

# University of Michigan Retirees Association

## Annual Report for September 2021 through August 31 2022

### 1. President's Report - Al Hermsen, President

We continued to be challenged by spikes in the COVID-19 pandemic this past year. The UMRA Board evaluated the status of this pandemic as we prepared for the start of our program year in September 2021. At that time the pandemic had calmed and most of our members had been vaccinated, so we felt safe in resuming our in-person membership meetings. We tried to closely follow the same plan the University is following requiring members to wear masks and be vaccinated. We also hired servers for our breaks to avoid multiple people handling the snacks. After a year of meeting virtually, we held our September meeting in-person at Weber's. Attendance was down some, but those who attended said they were excited to get out of the house and meet with their colleagues in person. But, we learned a lot from our year of holding virtual meetings and continued to live stream all of the speakers at Weber's for those who were not comfortable meeting in person, live too far away to attend, or have other reasons for not joining the in-person meetings.

We purchased a new camera to enhance the quality of the live streaming sessions. If you add the in-person members and the live-stream members together we matched or exceeded our attendance prior to COVID-19. Meetings are also recorded so those that wish to view the programs at another time can also watch them. The board continued to monitor the COVID-19 updates throughout the year and felt safe meeting in-person throughout the year, especially with the booster shots being available. I wish we could say this is all behind us now, but it certainly isn't, so we will continue our monitoring in the 2022-23 program year.

We had some great speakers this past year thanks to the outstanding work of our Program Committee, chaired by Vi Barkauskas and our Learn & Grow Committee chaired by Katherine Kurtz. Learn & Grow topics ranged from cyber security to Tik Tok to travel trailers and more. Our 2pm Seminar Programs ranged from diversity to construction on campus to spacecrafts to former U-M former President Schlissel.

One of our goals is to increase our membership numbers. We were pleased when we did our assessment in May that our paid membership grew by 10.5%. Our total membership stood at 1899 when we did the count in May. That created a lot of work for our Member Outreach Committee which has a goal to call all new members to welcome them, provide them with information about UMRA and answer their questions. This committee is chaired by Pat Butler. The committee also welcomed new members with a new initiative last year, a membership picnic at Island Park. It was such a success they held a second annual picnic this year with over 70 attendees.

Another very active committee this past year was our Membee Committee, chaired by Jim Bell. Membee is the software we purchased four years ago to manage our membership database. Managing this software is a big task, but has produced some good results. Ed Adams, Rodger Wolf and others on the committee worked diligently this past year to improve the credit card payment process with some good results. They also worked with the U-M Human Resources (HR) department to finalize the Service Level Agreement which summarizes the assistance staff in HR provide to UMRA. The committee also serves as our technology committee with Ed continuing to enhance our website and Roger managing the technical support for our membership meetings.

The Communications Committee, chaired by Jim Bell also had some new initiatives this year. The UMRA News subcommittee chaired by Sharon Grayden continues to get rave reviews from our members who really like the format, articles and pictures in the “News”. The Communications Committee was a big part of achieving our membership growth. They send out invitations to join UMRA to all retirees on an annual basis. This summer we tried a new approach and sent post cards to all retirees who retired in the last five years, looking for a new way to get their attention. We also place three ¼ page ads in the *University Record* during our program year, and a full-page ad in two additions of the *Record* in August 2022. UMRA also relates to members through social media and links on Facebook, Twitter and Instagram, thanks to Ed Adams for setting up and monitoring them.

Health Day was back to normal in April with an in-person full day session of speakers on various means to keep us healthy. This was after virtual Health Days in 2021. The Health Day Committee was chaired by Sue Bade and Pat Butler. The session was held at Weber’s with the same restrictions we used for our monthly meetings, wearing masks and vaccinated. We live streamed and recorded the speakers too.

The Travel Committee was also back at full strength this past year with a least one travel event each month. We toured churches, went to a play at Meadowbrook, toured the battlefield at River Raisin National battlefield, did a boat trip to Put-in-Bay and attended a Toledo Mudhens game among many other trips. All of the trips were at full or near capacity for the bus we use for the trips. We were also able to set up a trip to Camp Michigania this year after a 2-year absence due to COVID19.

In May of 2021 we initiated a new program for UMRA which has had a great response. We established a “Shared Interest Group” or SIG program to allow members with like type interest to gather in small groups to share those interests. We started with an UMRA Reads group that now has around 100 members and meets each month via Zoom to discuss a book they all read. We now have an UMRA Walks group that walks for about 2 hours each month on relatively flat, paved trails around Ann Arbor, with many sharing a lunch together after the walk. Our next SIG was a Community Projects Group which helps community service projects around the Ann Arbor area. They held their first project in May by helping out at the Maize and Blue Cupboard, plus they helped set up the Art Fair in July. And, finally we establish a Golf SIG with their first golf outing in August. We are working on setting up a Grief Support SIG this fall.

The big project for the UMRA Board this past year was two surveys:

1. We did a survey of UMRA Board members in 2021 to look for ways to improve the efficiency and effectiveness of the Board. While we feel the Board is currently working very well, members spend a lot of time on operational issues when they should be focused on matters of policy, and planning, developing and dealing with finances related to advancing the UMRA mission. From this survey the Board has developed and five goals to improve our efficiency and effectiveness. Ad hoc committees have been working on ways to achieve these goals. One of the goals was to get input from the membership on the future direction for UMRA. This led to our second big project for the year.
2. During the fall of 2021 we worked on a survey to solicit responses from the UMRA members on a wide variety of issues relating to their likes and dislikes about the UMRA programs and ideas for the future. The overriding goal was to assess the expectations of members toward UMRA and their motivations to participate, to both increase membership and the level of engagement. The survey was emailed out on November 17, 2021, with three follow up reminder messages. This resulted in 698 members responding out of the 1505 emails we sent out or a 46% response rate, which we thought was rather good. The Board reviewed the survey

responses at our March 1, 2022 retreat. From this review the Board developed an action plan for 2022-23 with five goals: A) Attract new members and further engage eligible and potential retirees in UMRA activities; B) Increase awareness and assist in the process of educating potential retirees about the various aspects of retirement; C) Introduce and develop the concept of “neighborhoods” to create a sense of community and meaningful engagement, D) Increase the Board’s understanding of the UMRA membership; and E) Increase UMRA’s engagement with University leadership and the University community to increase UMRA’s visibility and credibility as an important and valued partner. A final report, with an executive summary, was emailed to members on August 17. The report was reviewed at our September L&G session and advice was solicited from the membership on how best to achieve the stated goals for 2022-23.

