!! What kind of info is this to share? And there was no recognition that in the past year or two they were speakers at one of our program meetings already. This type of reporting is meaningless.

What issues they may be advocating for; travel opportunities; any changes to benefits that may be looming

Appendix G – COMMUNICATION RECOMMENDATIONS– 53 RESPONSES

Positive Comments
It's ok as it is.
You are doing fine
I enjoy the University Record, like getting it delivered.
Email is good for me
Satisfies with current methods
It is fine. I need to explore it more to have a well reasoned judgment
You have the bases covered, it seems to me
That's about it.
The current communications seem to do quite well
Doing a good job now.
I think the organization does a good job of communicating with us once we start participating in the program. But it should be more visible just BEFORE we retire, reach out to transitioning retirees.
I think they do a great job
Yr doing a great job!
Currently, I'm satisfied.
Current means seems fine

Recommendations
The mailed record comes too late so I have to look up events online
Regarding #34, I don't get University Record
Text messaging
I don't receive the University Record
Electronic and social media are most effective
Do not need University Record mailed to me as I get by email. There should be a way to opt out
I receive the Record electronically, which I prefer over paper mail
Email, Facebook
A coordinated effort so that various messages complement each other
RE University Record, I typically receive it late, after the events in the calendar have occurred. It would be more useful if it arrived earlier.
Pass on info from sponsors better. We've had them at the last few meetings but they weren't introduced 'till after social hour was over therefore missing time when they could have been approached etc. Give them more coverage or they won't be back next year!
The Record doesn't arrive until late in the week and by that time many of the functions on the schedule are over. It would be great to receive it the Friday before.
No place for comments in #34. The University Record has never been sent to me
Videos on website on issues or initiatives
Receiving the Record is very useful, but it does not arrive in time, and I missed some of the events I wanted to participate in. I live in Ann Arbor, so why does it take so long for the Record to arrive at my address Facebook?
The University Record often arrives too late to take advantage of calendar listings
I read the Record online but cannot get them to quit mailing it to me. I really prefer electronic communications so that I'm not doing a lot of recycling of materials. Thank you UMRA for going electronic!
When my spouse died, the Record stopped. I would like to continue to receive it
The Record gets to me on Friday and I miss the lectures or other opportunities
Post a list of possible activities and let us vote
Email is best
Email is perfect.
I prefer electronic version
Regarding the Record, it is also accessible via daily emails.

The UMRA website needs a complete overhaul to include modern features, like, calendar of events, media (on-demand events), contacts, networking, etc. Very important!
Could some of this be combined/coordinated with staff involvement from the UM Office of Communications?
Consider a Twitter feed
Consider a Facebook page so that retirees could socially interact and share information among themselves
It is a good thing that we have a representative to the senate assembly. however, it serves no purpose if the person does not give us a report of what is going on, and ask us in advance on pending actions by that body. on the way this matter stands right now, I see not much point unless we actively use it for two-way communication. As an example, at the last meeting our rep gave us the important report that Jim and Anne Duderstadt were guest speakers and they spoke about their work on the history of the university. Da!!! what kind of info is this to share? and there was no recognition that in the past year or two they were speakers at one of our program meetings already. this type of reporting is meaningless.
When you send us info, or questionnaires, please leave room where we can ask our own personal questions when a Yes or a No is not the exact answer We learned this while working at UM!
Have never received the University Record since I retired 2 years ago
Regarding Q 34, Record is potentially valuable for calendar of events, but always arrives too late to be useful in this regard. Otherwise, receiving Record would be "Very useful."
A letter in the mail if it's something important
I read University Record online
Like the Record. Good info and good source of seminars

