

## Retired Faculty and Administrative Officers Executive Board

Tuesday, October 16, 2018

Faculty Senate Conference Room - 327 Waterman

### MINUTES

**Present:** Jack McCormack, Lee Thompson, Michael Gurdon, Beth Mintz, Jeanine Carr, Mary Jane Dickerson

**Absent:** Alan Gottlieb, Robert Lawson, Bill Meyer, Fred Curran, Steve Cutler, Jill Tarule`

1. Beth Mintz requested that she be allowed to report first on the issue of Microsoft Products Discounts because she must leave the meeting due to a pressing deadline. First step: find out what retired faculty have access to and are entitled to in order to clarify where we stand (Beth will find out the constraints and access). Another item to consider: should we negotiate software for retirees? Is there any interest for RFAO representation on the United Academics (Faculty Union)? Jack agreed to put this on a future agenda.
2. Minutes lauded as excellent and approved with one change by Michael Gurdon: In Memoriam for Helene Lang will be in the November Senate meeting rather than the October meeting.
3. Jack McCormack reported on seven applicants for the Faculty Scholar awards. We have money for seven. Discussion followed concerning change in amounts to vary the awards (some more than \$2500, some less). Mary Jane Dickerson and Michael Gurdon will serve on the review committee.
4. Senate Report-Sept. 24 (Michael Gurdon)
  - a. Presentation of Degrees
  - b. Provost reported we hit all our targets with a talented first-year class with 86% of year 1 and year 2 students involved in Residential Learning Communities, with this cohort having a higher retention rate than non-participants (a 25% increase in doctoral students). In good shape for the March accreditation site visit of the New England Association of Schools and Colleges; status of the IBB 2.0 steering committee, formed in January 2018, as it makes refinements to the budgeting model based on feedback: initially focusing on the algorithms that have been used. Dr. Simeon Ananou introduced as the new Chief Information Officer. In addition to initiating a listening tour across the campus, he wants to be a partner in how we use technology to enhance teaching and learning. His questions: why do we have so many computer labs (hardware) when it might be better to figure out how to provide software (“a digital backpack”) to students with their wide array of computing equipment?
  - c. Jim Vigoreaux brought a motion that sought to expedite the Green Sheets process for incoming administrative positions (e.g., chairs, deans) with underlying faculty appointments, citing length of process and proposal to waive process if individual has earned tenure at another institution. Pushback from several senators emphasizing that since so many incoming administrators return to faculty ranks, future colleagues should make this determination. Discussion of this matter was suspended until the October meeting. Michael Gurdon suggested we invite new information officer to talk to us. Jack will contact him for a future meeting (maybe even as a luncheon speaker?), perhaps after Beth’s information gathering.
5. Website/Listserv Assistance: Jack reviewed Lou’s work to create our website, now to be put on Provost’s Office under “Faculty Affairs”. Michael noted it isn’t easy to access our RFAO site—maybe create a link from the Provost’s site to have it presented in a clearer way (a “quick link”)?
6. *HERMES*: on track.
7. AROHE: Jack McCormack attended the conference at Emory University and made several observations: AROHE under pressure at USC (where it’s housed) for office spaces and to handle this problem, AROHE plans to create a consulting role that may generate income .The three levels of AROHE membership are Emeriti, Retired Faculty, and Retired Staff. Michael Gurdon asked how we determine who qualifies as an administrative officer. Qualification is

someone who has a managerial role, but there is no formal process. Jack says we are doing okay in terms of activities compared to other institutions, several other institutions have Retired Faculty Scholar Programs comparable to ours. All private school organizations are housed in the Provost's office just as we are. Emory has a "terrific organization" and has a pre-retirement panel program as we do (Jim Vigoreaux will be organizing another panel). Jack heard a really good speaker on retirement and may ask Jim Vigoreaux about bringing that person to campus

8. Meeting adjourned.

**Next Meeting: November 20, 2018**

## **Retired Faculty and Administrative Officers Executive Board**

Tuesday, November 20, 2018

Faculty Senate Conference Room - 327 Waterman

### **MINUTES**

**Present:** Jack McCormack, Beth Mintz, Steve Cutler, Jeanine Carr, Alan Gottlieb (via Skype), Lee Thompson, Mary Jane Dickerson