We continue to get good support from a variety of sponsors. They provide us with financial support to accomplish our mission, but also provide us with excellent service to address our membership needs. Rodger Wolf does a great job in connecting us with our sponsors.

The UMRA Board continues to advocate with University officials for retiree benefits. We were pleased that our recent efforts led to retirees now having access to the Tech Shop, Tech repairs, computer advising and access to campus Wi-Fi and computer sites. This is a huge benefit for us. We also advocated for retirees with the search firm for the new U-M President and we welcomed the new President with an email in August and an invitation for him to attend one of our meetings in the next year.

UMRA is a member of both the Big Ten Retiree Organization and the National Retiree Association, AROHE. Al Hermsen attended both their virtual conferences this past year and the in-person Big Ten meeting in August 2022.

An audit of UMRA financial operations was conducted in November 2021. There were no issues reported.

And finally, I want to remind members that the board is in frequent contact with Brian Vasher and others in U-M Human Resources, and other offices/committees throughout the university to advocate for retirees. We have representative members on the Advisory Committee to Recreational Sports (Charles Koopman); the Committee on the Economic Status and Welfare of the Faculty (Vi Barkauskas); the MHealthy Committee (Jim Bell); and the Senate Assembly (Shaké Ketefian and John Mansfield).

This has been good year for UMRA and I look forward to an even better year in 2022-23.

**2. Audit Committee - Sharon Grayden, Chair; Members: Jim Bell, Mike Kalasinski, Don Thiel, Rodger Wolf, Treasurer (ex officio)**

The Audit Committee convened at 3:30 PM on November 1, 2021, via Zoom. This report covers the fiscal year September 2020-August 2021. The committee examined and verified state and federal reports, invoices, payments, bank statements, and monthly budget reports submitted by the treasurer. The treasurer also confirmed procedural systems and internal controls are in place to ensure proper management and accounting of all UMRA funds. Challenges presented by the closing of Wolverine Tower due to COVID-19 were reviewed.

The committee confirmed the three government documents the treasurer must file for UMRA each year were properly filed in 2021. These documents include IRS tax form 990-N, State of Michigan Nonprofit Corporation Annual Report, and the Charitable Solicitation Registration.

Internal controls related to the collection of dues (cash, checks and credit cards), contributions/donations and sponsorship fees were reviewed. It was noted that mail pickup has improved with more frequent pickups being allowed since mail is exchanged at the front door and no one actually enters Wolverine Tower.

Following a 2020 recommendation, mail processing involves the treasurer and one other board member opening mail together. The number of checks to be deposited and the amount to be deposited for each batch of checks processed is noted. As expected, exceptions often occur when depositing any batch of checks. When the checks are ready to be deposited, the treasurer documents both the deposit amount and any exceptions on a separate form created specifically for this purpose.

UMRA has completed the transition of its primary bank account from Chemical Bank (now Huntington) to the University of Michigan Credit Union (UMCU). The Huntington account has been closed and all funds have been transferred to UMCU. As of August 10, 2021 the UMCU account is UMRA's only bank account.

Bank transactions were carefully reviewed. A reconciliation with UMRA's Quicken bookkeeping system showed that deposits made, and checks written, reconciled with the UMCU bank statements.

The committee asked the treasurer to explore adding a second authorized user so two people have online access to the UMCU bank accounts—checking and savings. Currently, only the treasurer has online access to bank account transactions. Periodic checks of the account activity by two users offer an additional measure of oversight to the UMRA funds. NOTE: This recommendation has been implemented. Rodger contacted a UMCU representative immediately following the meeting and arranged to have Jim Bell become the second authorized user on the account.

The U-M "Soop" account was reviewed. The annual support of \$3,500 from the Office of the President deposited in this account was confirmed. The committee verified that credit card payments, transfers from the checking account and journal entries for payments to vendors were accurately reconciled to the financial statements. NOTE: This account was established by a gift from Everitt Soop who it is believed worked in Student Affairs. The amount of the gift was ~ \$20,000 given to the U-M. Annuitants Association (U-M Retirees Association) sometime in the 70's. Having this account has served UMRA well over the years and is used to pay the postage for UMRA mailings and the printing of UMRA News to non-email members. It also facilitates depositing credit card payments and allows a vendor with a short code to be paid from this account, such as Weber's for our monthly meetings.

It was confirmed that the \$3,940 2020 Health Day contribution from MHealthy in 2020 was carried over to 2021 and used for expenses related to the 2021 Health Month programs.

The committee reviewed UMRA debit card payments to Membee, the UMRA membership database system, through the UMCU checking account. The expense reconciled.

Reimbursements to Board and committee members for various purchases was discussed. The committee confirmed that reimbursements to members were made appropriately when accompanied by an official receipt.

Costs related to website development were verified.

The Audit Committee found the UMRA financial statements and monthly reports to be in order and that policies and procedures were being properly followed. The financial integrity of the organization was found to be sound. The committee had one procedural recommendation designed to reduce any risk to the treasurer and/or UMRA as an organization. There is now a second person with access to the online UMCU accounts authorized to monitor account transactions.

**3. Communications Committee** - Jim Bell, Chair; Members: Ed Adams, Pat Butler, Sharon Grayden, Al Hermsen, Jim Randolph  
UMRA News: Sharon Grayden, Editor

Twelve issues of *UMRA News* were published during the 2020-2021 program year. Newsletters average 17 pages per issue. A new distribution scheme was implemented in July 2021. The email sent to the membership includes a table of contents with a link to the newsletter posted on the website. Views on the website range from 275 to 687 with a 10-month average view count of 415 views/month. A PDF of *UMRA News* is also attached to the email along with flyers for upcoming events for those who prefer to read or print the newsletter and flyers from a file. Approximately 50 newsletters are printed and mailed to those without email addresses.

Website:

Many additional pages and items were added during the year including: MHealthy information with the annual report, a photo gallery with pictures from our meetings, trips and events, and other pages. The section that houses the recordings of meeting presentations was redesigned to make it easier for members to find and view these recordings.