Appendix H – INITIATIVE RECOMMENDATIONS – 65 RESPONSES

Nature hikes partnered with Sierra Club?
Blocks of theater, concert tickets at UM?
I didn't respond to all, I just retired end of last year so not fully aware of all the things UMRA has to offer yet!
As a retired pharmacist I find very few if any from the pharmacy attending, the exception is D and M K. It is hard to participate when you don't know anyone at a meeting. Maybe my age is the problem
I would like to see far more initiatives to integrate the retired into the intellectual base of the research university. This would, at least, include carrels in the Hatcher Library, currently being eliminated. Not all of us just want a cruise
Auditing classes in the arts and sciences
A question for UMRA - are we inclusive of bargained-for retirees? Thank you!
Sorry to offer so many negative responses. I am very involved in other organizations, and focus largely on their activities, including much volunteer work. My financial support goes to my undergraduate school
Travel films with narratives by former attendees
I would be interested in tours of Dearborn and Flint campuses if transportation from Ann Arbor was provided
Part-time employment opportunities at UM for retirees; connections to Alumni Association activities - or collaborating with Alumni Association to include retirees; sports leagues, esp pickleball and fitness classes oriented to retirees.
More socialization opportunities
[Research supports the benefits]
Informative talks: historical, cultural, health
Happy hour, meet and greet opportunities, community volunteer projects, art/movie exhibits
Group ticket deals with Musical Society, and/or athletic events
Provide activities for young people on campus not just athletic offerings (i.e. football, basketball camps).
Can't think of any. Notes to above: I have a financial adviser. Would your suggestion be different? I already volunteer at several places--no more time available. I already set a scholarship.
I like the job you are doing. Thank you. I am still consulting and plan to take more advantage of your offerings as I move closer to "fully retired". Again thanks
Wow, those are excellent ideas above! Since I am sports minded, how about attending some of the UM games (obviously could not do football understandably) like women's basketball, hockey, etc. Otherwise, looking forward to those great ideas above.
I'm a quilter - any others who might want to share ideas or teach techniques. I also scrapbook - get together with others who like to scrapbook. Wine tasting geeks who want to share and learn from each other. Walking groups - maybe help us find others in our neighborhood who might want to walk together. I'm sure once I am more settled in as a retiree, I'd think of other wild ideas!!
Information on possible job opportunities for those of us feeling the financial need to return to part-time work.
Library resources for seniors-electronic books et al
A huge thank you for all that you have been doing; we appreciate your dedication to retirees. I saw in the most recent newsletter that a dear former colleague had died, and wouldn't have known otherwise
Maybe have a show (1/year) of retirees personal accomplishments (photography, painting, homemaking, travels); a festive holiday dinner around Christmas time.
Rather than a book club, have a club that is on stories in substantive publications such as The Atlantic, The New Yorker, The New Times Magazine and others.
I like hearing about other peer institutions new initiatives to support their retirees - if they have any. I'd also like to hear about how we can stay more connected to the existing work force at UM - like Voices of the Staff.
Programs for those interested in aging in place alternatives to brick and mortar assisted living settings
Have a "state of the university" talk every year from a high-level administrative officer
Continue meetings and activities in summer, especially since snowbirds miss the winter ones
Start a visitation program for members to visit members who are ill or made need help
39. I really enjoy the Health Day. Not sure I would want to alternate with Financial. Each Health Day I attended since being retired have all been Spectacular.
Dino Valle talk on opera.
More discussion or a presentation on the UM helping-hand partners (group website) which allows UM employees and retirees to offer or request services (to and from each other), such as house or yard work, pet or child care.

Hiking club, travel club, gadabouts group that enjoys attends shows/performances on campus or lectures on campus.
Gordon L. Flynn
A scholarship program would be good
Compile a list of guest lecturers and the topics on which they could speak
Provide options for each of the 3 campuses (e.g., scholarship programs).
More travel (not gambling) overnight trips, or a few days; more engagement using the expertise of the retirees for mentoring
More engagement with faculty on current research.
How about more engagement with administrative/academic areas. For example, invite the Executive Director of Information Technology to talk about latest trends on campus; the Director of online learning to talk about trends with MOOCs and other forms of active online learning; current medical research/grants; Director of Admissions; etc.
An annual picnic (social) might be nice.
How about hosting retiree events at local venues: Evening at the Michigan Theatre, the Ark, etc.
Photo walk or other walk, maybe with lunch
Home-away-from-home for international students
Mentoring first-of-family college students and any others who request it
Writing "club
For me, too many other commitments with boards, associations, etc. to be actively involved. As these commitments wane, UMRA activities potentially hold greater interest
Bring in more of the top administrators and Deans so we can hear from them as to what's going on and what's happening for the future in their areas. Also, any growth plans would be good to hear about
Volunteer services..... supporting scholarship..... it all depends how..... so my answer would have been MAYBE
I only retired in December so some of my answers may be because this is the first communication I have received. I was not aware of the UMRA. Thanks for sending.
Opportunity to have individual evaluation of retirees resulting in a personal fitness program