**Absent:** Robert Lawson, Bill Meyer, Fred Curran, Jill Tarule`

1. With a quorum present, Jack McCormack opened the meeting. The October 16, 2018 minutes were approved.
2. Guest Jim Vigoreaux (Associate Provost for Faculty Affairs) presented information about the website conversion: a part-time person has been reinvented to make the transition to handle the RFAO website with links (now functional) to all things there before, right on Home Page. Jennifer can enter the updated material (such as obituaries). Under ideas for pre-retirement panel for faculty and staff, Jack spoke of Rodger Baldwin who gave an excellent talk at AROHE. Jim Vigoreaux is happy to follow up on this suggested speaker. Alan Gotlieb mentioned the speaker might also be of interest to the Sociology Department, Psychology as well. HRS and the Provost's office could join forces with academic departments to bring Baldwin here. Discussion followed about need for more information for all retirees, not just emeriti.
3. Guests: Human Resource Services Leadership (Vice President for Human Resources, Diversity and Multicultural Affairs Wanda Heading-Grant; Director, Benefits, Compensation and Human Resource Information Systems Greg Paradiso, and Associate Chief Resource Officer Jes Kraus).
4. Faculty Senate and Executive Council Reports acknowledged (documents sent out to all).
5. Beth Mintz offered to draft a letter with ideas on what retirees should have access to so that Wanda might have the information for her uses.
6. Meeting adjourned.

**Next Meeting: November 20, 2018**

## **Retired Faculty and Administrative Officers Executive Board**

Tuesday, December 18, 2018

Faculty Senate Conference Room - 327 Waterman

12:30-2:00 PM

### **MINUTES**

**Present:** Michael Gurdon, Jeanine Carr, Steve Cutler, Fred Curran, Jack McCormack, Mary Jane Dickerson

**Absent:** Robert Lawson, Bill Meyer, Lee Thompson, Alan Gotlieb, Jill Tarule, Beth Mintz

1. Chair Jack McCormack called the meeting to order, noting there was barely a quorum.
2. After the Minutes were approved, Jack went over the Faculty Senate Report and read the memorial presentation he wrote about Helene Lang and went on to summarize other items at the Senate meeting he attended in Michael's absence: approval of new programs, discussion of proposed new gym facilities He also described the review process of administrators to come with faculty appointments. Michael explained this to be expedited for those who have been full professors at their previous institutions.
3. Michael Gurdon said there was no report from the Senate Executive Council since the agenda was just procedural with nothing relevant for us.
4. Retiree benefits/privileges: A letter has been drafted by Beth Mintz to address the Microsoft issues. Discussion followed that it is in the University's interest to have active retirees and that this benefit and others should be a right of association with the University. It was agreed that we need an action plan: have Greg Paradiso come for next meeting (find out who the contractor is). Jack will ask the new CIO, Dr. Simeon Ananou, when he meets with him, about this issue and others and plans to ask him to the January meeting. Agreed that the letter to Wanda should be Cc'd to Tom Sullivan. A meeting with Tom Sullivan should be scheduled for late winter, early spring. Steve Cutler raised the issue of the \$17,500 for retiree research funds that we need to get some assurance for from the President.
5. Meeting adjourned.

**Next Meeting: January 15, 2019**

## **Retired Faculty and Administrative Officers Executive Board**

Tuesday, January 15, 2019

Faculty Senate Conference Room - Waterman 327

12:30-2:00 PM

### **MINUTES**

**Present:** Jeanine Carr, Steve Cutler, Ricard Branda, Alan Gottlieb (via Skype), Jack McCormack, Beth Mintz, Lee Thompson, Mary Jane Dickerson

**Absent:** Michael Gurdon, Jill Tarule, Robert Lawson, Fred Curran

1. Guest: Simeon Ananou, UVM Chief Information Officer.  
Presentation emphasized 6-pillar initiatives to engage the community with shared governance to form interdisciplinary partnerships. Members brought up the issue of predatory journals (Steve Cutler) and retirees being discriminated against because of the unavailability of software with a big difference between what is available to current faculty and retirees. In response, CIO Simeon Ananou responded that software vendors require the names of active faculty and the number of students (retirees do not factor in this accounting). Also, UVM gets audited. Jack McCormack mentioned the HR proviso concerning retirees whose work benefits the University. Following discussion of Microsoft contract and its terms, C.I.O. Ananou said he will ask who can be counted. Beth Mintz asked if there are any plans for upgrading fiber optic cables in buildings with cables installed decades ago. In response, Mr. Ananou said millions are needed to upgrade across campus. He is to propose a multi-year plan. Jack McCormack described going through the University of Albany and saw "website management/maintenance". In response, CIO Ananou said we need a web office, a partnership. He said the CIO at the University of Albany does not have that component under management. It is in the Office of Marketing. CIO Simeon Ananou was then thanked for his time and information.
2. Richard Branda, Professor Emeritus of Medicine, is introduced and welcomed as a new Board member.
3. After the correction of Alan Gottlieb's name, the minutes from December 18, 2018 are approved.
4. Report from the Faculty Senate: Jack McCormack attended the Senate for Michael Gurdon and will send the report out to us.
5. Retiree Benefits/Privileges: Jack distributed the proposed letter to Wanda Heading-Grant for our perusal. Beth Mintz brought up as the major issue what we don't have access to, such as Microsoft and even tickets for major speakers on campus. Jack will send us the link to the HR page concerning benefits. Richard Branda read the 2012 list. Lee Thompson expressed doubts at drawing attention to ourselves.
6. Spring Meeting proposal for late May with venue, speaker to be decided. There will be the election of officers and five "constitutional" board members. "RFAO Constitution provides for Election of five members in addition to three Officers (President, Vice President and Secretary/Treasurer). Other Board members are appointed."
7. Motion was made to adjourn. Meeting was then adjourned.