Two improvements for the were the introduction of PayPal for members to pay their dues with a credit card. This replaced the U-M Shared Services Center which was awkward to navigate for members. UMRA partnered with PayPal to use their credit card processing services. Members do not need a PayPal account to pay with their credit cards. The other was the addition of the ITS retiree benefits for access to the Tech Shop and Tech Repair with information and links available on the UMRA website Members Only pages.

Communications sent to the members:

One of the items we discovered and corrected was that during the pandemic we had stopped sending out the *UMRA News* to the members without email addresses; this was corrected. We also changed to a double reminder of the monthly membership meetings.

Other Items:

- Developed a series of *University Record* ads to let people know more about UMRA.
- Created a membership emergency contact card with the inclusion on the website, in the *UMRA News*, and printed hard copy cards to distribute at meetings and trips.
- Determined the all-retiree mailing this year will be done via a postcard and ad in the *University Record*.
- Reviewed the brochures and updated content that needed editing and added content that was new such as the “shared interest groups” (SIGs).
- Worked on a new welcome sign for our membership meetings to include our Diversity statement.

- Developed a two-year budget request.

**4. Finance and Sponsorship Committee – Rodger Wolf, Chair and Treasurer; Members: Jim Bell, Tom Butts, Al Hermsen, Mike Kalasinski, James Randolph**

The Treasurer performed all of the normal duties such as coordinating the deposit of dues, contributions, and sponsorships, payment of expenses, and creating monthly financial reports. He also submitted the required annual Federal and State reporting forms and the annual Michigan Attorney General Office's Charitable Solicitation Registration. The Treasurer also worked with the Audit Committee which reviewed the records and procedures for the preceding fiscal year. The committee developed an official budget which is posted in the Members Only section.

During the 2021–2022-year UMRA had 17 sponsors. At the end of the year, we starting contacting existing sponsors to renew. We retained 14 of the existing sponsors and added one new sponsor for our 2022-2023 year. The sponsors for 2021-2022 were the Alzheimer's Association Michigan Chapter, the Area Agency on Aging 1-B, the Bank of Ann Arbor, Brookhaven Manor, Collier Financial, Comfort Keepers of Ann Arbor, EHM Senior Solutions, Fidelity Investments, Legacy Law Center, Parros Financial Group LLC, PROVIZR, Real Estate One Personal Perks, Retirement Income Solutions, Silver Maples Retirement Neighborhood, StoryPoint, TIAA, and the University of Michigan Credit Union. The committee decided to invest some of our cash balances into United State Treasury Securities. The committee met to develop the official budget for the 2022-2023 fiscal year. Financial data for the past three years are provided as an addendum to this report.

**5. Governance Committee – Jim Randolph, Chair; Members: Jim Bell, Al Hermsen**

In February 2022 the UMRA Board conducted a survey of Board members to further improve Board operations. One recommendation, that was approved by the Board, was to establish a Board Governance Committee which would replace the Nominations Committee, as well as be generally responsible for overseeing and reviewing the governance structures and policies of the Board and making recommendations to the Board as appropriate. This includes ensuring that the size, leadership, and composition of the board are appropriate. Though wide ranging in name, the committee is largely advisory, operating in close conjunction with the UMRA Board. Specific responsibilities include:

- Develop recruitment plans for board members, mindful of desired new skills/backgrounds and diverse perspectives.
- Identify and recruit new board members and officers.
- Develop onboarding strategies for new board members — create orientation materials and mentoring plans.
- Develop and lead continuing education and training for board members.
- Ensure timely and compliant election processes for board members and board officers.
- Periodically conduct a board self-assessment, reporting its findings and any recommendations on how to improve and make more efficient and effective the Board's performance.
- Manage the bylaws - periodically review and propose updates to ensure consistency with applicable laws and statutes and actual or desired organizational practices.
- Manage the Operations Manual - periodically review and propose updates to ensure accurate representation of actual organizational practices.
- Maintain rosters of board member information; key contacts information; and committee members.
- Develop and manage a records retention policy.
- Address other matters as the board may determine from time to time.

Composition and Size: Chaired by the immediate Past President and include the active Secretary and at least one other board member. The committee held their first meeting in August 2022 and will meet as needed to management the above duties.

**6. Health Day Committee** – Pat Butler, Chair; Members: Sue Bade, Karolyn Brewer, Al Hermsen, Margie Hough, Mark Kempton, Jan Lach.

Health Day 2022 was held April 26, 2022. There were five speakers with the Keynote by Dr. Victor Strecher. Dr. Strecher has presented for UMRA in 2012, 2013 and assisted with the 2013 Big 10 Conference at U-M in August 2013.

The following speakers presented throughout the day:

- Keynote: Finding Purpose in A Pandemic, Victor Strecher, PhD, MPH, Professor, School of Public Health\
- Updates and Recommendations on How to Maintain Optimal Oral Health Across the Lifespan, Dominica Sweier, DDS, PhD, Clinical Professor of Dentistry, School of Dentistry
- Nutrition for Healthy Aging, Erica Owens, RD, Program Manager, U-M Health and Well-Being Services, MHealthy
- Practical Ways to Use Music to Improve Health, Ryan Woolwine, MT-BC, Activity Therapy, Music Therapy and Pet Therapy.
- “Re-Homing” Ourselves or a Loved One into an Adult Care Site, Beth Spencer, LMSW, Clinical Social Worker, Retired

There were 71 members registered for the Health Day and varying numbers on the virtual feed. The lunch and breaks with mixed reviews of the food at Weber’s. There were some complaints regarding the quality and presentation of the vegetarian and fish selections that will be addressed during planning for the next Health Day.

The program was well received by retirees. Evaluations were completed by two-thirds of attendees with several suggestions for the 2023 program. The Health Day Committee was unable to obtain further financial assistance from MHealthy so the remaining funds from 2019 and UMRA funds were used to finance the Day as well as fees from attending retirees.

