

## **University of Michigan Retirees Association (UMRA) 2023/24 Annual Report**

### **President's Report, submitted by Katherine Kurtz**

#### **A Brief Summary: Thriving and Sustaining**

The University of Michigan Retirees Association (UMRA) celebrated its 70<sup>th</sup> year anniversary in 2023. A momentous occasion. More important than the actual event is recognition of the vital role UMRA holds within the University Community. Our retiree association continues to thrive and build on a strong tradition and belief that U-M retirees are notable members of the University family and, as such, also have a responsibility to support and remain connected to the University and each other. Our theme continues to say it all: "Get Connected, Stay Connected, Feel Connected."

This past year, as you will read in the following reports, was an impressive year of sustaining membership, significantly increasing on-line and live-streaming viewership, as well as hosting a dynamic speakers' series with Board members and volunteers continuing to develop and design a communications strategy with a well-designed and inclusive monthly newsletter, an expanded social media presence, and an interactive website for information, registrations, and on-demand updates. The Shared Interest Groups are growing in number and size encompassing new opportunities for recreation, education, and community service. The UMRA Travel Program remains extremely popular with events and trips sold out almost as soon as they are offered. In addition, UMRA offers an online, self-directed, retirement planning "workshop" to assist pre-retirees and retirees with personal adjustments to retirement.

Last, but not least, President Ono invited UMRA members to an open house at his newly renovated home. This was an incredibly special event, and the first time a president hosted the U-M Retirees Association.

By any measure, we are thriving. But it is always possible to do better. Survey data, emails, and feedback support a more proactive advocacy agenda for UMRA. To be clear, there is only so much a retiree organization can do. UMRA's strategy is to remain in contact with all levels of university leadership and remind decision makers that retirees remain an important and supportive community within the University. Our message is that retirees are committed to the University and supportive with service and philanthropy. This ongoing strategy is about communication, information exchanges, and service, and includes advocacy and identification of retirees' needs and aspirations.

To better advocate for retirees, UMRA reached out to the Senate Advisory Committee on University Affairs (SACUA) to partner and discuss issues related to the rollout of the new health benefit plans with U-M Human Resources (HR) leadership. These discussions resulted in a focus group to learn more about issues, problems, and recommendations going forward.

UMRA is reaching out to the Turner Center and the Osher Lifelong Learning Institute (OLLI) to increase collaboration, communications, and partnerships when appropriate.

Thriving is also about sustaining. The Board recognized that our financial model was unsustainable and would lead to large deficits in future years. Thus, it voted to increase dues from \$15 to \$25 beginning with the 2024 fiscal year beginning in September 2024. To further reduce costs the Board decided to move the Thursday general meetings to less expensive, but state-of-the-art facilities at Washtenaw Community College, and offer only beverages for meetings. The WCC space is used by many U-M organizations.

The annual Board retreat focused on how to improve internal and organizational business practices. Recommendations included reworking the committee structure to better facilitate programming and reflect the diversity, interests, and needs of members across the US and beyond. Importantly, the Board also discussed how to recruit new leadership to committees and the Board.

2023/24 included transitions in leadership, a new venue, increased programming, and the development of a more proactive strategy on behalf of our membership, as well as all U-M retirees. For example; a working group chaired by Jack Kalbfleisch is currently exploring ways in which UMRA might improve its services and connections to members who do not live in the vicinity of Ann Arbor. And, we have instituted a policy whereby new retirees are given six-month free membership free of charge to keep more closely in touch with them and encourage them to join.

In addition, ongoing planning is focused on UMRA hosting the Big 10 Retiree Association in August of 2025. A committee chaired by Al Hermsen and Susan Shields is working on a program that centers on the theme: "Retiree Organizations; Surviving vs Thriving."

## **Committee Reports**

### **Audit Committee Report Fiscal Year 2023**

Sharon Grayden, Chair: Members: Jim Bell, Mike Kalasinski, Rodger Wolf, Treasurer (ex officio)

The Audit Committee convened at 3:00 PM on October 17, 2022, via Zoom. This report covers the fiscal year September 2021-August 2022. 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 that procedural systems and internal controls are in place to ensure proper management and accounting of all UMRA funds.