Respectfully submitted, Mary Jane Dickerson

**Next Meeting: February 19, 2019**

## Retired Faculty and Administrative Officers Executive Board

Tuesday, February 19, 2019

Faculty Senate Conference Room - Waterman 327

12:30-2:00 PM

### MINUTES

**Present:** Michael Gurdon Steve Cutler, Lee Thompson, Richard Branda, Jack McCormack, Mary Jane Dickerson

**Absent:** Beth Mintz, Jeanine Carr, Alan Gottlieb, Jill Tarule, Robert Lawson, Fred Curran

1. Minutes approved with the correction of Richard Branda's name. Michael Gurdon asked how the meeting with CIO Ananou went. There was general agreement that he appeared to have learned a few things from us.
2. With the announcement of Jill Tarule's Memorial Service March 30, 2019 at 1:00-2:00 PM, Ira Allen Chapel (Reception following in Waterman Manor, Waterman 525/526, 2:00-3:00 PM.), Board members shared memories of all Jill has done at and for UVM and the broader Vermont community. In addition to the service, there will be an In Memoriam for Jill at the Faculty Senate.
3. Faculty Senate Meeting: Jack reported on a few things.
  - a. Richard Galbraith said the government shutdown affected research projects but time should take care of that;
  - b. The main issue concerned the possibility that TIAA will be more active in managing UVM retirement accounts with a lessening of Fidelity. Evidently, UVM will save money by focusing on TIAA. This is not a final deal yet. An outside advisory group suggested this change (CAMMACK). The issue has been referred to the Executive Council for more consideration (Jack will send us the minutes when they come out);
  - c. Senate approved lots of degrees;
  - d. Dr. Harry Chen gave a presentation on the student wellness program showing concern for all kinds of student health matters and the student health house;
  - e. Michael Gurdon will check about the Fidelity/TIAA meeting noting that Jess Kraus in HR found the faculty reaction stronger than expected.
4. Senate Executive Council: Michael Gurdon did not attend (away).
5. Retiree Benefits and Privileges: Jack sent the letter to Wanda Heading-Grant some time ago but has received no response. We're trying to make sure our access to privileges and benefits remain. Jack will send it again or ask her for a private discussion with a couple of us. Lee Thompson raised Silver Sneakers as possible part of Blue Shield/Blue Cross coverage. Michael Gurdon will check concerning the Fidelity/TIAA issue meeting.
6. Announcement of new UVM President, Dr. Suresh Garimella with some discussion about the process of the selection and agreement that we should invite the new president to our September meeting.
7. RFAO Vice President *pro tem*: Michael Gurdon volunteered. We need a name on the ballot for the June meeting. Bill Meyer has resigned. We need to elect a new secretary for two years and he was also our treasurer. This does add to our list of vacancies. Discussion brought up the question: how do new retirees find out about our organization with the suggestion that we need to have a set way to find out. Michael Gurdon suggested we request a list of all retirees from HR. We get notification of new emeriti in March. It's hard to deal with non-emeriti (need to codify?)
8. Jack moved we adjourn after asking about any more business.