**7. Learn & Grow and Special Events Committee** – Katherine Kurtz, Chair; Members: Pat Butler, Tom Butts, Judith Dean, Rodger Wolf

The purpose of the committee is to provide a planning body to coordinate and sustain the Learn and Grow Program throughout the year. In addition, the committee recommends special programs and events that may be of interest to UMRA membership. A summary of the 2021/22 Learn and Grow Programs, as well as plans for the coming year follow. The 2021/22 program year launched with the decision to have in-person programs in the Weber’s Ballroom, with Zoom options for members who preferred to not to attend in person. The board followed the U-M masking and vaccination guidelines and required members to use masks. The Weber’s staff also made accommodations with fewer tables, more space, and servers for the buffet.

The decision to meet in person, and zoom and record, provided a technology challenge for the Board. After practice sessions and resolving the technical problems, the Learn and Grow Programs proceeded with fewer and fewer problems. The pandemic impacted the numbers attending in-person programs. The pandemic also required the committee to make scheduling changes when a speaker tested positive for COVID. The committee wanted to offer more “entertaining” programs, in addition to programs focused on health, and community and University retiree services.

Program summaries follow:

September 9: *Fall Bird Migrations* - presented by Deaver Armstrong, recently retired City of Ann Arbor Ornithologist (Weber's attendance - 52, not live-streamed/technology problem)

October 14: University of Michigan Recreational Sports: Membership Opportunities, Facilities and Rentals - presented by Mike Widen, Director of Recreational Sports (Weber's attendance - 60, Zoom - 52)

November 11: *The Joy of Carving* - presented by Floyd Rhadigan, Caricature Carvers of America (Weber's attendance - 50, Zoom 37)

December 9: *Compose, Create, Share; Photo Tips for Everyone* - presented by Ben Colman, Professor of Photography, Washtenaw Community College (Weber's attendance - 76, Zoom 97)

January 13: *Tax Day is Coming; IRS/Tax Implications for 2021/22* presented by Jim Bell, former UMRA President. *And, How to Protect Yourself On-line* - presented by Mark Munzenberger, Finance Education Manager at the University of Michigan Credit Union (Weber's attendance - 63, Zoom 97)

February 10: *What's Hot in Social Media: A Primer for Retirees* - presented by Molly Kraine an undergraduate in the School of Information (Weber's attendance - 63, Zoom - 77)

March 10: *Hitting the Road; A Panel Presentation on Traveling in Campers, Vans and RVs* Presented by UMRA members Susan and Patrick Shields, Norm Fischer, and Pat and Don Butler (Weber's attendance - 57, Zoom - 62)

April 14: *Turner Geriatric Center; Services and Opportunities for UMRA Members* - presented by Jennifer Howard, Director of the Turner Geriatric Center (Weber's attendance - 53, Zoom - 49)

May 12: *Beyond Burgers and Brats* - presented by Steve Mangan, Chef and Senior Director of Michigan Dining (Weber's attendance - 71, Zoom - 36)

The 2021/22 Learn and Grow programs continued to grow in popularity both in person and on zoom.

The committee's decision to include more entertaining topics like "Hitting the Road and Burgers and Brats" proved to be a good strategy. Going forward, the committee will continue to add more "entertaining/fun" topics. As the program becomes better known in the community, the committee is receiving suggestions from organizations that would like to present, and UMRA members are also suggesting topics and speakers. UMRA members have also requested using a Learn and Grow time slot for a social event that provides an opportunity for members to get to know each other. The Learn and Grow Program is gaining in popularity. The coming year is an opportunity to focus on promoting the program on the UMRA website and newsletter, and work more closely with the Communications Committee and the Streaming Committee. The challenge will be diversifying the topics and speakers, and continuing to offer service-based information that benefits UMRA membership. In addition, the committee will be recruiting another two or three non-board members to join the committee. Recruiting additional committee members will also provide more program ideas, and people to offer special event programs beyond the monthly Learn and Grow.

#### **8. Membership Outreach Committee** – Pat Butler, Chair; Members: Wayne Adams, Judy Dean, Al Hermsen, Debbie Kwicinski, Susan Shields, Jeanne VanOchten

The purpose of the committee remains the same:

- welcome new members to UMRA.
- inform them about all the activities UMRA has available.
- encourage them to join us in our many activities.

However, we now have an additional second purpose: contact members who have not renewed their membership for the year and contact members who have been removed from the



computer because their membership has been expired for more than a year. The committee is still trying to make six (6) calls to new members per month. The committee has placed articles in the *UMRA News* periodically that calls are being made to new and lapsed members. The committee has maintained records of the calls and responses to them.

Membership on the committee has continued to be an issue. Judy Dean needed to resign and two UMRA members who joined to make calls decided they preferred to not continue. Four months ago, Debbie Kwicinski, Jeanne VanOchten and Wayne Adams joined the group just this past month, board member Susan Shields also joined. They are enthusiastic and have made many calls. They were also very helpful for the August 17 picnic. We have moved from the UMRA Google Docs to another Google Docs for recording calls. More than 300 calls were made this last year despite all the changes in membership. We are working on the lists that have the newest retirees so we can catch them and get them into activities quickly. It appears that some of these members on the new lists have already joined UMRA Reads and UMRA Walks. In calling the lapsed and terminated members, Al Hermsen and Pat Butler found some retirees who weren't aware their membership had lapsed and rejoined UMRA. The committee sponsored the August picnic again in 2022. It was a big success as it was in 2021. There were several new members and over 60 retirees attending. The group was friendly, very congenial, talking and laughing and some remained even after the picnic area was cleaned up. The committee appreciated the help of other board members in setting up and cleaning up.

**9. Nominating Committee** – Jim Randolph in conjunction with the UMRA Board  
Board Membership

1) Prior to the start of the 2021/2022 program year, the committee contacted each current board member who had an appointment term ending in December 2021. All four members agreed to be nominated for another three-year term: Ed Adams, Vi Barkauskas, Pat Butler, and Katherine Kurtz. The list was presented at the October 13, 2021, board meeting, resulting in approval as presented.

2) At the October 13, 2021, UMRA Annual Member Meeting, the committee presented the following slate of board appointments, all to be effective with the December 2021 board meeting:

Ed Adams, reappointment for another three-year term;

Vi Barkauskas, reappointment for another three-year term;

Pat Butler, reappointment for another three-year term.

Katherine Kurtz, reappointment for another three-year term;

One slot on the board remained unfilled at the time.

