



Also attending were:

From the USG System Office – Karin Elliott (Associate Vice Chancellor for Total Rewards, HR), Marti Venn (Deputy Vice Chancellor, USG; Provost, Middle Georgia State University)

From the USG Staff Council – Kendria Lee (Chair; Georgia Southern University)

From Middle Georgia State College Facilities Office – David Sims (Assistant Vice President)

From Aon – Mark Chandler (Retiree Health Solutions, Aon Retiree Healthcare Exchange)

Absent: Georgia Southwestern State University

No Representative Appointed: Albany State University, Gordon State College, Savannah State University, University of North Georgia

3. Jim Cottingham introduced a special presentation by David Sims, Assistant Vice President for Facilities, Middle Georgia State University (MGSU). Sims outlined the five campuses that comprise MGSU. Since 2003 the entire Macon campus has been designated by USG as the Waddell Barnes Botanical Gardens. This recognizes the contributions of horticulturist and MGSU friend Waddell Barnes, M. D. and others who began efforts in the 1990s to beautify the campus and demonstrate what plants grow well in this region. A feature story in Southern Living in 2008 is one of many recognitions the campus received. A devastating tornado hit the campus in the early morning hours of May 11, 2008 (Mother's Day), resulting in the loss of 3,900 trees and causing \$3.7 million in damage to facilities. Despite this extensive destruction, only one day of classes was missed. A generator set up in the kitchen area initially addressed the total loss of electricity. Once the assessment of damage to buildings was complete, other USG colleges and universities shared



tomorrow. Anything, no matter what, might happen. And when it does, it will be even harder to make a switch to another plan. That is the issue that has to be addressed. That's why it's called insurance. It's one approach. How much risk do I want to take on? If you're in a slow decline toward a serious illness, you can switch. If an illness suddenly overtakes you, you can't. But if you've been paying less premiums, saving HRA money until a crisis hits, you can use those savings at that time.

- iii. Is it possible to move from Advantage plans back to supplement plans? Yes but only in certain situations in which the company allows "Guaranteed Issue." [Comment from participant: An Aon representative at the Fall meeting said that there were plans with guaranteed issue from Mutual of Omaha, Humana, and w

- x. Retirees sometimes get conflicting responses concerning enrollment deadlines from Aon advisors. Is there any way of assuring that advisors are more current on such issues? Yes, we are working on that. There is no deadline for the Health Retirement Account (HRA). However, an individual experiencing difficulties needs to specify the county of residence since group plans are rated at the county level.
- xi. Comments from participants: Aon's advisors need to caution retirees to be patient before the YSA is updated. Granted, Aon advisors need to be more up to date

- ii. There is a loss of value to the YSA holding flat relative to the rising costs of premiums and general inflation. What will be

do these companies get paid? Candler: You pay a premium to Social Security each month for your Part B and Part D coverages. The

would do/what options they may have after retiring. Thus, campus workshops describing a structured transition to retirement would be desirable. Furthermore, retirees leaving the immediate area need to be advise



program that they will choose. When a person is choosing a retirement plan (either Teachers Retirement System [TRS] or the Optional Retirement Plan [ORP]) they need to be told that TRS counts back to the first day of employment while ORP counts only from the day of selection.

6. Elliott presented information on the Total Rewards Steering Committee (TRSC) and the role of the USG Retiree Council. The TRSC makes recommendations to the Board of Regents on retirement benefits, health plans, and other potential benefits/compensation.
  - a. Structure: The new Chairman is President Don Green of Georgia Highlands College. He is very focused on well-being and disease management. We are clarifying the structure of the TRSC. The result is that there will be some Sub-Committees that will report to the TRSC. The TRSC in turn will report to HR in the System Office. HR then makes recommendations to the Chancellor, who makes recommendations to the Board of Regents. The Board of Regents sets policy.
  - b. The subcommittees are:
    - i. Data Analytics – focused on health information data
    - ii. Retirement – largely focused on the ORP, 403b, 457b plans, including working on retirement plan designs, investments to lower fees, and staff governance of plan designs
    - iii. Well-being – focused on selection of well-being activities
    - iv. Communications – recommendations on communications going to active employees and retirees
    - v. The USGRC will have members on 1) Retirement, 2) Well-being and 3) Communications.
  - c. Comment from the representatives: You didn't mention the TRS Elliott noted that the USG is allowed one representative on the TRS board and currently that person is Marion Fedrick, who has been reappointed. As to whether another board position would be possible reflecting specifically retirees, Elliott will look into that possibility.
7. Lunch break
8. Ron Bohlander presented the results of the library survey and the ability of retirees to use institutional library facilities. [See survey in Appendix C.]
  - a. Most campuses allow KNOWN retirees to use many or most of their on-campus facilities.
  - b. The key word is "KNOWN." Not all campuses provide retiree identification cards. Among attendees at this meeting only about half have been given retiree identification cards. This has implications for how retirees can engage with their campuses. If the faculty/staff do not know the individual, they cannot be sure that the person seeking to help or use services is a retiree. Bohlander, next year's Retiree Council chair, stated

that he would work with the USG next year to strengthen retiree ID processes.

- c. Particularly limited is access to electronic journal sources, which astonishes retired faculty. However, these subscriptions are enormously expensive. Bohlander pointed out that not every retiree will desire access. Marks insisted this issue must be resolved as another professional issue affecting retirees.
  - d. Elliott will discuss this issue with the HR leaders at their next meeting and Venn will share this information at the summer retreat with provosts.
  - e. Question from representative: Have the provosts ever had an agenda item dealing with retirees? Venn: Not that I can remember.”
  - f. Comment from representative: And it has never been done with Presidents. Venn: Yes, but it’s a great suggestion. I’ll talk with Tristan Denley (Executive Vice Chancellor for Academic Affairs) about it for the summer meeting.
  - g. Bohlander noted that the emeritus process is a complicating factor. The process is haphazard. Some have to apply for the status, and for others it just happens (or doesn’t). Emeritus status often comes with privileges not available to others, and it should be approached in a systematic way. Also, Emeritus status is not always listed in the PeopleSoft database.
  - h. Zinsmeister announced that a college ID card can give you access to libraries abroad, too.
9. Committee Reports and Updates
- a. Retiree registry. Bohlander reported that setting up a registry would involve people listing, among other things, contact information and areas

councils and activities varies by institution, which she and Venn will address. There was no report from the USG-Faculty Council.

c. USGRC Communications Committee:

- i. Retiree organization survey – Marks returned to this item previously skipped and reiterated the need for retiree identification cards and information about the benefits available to retirees on their campuses.
- ii. “Delinquent” Retirees – Marks said that he had hoped that OneUSG would be the universal means of contacting retirees, at least about benefits. However, Marks reminded us that we were asked by the System office to locate missing retirees who had not responded within OneUSG. At VSU the effort was quite successful because other retirees knew the missing and could contact them. But, the effort otherwise bogged down at many campuses because the HR offices are not allowed to reveal contact information without the

11. New Business.

- a. Zinsmeister announced that AROHE (Association of Retiree Organizations in Higher Education) will meet October 7-9 at Emory University's Emeritus College. New this year will be Innovation Awards, developed in a concerted effort to encourage recognition, advancement and growth of retirement organizations in higher education. Three awards will be given for retiree organizations that create recognition at the campus, community, national and international level; contribute to the body of knowledge about higher education retirement organizations; and demonstra

Ron Bohlander described the council as "blessed" with the involvement of outstanding leadership as well as st— n