- The committee confirmed the three government documents the treasurer must file for UMRA each year were properly filed in 2022. 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 via Pay Pal), contributions/donations and sponsorship fees were reviewed. It was noted that mail pickup at

Wolverine Tower has improved with more frequent pickups being allowed. Wolverine Tower remains closed however, Rodger can meet with Julie at her office to open the mail and process checks for deposit. NOTE: Rodger will CC Jim Bell when he acknowledges receipt of annual payment for UMRA sponsors.

- University of Michigan Credit Union (UMCU) Bank transactions were carefully reviewed. A reconciliation with UMRA's Quicken bookkeeping system showed that bank transactions, deposits, checks written/payments made, reconciled with the UMCU bank statements.
- As an internal control, Jim Bell periodically logs into UMRA's UMCU account to spot check activity. Going forward, Jim will cc the Audit Committee when he completes the periodic spot checks.

Note: Rodger tried to give Jim access to the Treasury Direct account so that he can perform periodic checks on the activity in that account. We discovered it is not possible due to duo factor logins. Rodger will alert the finance committee and Jim when our T-bills have automatically renewed.

- The committee reviewed PayPal processes, our new credit card partner. We reviewed activity on the PayPal website and took a detailed look at one transaction and saw how it was reconciled to the member database. We discussed the process of what Rodger does periodically to run a PayPal report and how he initiates the transfer of the available balance to our UMCU checking 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 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 of 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 2020 carryover funds for Health Day were used to defray the costs of Health Day 2021 and 2022.
- The committee reviewed UMRA debit card payments to Membee, the UMRA membership database system, through the UMCU checking account. The expenses reconciled.
- Reimbursements to Board and committee members for various purchases were 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.

#### **Communication Committee**

Chair: Jim Bell; members: Sharon Grayden, Ed Adams, Jim Randolph, Elaine Fellows, Katherine Kurtz

The communications committee oversaw the creation of 12 monthly UMRA News documents to deliver information to the membership. In addition, the UMRA website was updated by our webmaster. In addition, the website was adjusted to allow for travel events to be paid for online using credit cards.

(This was a result of working with the travel committee and our vender to allow for the UMRA to do this online and then send a check to the vender for the cost of the trips).

The committee helped write numerous communication pieces to the membership, including emails, letters, and Record ads, and insured that the most recent 6 months of retirees received an email inviting them to have a free short-term membership in the Association. These emails were updated as necessary during the year. We also sent a postcard to the last five years of retirees inviting them to join.

Reminder emails were sent each month to remind the membership of the monthly presentations as scheduled in person or viewed on our website. We are also a producer of pod cast with some of our presentations and Special Interest Group meetings.

We created information for the members on the change of venue for our meetings starting in September and the increase in dues.

### **Finance and Sponsorship Committee**

Rodger Wolf, Chair and Treasurer; Members: .Jim Bell, Tom Butts, Al Hermsen, Mike Kalasinski, James Randolph

The treasurer performed all 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 of the UMRA website.

During the 2022–2023-year UMRA had 18 sponsors. At the end of the year, we started contacting existing sponsors to renew. We retained 14 of the existing sponsors and added three new sponsors for our 2023-2024 year. The 17 sponsors for 2023-2024 were the Abigail Hospice, the Bank of Ann Arbor, Beau Knows MI Homes, Brookdale Senior Living, Brookhaven Manor, Casatech LLC, Collier Financial, Fidelity Investments, Horizons Planning Corporation, Imber Wealth Advisors, Legacy Law Center, LifeChoices, Retirement Income Solutions, RFC Financial Planners, Silver Maples Retirement Neighborhood, 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 will meet to develop the official budget for the 2024-2025 fiscal year. Financial data for the past three years are provided as an addendum to this report.

### **MEMBER OUTREACH COMMITTEE (MOC)**

Pat Butler, Chair, (through Dec. 2023), Elaine Fellows and Susan Shields, Co-Chairs as of October 2023; Wayne Adams, Patty Bebee, Maureen Burns (partial year), Al Hermsen, Debbie Kwicinski (partial year), Sandy Regiani. Neighborhoods Task Group Sub-committee (Leaders of Special Interest Groups [SIGs]): Verna Bell, Sue Crawford, Sarah Ely, Kathy Fisher, Sharon Grayden, Herb Loner, Joe Marker, Esrold Nurse, Corrine Serrell, Karen Shill, Jean Shope, Bev Turner. Volunteers for MOC special events, Holidays Season Social, 12/7/23, and Summer Picnic, 8/6/24: Pat Butler, Susan Crawford, Debbie Kwicinski.