The Committee invited comments from the meeting attendees, for or against any of the nominees; there were none. The committee invited additional nominations from the meeting attendees; none received. The proposed slate was put up for a single voice vote, resulting in approval as proposed.

In February 2022, Nancy Firestone announced she was stepping down from the board. Two potential new board members were identified and contacted in the spring of 2022. Jan Lach and Susan Shields agreed to be nominated.

At the April 13, 2022, board meeting, Jan Lach was approved to join the Board. Her initial term runs through December 2024. The final two years of her appointment will require membership approval during the Annual Member Meeting in October 2022. At the May 11, 2022, board meeting, Susan Shields was approved to join the board. Her initial term runs through December 2022.

### Board Officers

During the fall of 2021, the Committee confirmed that all four officers had agreed to serve the second year of their two-year appointment period, *i.e.*, through December 2023. To wit, Al Hermsen as President; Katherine Kurtz as Vice President; Rodger Wolf as Treasurer; and Jim Randolph as Secretary. At the December 2021 Board meeting, the second-year appointments for all four were confirmed.

### Committee Termination

All functions of the Nominating Committee transferred to the newly created Governance Committee in mid-2022. As such, the Nominating Committee was discontinued with the writing of this report.

### **10. Program Committee** – Vi Barkauskas, Chair; Members: Mary Jo Frank, Al Hermsen, Katherine Kurtz

The following table presents the speakers for the 21-22 UMRA year including the topics and estimates for onsite and live streaming audience counts.

<b>Date</b>	<b>Speaker</b>	<b>Topic</b>	<b># Onsite audience</b>	<b>Zoom Logins</b>
September 8, 2021	Matthew Van Belsen UMS President	<i>The Future of the Performing Arts, Post-Pandemic</i>	65	52
October 14, 2021	UMRA Board Officers Brian Vasher & Alanna Troup, U-M HR staff	<i>Annual Business Meeting HR Update</i>	68	60
November 11, 2021	Dr. Alexandra Minna Stern Associate Dean, LSA	<i>The Recent History and Future Implications of White Nationalism in the US</i>	64	83
December 8, 2021	Dr. Jesse Capecelatro Assistant Professor College of Engineering	<i>Sticking the Landing: Challenges in Landing Spacecrafts on Other Planets</i>	76	107
January 13, 2022	Dr. Mark Schlissel U-M President	<i>Update on the U-M</i>	48	101
February 10, 2022	Dr. Michael Barr Dean, Gerald R. Ford School of Public Policy	<i>The Economy and the Future of Finance</i>	60	126
March 10, 2022	Ms. Sue Gott University Planner	<i>The Past, Present, and Future of the University of Michigan Campus</i>	62	108
April 14, 2022	Dr. Katrina Wade Golden Deputy Chief Diversity Officer, Director of Implementation, U-M Office of Diversity, Equity, & Inclusion	<i>Diversity, Equity, and Inclusion (DEI) Efforts at the University of Michigan and Beyond</i>	54	66
May 12,	Dr. Melvyn Levitsky	<i>Ukraine, Russia, the</i>	71	83

2022	Professor of Policy and Practice, Gerald R. Ford School of Public Policy	<i>Invasion: A Conversation</i>		
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Note: the onsite audience number is a total of all UMRA members signed in for both the Learn & Grow session and the Seminar Program. Sponsors in attendance, approximately 10 for each session, do not sign in and are not counted in the attendance. Zoom login numbers are estimates.

**11. Travel Committee – Carol Williams and Pat Butler, Co-Chairs; Members: Susanne Bemis, Al Hermsen, Vivian Reeves**

The committee continues to focus on U-M campus events and one-day events using the services of Bianco Tours. Carol Williams has served as the contact with Bianco Tours. Other committee members have worked with different organizations to arrange tours directly with the organizations. Glad to be back since COVID forced cancelation of all but one 2020 trip. No events were planned for the time between October 2020 and September 2021.

Tours for 2021-2

September 17 – A wonderful 2-hour guided tour of Detroit had 49 people spend A Day in the D. Lunch, time on the River Walk and then a Diamond Jack’s River Cruise finished the day.

September 23 – The Underground Railroad Bus Tour had 34 participants, our maximum, on the Golden Limousine. Fascinating local history was presented by a very knowledgeable volunteer guide.

October – UM Football Game – only 2 people attended because of Covid concerns.

October 12 – Starting with lunch at the Brookshire Inn Golf Club, a small group of 23 saw sites in Magnificent Mid-Michigan. Heavenly Scent Herb Farm offered a beautiful walk and a delightful gift shop. The day ended in a trip to Spicer’s Orchards and Farm Market for a hayride, apple picking and more delicious purchases.

November 4 – Detroit’s Historic Churches included visits to Basilica de Ste. Ann de Detroit Catholic Church, lunch at Amore de Roma Café and then Old St. Mary’s Church. Finally, we visited the Mariners Church, a rare opportunity not offered to many, made famous in the Gordon Lightfoot song about the Edmond Fitzgerald.

December 1 – A delightful performance of A Christmas Carol at Meadowbrook theatre was enjoyed by 32 people after a delicious lunch at Kruse & Muer on Main.

January 31 - Twenty-six hardy souls visited Frankenmuth for their Snowfest. After a delicious lunch (chicken, of course) at Zehnder’s, we spent the rest of the day enjoying beautiful ice and snow sculptures in the gorgeous sun.

February 18 – Al Hermsen and Sue Bemis worked together to be sure that 23 people could attend a UM vs OSU Hockey game. U-M won!

March 24 – Forty-seven people enjoyed a wonderful trip to Toledo to see the National Great Lakes Museum and the Toledo Art Museum, both gems not to be missed. Next time we’ll plan for later in the year so we can tour the freighter that is in dry-dock there.

March 25 – Al Hermsen contacted the Detroit Pistons about having UMRA members attend the Pistons/U-M night on March 25. Only six members attended as this event was scheduled only two weeks before the game. However, members attending had a great time with dinner at Hockey Town and attendance at the game vs. the Washington Wizards. Attendees received a Pistons/U-M shirt. The Pistons made a rally towards the end to the game, but lost.

April 18 – The River Raisin National Battlefield tour was arranged by Al Hermsen and was followed by a delicious lunch. 45 people appreciated the bus transportation he arranged.