Purpose and Roles:

- Formed during the Covid Pandemic in October 2020, when in-person meetings were suspended, the purpose of the MOC is to welcome new members and encourage active membership in UMRA. Initially Board Members made calls, and the MOC evolved out of that effort.
- The MOC calls new members and welcomes them to UMRA, answers questions about the organization, and encourages participation.
- MOC members strive to personally welcome first-time attendees at the monthly meeting and orient them to the meeting.
- Beginning in December of each year, the MOC calls UMRA members who did not renew their membership in the fall, to remind them to pay their dues.
- In addition, the MOC, with the assistance of event volunteers, has planned and executed a Holidays Season Social in conjunction with the December UMRA meeting, and the annual Summer Brown Bag Picnic.

#### Activities Report:

The MOC meets monthly by Zoom.

289 New members received calls and/or welcome emails from the MOC. New members are pleased to receive the welcome and invitation to participate.

A total of 153 lapsed member households received phone calls from the MOC to remind them to pay their dues and discuss their membership status. Of the 77 households that indicated possible interest in renewing their membership, 24 households actually paid their dues, resulting in a total of 27 renewed members--that is 32% of successfully contacted households and 16% of total lapsed households.

The 2<sup>nd</sup> Annual Holidays Season Social and Celebration of the 70<sup>th</sup> UMRA Anniversary was held on 12/7/2023 following the December Seminar presentation by Professor Mark Clague, "Preserving the Legacy of Song—The University of Michigan's Gershwin Initiative," and the awarding of the first Patricia Butler Distinguished Volunteer Award to Carol Williams, chair of the Travel Committee. Multi-colored poinsettias and handouts describing multicultural holiday celebrations decorated the room. Special appetizers, a cash bar, and a 70<sup>th</sup> UMRA Anniversary cake were offered. Al Hermsen summarized UMRA's 70-year history. Members brought their favorite holiday recipes, which are posted on the UMRA website. An attendee at each table, each sponsor, and winners of the members' recipe raffle received poinsettias.

The 4<sup>th</sup> Annual Summer Brown Bag Picnic was held on 8/6/2024 at Island Park in Ann Arbor, with 50 attending despite the serious rain. New members were welcomed and returning members reconnected. Raffle recipients: donated UMRA Cap—Duane Kirking; Free UMRA Membership—Herb Loner; two \$25 Bianco Vouchers provided by Bianco Tours—Paula Yokum, Pat DeLamielleure.

As an experiment in 2023-24, The Neighborhoods Task Group (formed in 2022-23), which is comprised of the Special Interest Group (SIG) leaders and led by Al Hermsen, was a standing Sub-committee of the MOC. The Sub-committee convened to discuss their individual SIG activities as well as potential activities/initiatives to further engage UMRA members. Examples are the 2023-24 extended social time prior to monthly UMRA meetings with activities such as writing cards for recipients of Meals on Wheels, the possibility of permanent nametags for UMRA members, as well as a possible monthly coffee gathering at a local restaurant. In July 2024, Al recommended the sub-committee be disbanded to allow the SIG leaders to stay focused on developing/sustaining their respective SIGs.

#### **Program Committee**

Vi Barkauskas, Chair: Members: Mary Jo Frank, Al Hermsen, Michael Kalasinski, Katherine Kurtz

The following table presents the speakers for the 23-24 UMRA year including the topics and estimates for onsite, livestreaming, and later viewing audience counts.