May 17 – Fifty-four people rode up to Midland to tour the magnificent Alden B. Dow Home & Studio. We then had a delicious large lunch at Creek Grill, having fun helping them serve our huge group. Finally, a visit to the Dow Gardens and the Whiting Forest Canopy Walk was magnificent in the gorgeous sunshine.

May 25 – Toledo Mudhens Baseball Game had 38 people cheering for the team and enjoying a relaxing round-trip bus trip. Adding this transportation option was a very positive factor and this will be an annual event.

June 7 – A relaxing ferry ride to Put-in-Bay was enjoyed by 49 people. We saw the Butterfly House, spread out for lunch at various local restaurants and then visited Petty's International Peace Memorial. Finally, we toured and tasted (and purchased) at the Put-In-Bay Winery at Doller House.

#### Our 22-23 season

Will begin on September 15 with a visit to the Charles H. Wright Museum of African American History and lunch at Sinbad's Restaurant. The afternoon includes time to enjoy Detroit's River Walk and a Diamond Jack's River Cruise on the Detroit River.

October 18 we will be Cruisin' Kalamazoo to see the Air Zoo, a huge museum of vintage aircraft, lunch at Main Street Pub and then we will head to Hickory Corners for a visit to the Gilmore Car Museum.

November 4 UMRA members will tour William Clements Library. The tour will include exploring the Avenir Foundation Reading Room with the restored 1851 printing press and will be viewing a selection of items from the collection. The group will go to a restaurant after the tour for dinner.

December 15 we are having a Holiday Church Tour, starting with Historic Trinity Lutheran church, followed by lunch at Amore de Roma Café. After lunch we visit St. Francis D'Assisi and finish the day with dessert at Shatila, a wonderful Middle Eastern bakery.

Being arranged are a trip to Meadowbrook on February 1, a winery trip in April, a trip for the Holland Tulip Time in May, and we will end the season with a voyage on the Huron Lady II for a narrated tour of the Blue Water Area.

## **12. Representatives' Reports**

a. **Advisory Committee to Recreational Sports** – Representative, Charles Koopman  
In January of 2022, the committee took the ACRS and BBM members to Ohio State University to tour their recreation and unions facilities. While they were there they saw: The Ohio Union, Jesse Owens South Recreation Center, the North Campus Recreation Center, the Adventure Recreation Center, the OSU Esport Center, the OSU outdoor fields complex, and the Recreation and Physical Activities Center. This was very enlightening and gave the participants a clear view of an excellent program. To date, we do not know the location for this year's bus trip. However, I'm sure we'll try and visit a few Midwest institutions with impactful recreation and unions facilities.

At the end of the Spring term the committee took a trip to the Adventure Education Center, which is located on Dixboro Road. This facility is available for use by university groups as well as organizations from the general public. It would be an excellent trip for interested members of the UMRA.

For the majority of the year the areas such as IM sports, activities offered by Recreation Sport, and future plans were reviewed. A significant part of the discussions were the plans for the new facility at the CCRB location. We anticipate closing the CCRB near the end of this Fall 2022

semester and then opening the Palmer Field Temporary Recreation Facility (located in the vicinity of the Arboretum) near the beginning of the Winter 2023 semester. After the CCRB is closed, the staff and equipment will move out and then the facility will be demolished shortly. We hope that the new CCRB replacement facility will be ready to open by summer of 2025.

The agenda for the 2022-23 years has not been finalized but will most likely have a major emphasis on the CCRB project.

**b. Committee on the Economic Status and Welfare of the Faculty – Representative, Vi Barkauskas**

The Committee on the Economic Status and Welfare of the Faculty (CESWF) continued to work on the report of findings from a survey about faculty perceptions of support and related issues concerning COVID distributed in January 2021. The work has been hampered by changing leadership, insufficient funds to analyze data, and a changing leadership and committee member composition. The Chair submitted a final report of the survey to the Senate Assembly in August 2022.

**c. MHealthy Advisory Committee – Representative, Jim Bell**

Highlights from this last year are listed:

- U-M and MHealthy was recognized with one of the highest honors in workplace well-being, the prestigious 2021 C. Everett Koop National Health Award. Among the strengths cited were our comprehensive programming, leadership support, pandemic response, strong culture of health, and approach to address vulnerable populations.
- More than 11,000 unique faculty and staff engaged in MHealthy programs and services.
- With COVID-19 restrictions continuing throughout 2021, we continued to offer the majority of our services using a telehealth model. Programs like the resource coach, exercise and relaxation classes, leadership workshops, and alcohol management and tobacco cessation consultations supported employees remotely. Ergonomic consultations were offered in in-person and remote formats.
- Our mental and emotional health clinicians provided one-on-one virtual counseling support and tailored and focused interventions, resulting in nearly 14,000 interactions with faculty and staff by Mental and Emotional Health Services.
- MHealthy's ongoing commitment to supporting the health-related social needs (such as food insecurity and economic instability) of U-M's employees remained a priority. Programs like the resource coach and food cupboards in units continued, and nearly \$70,000 was awarded through the Emergency Hardship Program and the resource coach mini-grant program.
- We launched the new MHealthy Portal, powered by Asset Health, giving benefits-eligible faculty and staff and their U-M health plan enrolled spouses/OQAs access to a more inclusive suite of online health and well-being programs and resources. More than 11,000 users engaged in the portal, which offered challenges, courses and resources related to financial well-being, sleep, mental and emotional health, nutrition and more.
- Occupational Health Services (OHS) was the central point of contact for employee COVID-19 testing, respirator fit testing, and vaccine distribution. OHS administered more than 34,000 COVID-19 shots and more than 32,000 flu immunizations.
- MHealthy partnered with a number of university units, faculty and staff experts, and external stakeholders for their expertise for programs like Nourish Your Whole Self, our Asset Health oral health course, and sleep resources. Our MHealthy Advisory Committee

addressed topics like burnout, housing and the arts, and their connection to health and well-being.

- Our contribution to the national conversation on workplace well-being included two research studies published in the *American Journal of Health Promotion*. One analyzes barriers around using workplace well-being programs among workers in different wage categories. The other focused on work and home-based stressors and how they were associated with perceptions of organizational and supervisor support for health and well-being among workers in different wage categories.
- Our programs have continued to achieve high marks in customer satisfaction, rating between 4 and 5 on a 5-point satisfaction scale.

d. **Senate Assembly** – Representatives, Shake' Ketefian and John Mansfield – Report submitted by Dr. Shake' Ketefian

The Senate Assembly (SA), the representative body of the University of Michigan faculty, met every third Monday of the month from September 2021 to April 2022. This report highlights and provides an overview of the year. For details the reader is referred to reports prepared following each monthly report, on file on the website of UMRA.

The year began in September 2021 with new Chair Allen Liu urging and promising ongoing 2-way communication, and who arranged for breakout sessions early on to obtain input on concerns of members as well as suggestions.

The following list provides highlights representative of the activities and engagements of the SA during the past academic year:

- 1) Sexual and gender-based misconduct issues and policies were discussed on several occasions and policies presented to the Regents.
- 2) Continued holding several meetings and dialogue with staff of **Guidepost Solutions**, the consulting group retained to assist in the implementation of policies recommended earlier by another firm, concerned with sexual misconduct matters.
- 3) Equity, Civil Rights and Title IX (**ECRT**): this subject was an ongoing agenda item. The SA addressed various matters involving staffing, policies, and implementation along with other matters. Discussion on this subject continued throughout the year, during most meetings addressing an aspect of this theme.
- 4) COVID policies. Different topics were discussed related to COVID-19, including campus climate in general, vaccination status and other policies regarding COVID, teaching at a time of COVID, teaching methodologies, especially for parents with small children. The SA received a visit from the campus-wide COVID council, which was not deemed very constructive or satisfactory.
- 5) Met with various administrative officers to discuss matters of mutual interest and provided faculty perspectives.
- 6) Met with the chair (co-chair?) of a group -- Dean Patricia Hurn, School of Nursing—concerned with campus-wide values and culture change; learned about the work of the group, held dialogue and provided input.
- 7) Advised the administration on the matter of deleting on application forms for faculty, staff and students questions pertaining to previous felony convictions.
- 8) The SA advised some of its own committees on matters to be addressed.
- 9) By the February 2022 meeting the then president (of UM) had been replaced. Dr. Mary Sue Coleman, the former president, had been appointed in an interim capacity. Regent Jordan

Acker met with the SA to seek faculty input on presidential search and was urged to make sure the search advisory committee had appropriate representation from humanities and social science experts as well as having representatives from minority and multicultural groups.

- 10) Met with leaders of the Counseling and Psychological Services for an update on their services to the campus-wide community in view of the difficult period being experienced by all during this COVID year. Senior staff provided update of services provided to faculty, staff, students, and retirees.
- 11) The SA approved a resolution on compliance, to create an office for ethics and compliance, with an independent reporting line to the Board of Regents; details have yet to be worked out. The motion was approved for referral to the Regents.
- 12) Advised a sexual misconduct working group on developing a “syllabus” governing faculty interaction with students.

### 13. Other Board Activities

- a. **Big 10 Retirees Association Meeting at Northwestern August 1-3, 2022** – Attendee, Al Hermsen

UMRA is part of the Big 10 Retiree Association (BTRA) which holds an annual meeting to exchange ideas to help us all improve our organizations. The Association met at Northwestern University on August 3-5, 2022. Al Hermsen represented UMRA. The agenda included the following topics:

What is the new normal in our almost post-pandemic world?

Purdue invested \$6000 in a Big Screen setup for their meetings

NW received a grant to offer mini-classes done by retirees

UW had 42 different programs this past year

Things are changing rapidly, so the BTRA plans to meet quarterly using Zoom

There is a great variety of newsletters. Copies were shared with the group and will be shared with the UMRA Board. Some examples: a photo contest, poetry and art articles, children’s books for your grandkids, some schools charge for paper copies of their newsletter. Some schools only do 2 newsletters.

Annual Business meeting

The BTRA did not allow for virtual business meetings, therefore no changes to the organization have been made over the last two years. This led to the formation of a by-laws committee that consisted of 3 members – Sandi Haase and Mary Czyszczak-Lyne from UW and Al Hermsen from the U-M. The result was a thorough review of the BTRA organization and an extensive rewriting of by-laws. These changes were reviewed and approved by the delegates. In the review of the by-laws the committee found a need to have an operational manual for our annual meetings. So, in addition to rewriting the by-laws they created an operational manual for the schools hosting the annual meeting each year. The document was reviewed and also endorsed by the delegates. Michigan will host the annual conference in 2025. A committee should be organized soon to start the planning for this conference and make reservations.

Numerous speakers relating to the BTRA and other topics

A session on Epidermal Electronics, which can help older people in a variety of ways, including people with thinning skin, trouble swallowing, etc.

A session with the mayor of Evanston on town and gown relations. He has a good working relationship with NW retirees. Something for us to consider for Ann Arbor. Included a history of Evanston.

A speaker who talked about why we should educate people who are in prison.

The Dean of Communication who talked about making the movie “Sweet Tea”.

Tours of campus, Evanston and Chicago's North Shore were very interesting.

**b. Partnership with the U-M Alumni Association – Al Hermsen**

We continue to partner with the U-M Alumni Association on initiatives of mutual interest. The highlight of this connection has been allowing UMRA members to stay two nights at Camp Michigania in October 2019. COVID19 did not allow us to host camps in 2020 and 2021, but a camp has now been scheduled for September 2022. Connections with the Alumni Association have also allowed us to get blocks of tickets for the homecoming football game and an ice hockey game this past year.

A new initiative this year was to allow UMRA members to join Alumni Association trips if they don't fill with Alumni Association members. UMRA members would not have to join the Alumni Association to join these trips. We will continue to work with the Alumni Association to explore more ways we can work together. Al Hermsen chairs this initiative and would welcome other members to join him in this effort.

**c. Volunteer Committee – Al Hermsen, Chair; Members: Ed Adams, Vi Barkauskas, Pat Butler, Judy Dean**

An ad-hoc UMRA committee was formed in 2019 in response to several requests from agencies and groups looking for UMRA member volunteers. We worked with the Ginsberg Center and the United Way offices in Ann Arbor to set up a page on our website where UMRA members can view over 300 volunteer opportunities. We want to encourage UMRA to engage in the community as part of our board goals and part of the university's goals. Periodic messages are placed in the UMRA News to remind members of opportunities posted on the Volunteer page of our website, but COVID spikes this past year still make many members fearful of volunteering. The committee's plan to have group volunteer events led to the new Community Service Shared Interest Group which held two volunteer events for groups of UMRA members this year.