<b>Date</b>	<b>Speakers</b>	<b>Topics</b>	<b>On-site Registrations<sup>1</sup></b>	<b>Website Logins: Real time/ Same Day/ Same week/ On Demand</b>
<b>09/14</b>	Chris Kolb	Updates from U-M Government	103	64/29/177/69
<b>10/12</b>	HR Staff	Annual HR Benefits Presentation	175	174/95/726/46 T = 1041
<b>11/09</b>	Prof. Mary E. Gallaghe	The Complexities of China-U.S. Relationships	92	55/28/155/112 T = 350
<b>12/07</b>	Prof. Mark Clague	Preserving the Legacy of Song: The U-M Gershwin	108	38/15/169/72 T = 294
<b>01/11</b>	Prof. Zetian Mi	Progress in Developing clean, Cheap, and Sustainable Energy	95	40/60/184/57 T = 341
<b>02/09</b>	Prof. Earl	Michigan Center for Social Solutions	89	45/95/53/54 T = 247
<b>03/14</b>	Dean Elizabeth Birr	Education Disruption and Transformation	97	33/22/75/41 T = 171
<b>04/11</b>	Dr. Andy Shuman	The Health and National Security Risks of Drug	88	40/135/45/26 T = 246
<b>05/09</b>	Elwood Knox	Native American Traditions	97	32/21/ T = 53 <sup>2</sup>

<sup>1</sup> The onsite registrations 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 member attendance.

<sup>2</sup> This speaker did not allow recordings to be posted on YouTube for future viewing.

**Learn and Grow Committee**

Katherine Kurtz, Chair; committee members: Suzanne Bade, Sue Crawford, Judy Dean, Sandy Regiani, Susan Shields, Rodger Wolf

Program Schedule (Attendance numbers are reflected in the Program Committee's annual report)

Sept. 14: Panel Explaining Shared Interest Groups; Speakers Margorie Lynn, Sarah Ely, Karen Shill, Corrine Serrell, Jean Shope, Esrold Nurse. Moderated by Al Hermsen  
 Oct 12: Preparing Your Garden for Winter: Speaker Janet Macunovich  
 Nov 9: Diplomatic Flower Arranging: Speaker Helen Miller  
 Dec 7: Holiday Social – no Learn and Grow Program  
 Jan 11: Bee Keeping: Speakers Patti and Steve Beebe, Amy and Beau Lafleur  
 Feb 8: The New Voting Rights Act: Speaker Margaret Leary  
 March 14: The Circular Economy; Sustainability Waste; Speaker Katy Adams  
 April 11: The Red Cross Makes a Difference; A Mission that is Local; Speaker Dr. Hedwig Murphy  
 May 9: In Search of Local Gems in Michigan and Beyond; Speakers Susan Shields and Judy Dean – an interactive discussion

Summary: The Learn & Grow programs remain popular and are well-attended. Members appreciate the focus on practical and useful information they can incorporate into their daily routines. A recommendation going forward it to better coordinate topics with the Program Committee. In addition, members would like more focus on aging, health, overall well-being.

### **Health Day Committee**

Patty Bebee, Chair; Members: Karolyn Brewer, Pat Butler, Elaine Fellows, Mark Kempton, Madolyn Lottman, Stephanie Minerath, Sandy Regiani, and Beth Venier

Health Day 2024 was held April 24, 2024. There were five presentations:

- Pain Resilience and More Rewarding Self-Management.
  - Afton L. Hassett, PsyD
- Anticoagulation for Cardiac Reasons: Irregular Heart Rhythms, Cardiac Clot, and Other Reasons,
  - Jim Froehlich, MD
- Advances in Translating Fall Risk Reduction for Older Adults to the Real World.
  - Neil Alexander, MD
- Noise is Damaging Your Body
  - Sally L Lusk, PhD, RN, FAOHN, FAAN
- An Eye to the Future: Ocular Health as We Age
  - Ariana Kaplan, MD

Summary of the presentation viewing as May 27, 2024:

	<b>Total Attended</b>	Watched Live	Watched Same Day (Typically 3-6pm)	Watch Later Fri thru next week	<b>Total Livestream</b>	On-Demand	Podcast	<b>Grand Total Participation</b>
<b>Health Day</b>	78	96	57	369	522			619

The on-demand views were:

Pain Resilience - 18

Anticoagulation for Cardiac Reasons - 28

Advances in Translating Fall Risk Reduction - 17

Noise in Damaging Your Body - 12

Ocular Health as We Age - 22

As a comparison, last year on-line viewing saw lower same day numbers (423 vs 522 this year) and higher later on-demand (200+). Total on-site attendance remained constant, demonstrating an onsite venue remains popular with UMRA members.