**d Shared Interest Groups (SIGs)**

In 2021 the UMRA created a new initiative to set up interest groups to connect like-minded members for fun, learning or just to make new friends. This is like setting up smaller neighborhoods within our large UMRA organization. We have entitled this program "Shared Interest Groups". The groups are open to all members, are self-governed and operate independently in their planned activities. Members with a passion they would like to share with other members are invited to form their own interest group by sending the details to [umra@umich.edu](mailto:umra@umich.edu) Four groups have been set up to date, with a fifth one in progress. Here are the reports on the activities of these five groups this past year:

**1. UMRA Reads –Sharon Grayden, Facilitator,**

UMRA Reads completed its first full year of as the first UMRA SIG. The book club started meetings via Zoom, on May 26, 2021 and continues to meet monthly, typically the fourth Wednesday of the month. The book club selections included books from 12 different genres—contemporary fiction, nonfiction-general, nonfiction-biography, nonfiction-history, science fiction, the classics, historical fiction, mystery/thriller, dystopian, memoir/autobiography, fantasy and magical realism. On average, 15-20 participants joined in each session and the discussions were lively and engaging. Members repeatedly note how much they enjoy this group and how much they appreciate the book selections broaden the scope of their reading. The selections often get readers out of their routine genre/s and encourages them



to read books they would normally not select. UMRA Reads is going strong and is four months into year two. Sharon Grayden, Board member facilitator of the book club, routinely scans the member directory for members who have expressed interest in UMRA Reads. Anyone not on the book club roster receives a personal invitation to join this SIG. A complete list of the books the group has read or will be reading, can be found under on the website under Interest Groups, <https://umra.hr.umich.edu/interest-groups/>.

2. **UMRS Walks** - Sarah Ely, Facilitator

UMRA Walking group was initiated one year ago, October 2021. The walking group has enjoyed eleven walks, so far. Locations have included a number of U-M properties, various Ann Arbor destinations, and two Metroparks situated within a 10-mile radius of central campus. UMRA Walking Group members live as far west as Jackson County and as far north as Genesee. There are currently 62 members who receive the monthly walk announcement. UMRA Walks have averaged about 21 people each month. UMRA Walking Group focuses on socializing while getting exercise at one's own pace and ability. Walkers often go to an afterglow brunch/lunch at a restaurant near the end of the walk.

3. **Community Projects Group** - Karen Shill, Facilitator

The newly-formed UMRA Community Projects group was initiated in April 2022. A group of nine volunteers met at the University of Michigan's Maize & Blue Cupboard April 28 to unpack and stock food and toiletries intended for UM students and staff experiencing food insecurity. Food Gatherers supplies this food bank regularly. On May 5 the Community Projects SIG members met on Zoom to discuss the future of this SIG. Two volunteer projects were agreed on: setup at the Ann Arbor Street Art Fair July 20 (5 volunteers participated) and volunteering at Food Gatherers September 13 (1-3pm) in the warehouse and cold storage room at 1 Carrot Way. We invite individuals to notify UMRA if interested in participating with our projects.

4. **UMRA Golfs** - Esrold Nurse, Facilitator

UMRA Golfs was organized in June 2022 and held their first golf outing at the UM golf course across from the Stadium on August 18. The outing was set up in a scramble format to enhance the social aspect of this SIG. A second outing is planned for September and will use the same scramble format .

5. **UMRA Grieves** – Pat Butler, Facilitator

A number of UMRA members have asked if we would consider setting up an UMRA Grieves SIG to assist members who have lost loved ones or had other tragedies. Pat Butler agreed to work on a format for this SIG in the fall.

Report Editor: Vi Barkauskas

**Appendix**

End of year budget presentation – Rodger Wolf, Treasurer

**UMRA Financial Report**

	<b>Current Year</b> <b>9/1/2021-</b> <b>8/31/2022</b>	<b>Previous Year</b> <b>9/1/2020-</b> <b>8/31/2021</b>	<b>2nd Previous</b> <b>Year</b> <b>9/1/2019-</b> <b>8/31/2020</b>
BEGINNING BALANCES	83,763.47	67,236.06	64,592.79
<b>INCOME</b>			
Health Day	1,380.00	0.00	3,940.00
Travel Prog., Interest & Other Income	11,925.04	127.46	3,575.33
Member dues	18,930.00	18,855.00	15,915.00
Contributions	6,583.91	5,278.01	5,498.01
President's Office	3,500.00	3,500.00	3,500.00
Sponsorship	13,200.00	5,000.00	7,300.00
<b>TOTAL INCOME</b>	<b>55,518.95</b>	<b>32,760.47</b>	<b>39,728.34</b>
<b>EXPENSES</b>			
Newsletter Prep and Mailing	1,462.91	1,038.50	3,036.26
Office Expenses	922.80	650.19	624.99
Equipment		523.79	
Printing Annual Letter or Postcard	1,026.59	2,260.16	2,104.88
Advertising	755.50		
Insurance	3,225.00	2,959.00	2,868.00
Health Day	3,275.02	1,606.50	
Incorp	20.00	20.00	20.00
Misc., AROHE, and Credit Card Fees	1,113.41	537.74	266.33
Postage	759.41	1,803.03	1,756.00
Monthly Program Meetings	17,642.56	1,600.00	11,620.08
Strategic Planning	259.01		138.38
Travel Reimbursements.	1,337.45		
Travel Program Expense	112.66	87.00	11,788.00
UMRA Brochure			
Video			
Website and Database Design	2,719.15	3,147.15	2,862.15
<b>TOTAL EXPENSES</b>	<b>34,631.47</b>	<b>16,233.06</b>	<b>37,085.07</b>
<b>INCOME LESS EXPENSES</b>	<b>20,887.48</b>	<b>16,527.41</b>	<b>2,643.27</b>
<b>ENDING BALANCES</b>	<b>104,650.95</b>	<b>83,763.47</b>	<b>67,236.06</b>