The committee adopted the 2023 changes implemented that improved the attendee experience and the success of the 2023 event, which the 2024 Health Day benefited from including:

- Online registration – 2024 opened registration to non-UMRA members, however the number of non-UMRA members was minimal.
- Using rolled silverware which eliminated the need to leave the room for lunch set up as with previous Health Days
- Keeping salad options to the menu
- Extensive marketing – 2024 Marketed to non-UMRA members.
- Collated handout packets including lunch tickets at check in
- Livestreaming via Michigan Media

New for 2024, UMRA members may listen to podcasts of the presentations in addition to viewing the recorded presentations.

The cost of the event per UMRA attendee was \$30.00, an increase of \$6.00 from the previous year due to increased costs and \$40.00 for non-UMRA members. The overall expense of the event was \$7600 supported by an UHR \$2300 grant, attendee payments \$2430, and UMRA supporting the remaining balance of \$2870.

Post event evaluations were completed. 18 of the 21 attendees who completed the overall satisfaction question rated the day with an overall high level of satisfaction with the remaining three attendees rating it overall as medium satisfaction. Suggested areas for improvement included Improving the quality of the audio/microphone system, better regulation of room temperature, shortening the day, increasing the visibility and readability of the slides, and having more sweets available in afternoon. All food and venue comments were shared with on to Weber's event manager. The evaluations also provided several suggestions for future programs.

#### **Governance Committee**



**Chair: Al Hermsen; Members: Jim Bell, Jim Randolph**

In February 2022, the UMRA Board conducted a survey of Board members to further improve Board operations. One recommendation, approved by the Board, was to establish a Board Governance Committee which would replace the Nominations Committee, as well as be 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 advisory, operating in close conjunction with the UMRA board. The committee meets on a quarterly basis. This past year the committee addressed the following issues:

- Worked on a document retention policy. First, we reviewed and cleaned out paper documents in the filing cabinets in our office in Wolverine Tower. Then Jim Randolph and Al Hermsen met with April McKay, a retention policy expert at the Bentley Library. She provided us with advice which Al used to draft a policy for us, for both paper and electronic documents. The Committee and the Board reviewed and revised the policy which was accepted by the Board at our August 2024 meeting. April agreed to make an annual copy of our website for the Bentley library to keep.
- Jim Randolph reviewed our operations manual and sent it to all Board members for updating. He collected the results, and the revised manual was accepted by the Board in January 2024. The committee agreed to review this manual every two years.
- The Board roster, contact information and committee listings is updated every year in January. Pat Butler handled this job for years, but now that she has resigned from the Board, we asked Julie Doman in UHR to handle this for us. She agreed and started doing this in January 2024 with our committee oversight. Each committee chair needs to send her committee member updates as they change.
- UMRA History: Dave Williams, Pat Butler and Al Hermsen met at the Bentley library to review the boxes of information on UMRA related history. They will use this information and more to write a more complete history than Al wrote up for the 70<sup>th</sup> UMRA Anniversary party in December.
- Al is updating our Board member onboarding procedure.
- At the Board request we reviewed our 501c(3) status and brought comments back to the Board for discussion. After extensive review, Katherine Kurtz sent UMRA documents to an attorney who is an expert in the 501c(3) process for review. He reviewed these documents and determined we are properly classified with the IRS as a 501c(3) organization. The Board accepted this at our August 2024 meeting, but we also felt our Mission Statement could be clearer. A revised statement is being worked on as this report is being written. If it is accepted by the Board, it will be taken to the membership for a vote at our October 2024 meeting.

Jim Randolph wrote an article for the UMRA News requesting nominations for Board positions. This appeared in the July and August newsletters. No nominations were submitted. All 5 Board members whose terms expire in December have agreed to be nominated for another three-year term.

We reviewed drafts of a policy for our sponsorships. This is still under review at the time of this write up.

At the Board retreat in July 2024, it was suggested that we form an Executive Committee composed of the President, Past-President, Vice-President, Secretary and Treasurer. Since three of these positions are already on the Governance Committee, we decided to add the other two positions to this committee and have the Governance Committee serve as the Executive Committee. The Board accepted this at the August 2024 Board meeting.

## **OTHER ACTIVITIES, INCLUDING REPRESENTATIONS ON UNIVERSITY GROUPS, LIAISON ACTIVITIES, PARTNERSHIPS, AND SHARED INTEREST GROUPS**

### **Report of the Committee on the Economic and Social Well-being of the Faculty**

Representative: Suzanne Selig

This year's agenda will include information about a salary study, scrutiny of SPG relative to retaliation from students when sought grades are not achieved, protection from Faculty administration to address misconduct, faculty burnout, and work with SACUA to organize a panel on academic freedom.

Michele Hannoosh, U-M Ombudsman described the activities focus of the office. Discussion of formal and informal complaints were discussed, and consequences of an investigation-faculty can lose privileges when investigations are underway (merit raises, service responsibilities).

Chief of Behavior Health Strategies presented slides on workplace and mental health and well Being. Focus on work/life balance adopting a holistic framework at both individual and institutional levels.

Concerns about Recent Changes to Retiree Health Benefits was a major topic addressed. Several retirees were invited to speak and express their complaints. Several recommendations were suggested: grandfather those retirees who wished to keep old benefits; retirees should be closely consulted, option to go back to old plan; clarify release policy, clarify providers in networks, set up a special helpline BCBS. A special additional meeting was held to further discuss recommendations.

Additional sessions focused on Faculty Burnout. What administrative assistance is available?

To meet regulatory requirements; issues of student demands for mental health support; student demands for high grades.

Survey of faculty who leave the university should be reviewed. Issues of salary? Interpersonal conflicts? Workload? Use exit interview to provide starting point for discussion next year.

### **Senate Assembly (SA) Report 2023-2024 Academic Year**

Representatives: Suzanne Selig. Report submitted by Suzanne Selig

The SA met six times this year from September through April.

At the first meeting Tom Braun, new chair of the SA reviewed the structure of faculty governance. The Faculty Senate consists of over 7,000 members. They are represented by the SA which has 77 elected members. SACUA has 9 members. There are 18 committees, 11 of which are advisory. The SA asked for items members wanted to address this year:

Faculty burnout resulting from student accommodations in the classroom; need for faculty to better understand UM finances; options for affordable housing and a balance between north and central campuses.

A new land monument to honor the original owners of Ann Arbor was discussed. There is a new Director of Integrity and Compliance; there is a draft report on Principles of Thought and Freedom of Expression. The Faculty and Staff Counseling and Consultation Office (FASCCO ) gave a presentation delineating the types of issues presented for services. Other activities were described: discussion groups on stress management, balancing work/personal life. A new process for recruiting faculty to open positions was discussed and a nominations committee will be formed to assist.

A Free Speech draft statement was discussed. A request for the University to make public financial investments in the State of Israel.

The individuals who manage U-M endowments indicated that only the Regents have the authority to makes decisions regarding how endowment is invested.

Faculty ombudsman, Michelle Hanoosh presented the role of the office. Faculty requested input from the Ombudsman as to SPG protection against retaliation specific to reporting misconduct or being involved in activities perceived to be “misconduct” - demonstrations.

Discussion about Campus Climate Survey on Sex and Gender issues.

What constitutes Demotion as per By-Laws 5.09? Should recordings of lectures be mandatory, as per request from the Student Government?

President Ono’s Bold Challenges were presented. Funds will be allocated to support initiatives.

A resolution to re-compute faculty salaries for those on 9-month appointment was discussed and will be presented to the Provost.

A large number of comments (9,000) were submitted in response to President Ono’s statement about sanctions for disruptive behavior contributed to President rescinding this statement.

### **Advisory Committee to Recreational Sports**

**Representative: Charles Koopmann** (Mike Widen was instrumental in the formulation of this report.)

Progress on the new facility - The Hadley Family Recreation and Well-Being Center is progressing on schedule. It is scheduled to be open in time for the Fall 2025 semester.

Progress on the name change - The name change of the department to Michigan Recreation is moving forward. We expect the official change will take place in Fall 2025 to coincide with the new project's opening. We will be making official campus announcements in the Winter semester. This fall we are evaluating everything that will need to get changed and prepare for the change beginning in the winter semester.

Any movement on better funding - We are planning a proposal for a new funding model for Recreational Sports. Details are now being collected about the aspects of what a new funding model might be. I'm hoping to have discussions this fall with Student Life and others on this topic.

Anything that would pertain to the retirees - We continue to see slight increases in membership sales. We are getting closer to the pre-pandemic number of non-student members. We're currently at about 80% of our pre-pandemic numbers of non-student members.

Any new endeavors that you plan for the upcoming year - Much of the next year's work will revolve around opening the Hadley Center, preparing for the department name change, and pushing for a funding model change.

Anything else you deem appropriate. - One final interesting note, Student Life just completed a student engagement study to determine the engagement that Student Life units have with students. Of all 26 units of Student Life, Recreational Sports had the highest number of students engaging with our unit since last academic year. Over 60% of students had engaged with us either through participating in a program or using a facility.

As this illustrates, things are going well at Rec Sports. It is important that Rec Sports get better financial support from the university. We are not leaders and best in departmental support when compared to our Big Ten colleagues. Mike has done a superb job given the lack of appropriate financial support. Martino (VP for Student Life) has been a breath of fresh air in this regard.

### **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). Nine groups have been set up to date, with a three more in progress. These programs have been a remarkable success in allowing our members to get to know each other better and having a great time in their very different activities. Information on these groups can be found on the UMRA website. Here are the reports on the activities of these five groups this past year:

1. **UMRA Reads** – meets on the 4<sup>th</sup> Wednesday of each month via Zoom to discuss a book they have read. The meetings are recorded and posted to the UMRA website. They select 12 books to read at the beginning of each year, covering a variety of genres. Sharon Grayden is the UMRA Reads Facilitator
2. **UMRA Walks** – meets on the 4<sup>th</sup> Friday of each month and walks for up to two hours on one of the many pleasant, paved trails in the Ann Arbor area. The walk is then followed by lunch at a local restaurant. Verna Bell and Bev Turner lead this group.
3. **UMRA Hikes** – This is a new group which held its first hike in May this year. It is much like UMRA Walks, but they hike on unpaved trails which can be a bit strenuous at times. They have found many exciting trails in the Ann Arbor area. They meet on the first Friday of each month. Herb Loner leads this group.
4. **UMRA Community Service** – This group meets on the third Thursday of each month, usually at the Food Gatherers building to help sort food for needy people. They have also helped at the Art Fair and at the Maize and Blue Kitchen in the past. Discussions are being held with the Red Cross to assist in their projects. Karen Shill leads this group.

5. **UMRA Plays Mah Jong** – This group meets each Monday at the Pittsfield community center to play Mah Jong with others from the area. We have quite a few enthusiastic players. Corrine Serrell and Kathy Fisher lead this group.
6. **UMRA Golfs** – This group meets on various days over the summer to enjoy a round of golf. Members with all skill levels are invited to attend. Different courses in the Ann Arbor area are selected each month. Esrold Nurse leads this group.
7. **UMRA Kayaks** – This group started in 2023 and has had great success in gathering people together with their kayaks to explore various rivers and lakes in the area. We do one trip a month on various days set at the beginning of the year and also gather at Camp Michigania. Jean Shope and Al Hermsen lead this group.
8. **UMRA Bikes** – This is another new group this year. They began scheduling bike trips around the Ann Arbor area in May and usually ride for about two hours, followed by lunch at a local restaurant. The date each month varies, but emails are sent out to all members. Sarah Ely leads this group.
9. **UMRA Travel Discussion** – This group started meeting in November 2023 and has had great success in gathering people to talk about their trips and discuss travel issues. They meet on the 4<sup>th</sup> Tuesday of each month via zoom, but once each quarter they hold an in-person meeting at the Pittsfield Library, which is also zoomed to those who can't attend in person. Different countries are selected to discuss each month. The meetings are recorded and posted to the UMRA website. Joe Marker leads this group.
10. **Three new SIGs are in the process of being formed:** UMRA Genealogy, UMRA Gamers, and UMRA Archery

#### **Ad Hoc Committee to Host the 2025 Big Ten Retiree Conference**

A committee consisting of Al Hermsen (Chair), Pat Butler, Mike Kalasinski, Katherine Kurtz, Jim Randolph, and Susan Shields has been formed to plan for this conference. They began meeting in January 2023. They are following the guidelines from the Big Ten Conference Handbook and have accomplished all suggested tasks listed in the handbook or have work in progress for them.

The dates for the conference have been set for August 5-7, 2025. A tentative agenda has been established. The theme for the conference will be “Thriving Retiree Organizations: Doing Good, not just Doing Well.” We will focus on having more time to discuss ways to improve our organizations and limit our speakers to two dinner speakers and a closing session speaker. Task leaders have been assigned for all the tasks. We will seek financial support from the President’s office and various sponsors in addition to using some of our UMRA reserves that have been set aside to help with this conference.

All hotel, conference, and dining rooms have completed contracts. We will use the Bell Tower and the League for our hotel rooms and will hold our meetings in the League too. We have dinners arranged in the Union and at Rackham, plus a reception at the President's house. We will do a campus walking tour and a bus tour of all Ann Arbor campuses. We are currently working on engaging speakers. We are planning to have a spouse’s program to accompany our conference.

#### **Partnership with the U-M Alumni Association**

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 or three nights at Camp Michigania in September 2023. 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. UMRA members are also able 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.

Al Hermsen is the liaison with the Alumni Association, and he met with the new Alumni Association President Ayanna McConnell in May. From this meeting we set up meetings with Alumni Association staff to work on putting together a portal for UMRA members to volunteer to assist with various Alumni Association events. We are also working with staff to connect retirees who live outside the Ann Arbor area with Alumni Clubs in their area. This would encourage our members to join the Alumni Association and Alumni Association members, who are also UM retirees, to join UMRA.

### **Big Ten Retirement Association Meetings**

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 Ohio State University in July 2024. Al Hermsen and Susan Shields represented UMRA. The agenda included the following discussion topics: Leadership Development, Recruitment and Retention, Positioning organizations to get a "Seat at the Table," Communications, Member engagement, and Special programs for members who live outside the campus community. They also had six speakers on interesting topics and a bus tour of campus. We also gathered some good ideas for the conference which will be held at U-M next August. We presented a formal invitation to members to attend our conference business meeting.

### **Volunteer Ad-Hoc Committee**

Al Hermsen (chair): Vi Barkauskas, Pat Butler, and Judy Dean, with Ed Adams assisting with website issues.

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. The Community Service SIG developed out of this committee.

**UMRA Financial Report**

	<b>Current</b>	<b>Previous</b>	<b>2nd</b>
	<b>9/1/202</b>	<b>9/1/202</b>	<b>9/1/202</b>
BEGINNING	79,689.6	104,650.	83,763.4
<b>INCOME</b>			
Health Day	4,730.00	5,828.00	1,380.00
Travel Prog,	14,684.0	7,893.07	11,925.0
Member dues	29,096.0	16,920.0	18,930.0
Contributions	6,584.00	5,952.00	6,583.91
President's Office	3,500.00	3,500.00	3,500.00
Sponsorship	10,200.0	7,200.00	13,200.0
<b>TOTAL INCOME</b>	<b>68,794.0</b>	<b>47,293.0</b>	<b>55,518.9</b>
<b>EXPENSES</b>			
Newsletter Prep	1,289.23	1,357.59	1,462.91
Office Expenses	1,270.19	1,737.15	922.80
Printing Annual	167.10	863.05	1,026.59
Advertising	1,765.00	1,961.00	755.50
Insurance	3,580.00	3,206.00	3,225.00
Health Day	7,630.24	7,195.99	3,275.02
Incorp	20.00	20.00	20.00
Misc, AROHE,	1,809.85	1,506.37	1,113.41
Postage	65.77	937.08	759.41
Monthly Program	36,573.9	30,339.7	17,642.5
Strategic Planning	48.31		259.01
Travel	1,259.15	2,333.15	1,337.45
Travel Program	9,392.64	13,059.6	112.66
Video		4,675.00	
Website and	4,496.59	3,062.55	2,719.15

TOTAL EXPENSES	69,367.9	72,254.3	34,631.4
INCOME LESS	(573.90)	(24,961.	20,887.4
ENDING	79,115.7	79,689.6	104,650.