Respectfully submitted, Mary Jane Dickerson

**Next Meeting: March 19, 2019**

## Retired Faculty and Administrative Officers Executive Board

Tuesday, March 19, 2019, Faculty Senate Conference Room - Waterman 327, 12:30-2:00 PM

### MINUTES

**Present:** Richard Branda, Jeanine Carr, Steve Cutler, Mary Jane Dickerson, Michael Gurdon, Beth Mintz, Lee Thompson, Jack McCormack;

**Absent:** Fred Curran, Alan Gottlieb, Robert Lawson

1. The meeting Minutes from February 19, 2019 were approved as distributed. It was noted that Bill Meyer, recent RFAO Secretary/Treasurer, had resigned.
2. The memorial service for RFAO member Professor Jill Tarule was announced: March 30, 1:00-2:00 PM, Ira Allen Chapel, with reception to follow, Waterman Manor 525/526, 2:00-3:00 PM.
3. Faculty Senate Meeting February 25: Michael Gurdon's detailed notes were provided. Highlights: a resolution in memoriam for Carol Lee Phillips, former RFAO member; information forthcoming in March from Richard Cate about UVM financial situation, and an April roundtable discussion in depth on a topic TBA; student social outreach initiatives; plan to present Curricular Affairs Committee recommendations only electronically (not orally) the week before a Senate vote (no objections, apparently) starting in March; a change to the Academic Calendar as of Fall 2020 moving the Fall recess day from a Monday to a Friday; finally, an evidently animated and extended discussion of the recent UVM presidential recruitment process, with an overall reaction of dissatisfaction and dismay that a regrettable precedent would prevail if faculty were not to make known to the Board of Trustees their concern about the abrogation of the faculty's role in such a vital process. It was noted in passing that anyone may attend Senate meetings, but only senators can vote.
4. Retiree Benefits/Privileges (HRS March 13 response to RFAO written questions, which Wanda Heading-Grant had forwarded to Greg Paradiso. Jack distributed copies of the correspondence, which addressed retiree access to the following:
  - a. A Silver Sneakers fitness program (their response was no; RFAO feels this warrants more inquiry and retiree self-assertion);
  - b. Auditory exams and fitting of hearing aids (barely; RFAO says revisit);
  - c. Wellness programs (maybe; explore with Greg present);
  - d. Microsoft products and IT services currently available to faculty/students/staff (unclear; set 1 hour of April meeting to have Julia Russell (Simeon's assistant) report to us and Steve Cutler may investigate other campuses' ordinary practices in IT);
  - e. A peer retirement transitioning program administered by HR or the Provost's Office (seems back-burner);
  - f. A speaker event or series addressing life after retirement (again back-burner);
  - g. Comparisons of programs other universities and employers offer to retirees;
  - h. Retiree medical billing procedures (Wanda sent a memo to all retirees; seems settled so discussion was minor, RE: complications for some clinicians and volunteers; Jack will check);
  - i. CatCard privileges (only for those who retired from UVM with medical privileges); UVM event tickets privileges (ambiguous and sometimes arcane but always free).
5. UVM retirement plan: there will be a meeting on March 26, 1:00 PM in Waterman, first floor, regarding the choice(s) of investment record keepers to handle faculty retirement funds.
6. RFAO Vice President pro tem: Michael Gurdon has graciously accepted the position; terms for all elected board positions will end in September 2019 (re-election possible). Jack McCormack will complete his 4th term in September and become Past President for two years. Elections of President, Vice President and Secretary/Treasurer will take place September 2019.
7. New Emeriti, Spring 2019: With 30 Emeriti emerging in CAS, CESS, CEMS, CNHS, LCOM, we may have an embarrassment of riches in recruiting new RFAO members. Jack will email a list to aid our conversation at the April meeting.
8. Spring Luncheon: date (in June) and venue to be determined; guest speaker: President Tom Sullivan, on "*The First Amendment Speech Clause: Speech and Expression on Campus*".

Respectfully submitted, Lee Thompson

**Next Meeting: April 16, 2019**

## Retired Faculty and Administrative Officers Executive Board

Tuesday, April 16, 2019, Faculty Senate Conference Room - Waterman 327, 12:30-2:00 PM

### MINUTES

**Present:** Richard Branda, Jeanine Carr, Fred Curran, Alan Gottlieb, Michael Gurdon, Beth Mintz, Jack McCormack

**Absent:** Steve Cutler, Mary Jane Dickerson, Lee Thompson, Robert Lawson

1. **Minutes:** March 19, 2019 meeting minutes approved with minor edits.
2. **Faculty Senate Meeting:** Jack reported on substantive issues discussed at the March 25 Faculty Senate meeting, including:
  - New England Commission on Higher Education (NECHE) visited campus March 25-27
  - The Executive Council approved an August degree conferral as requested by the Graduate College and the Office of Institutional Research
  - A resolution and memorial for Jill Tarule was warned
  - Tom Sullivan discussed common problems among universities and colleges, particularly in terms of financial issues
  - A call for nominations for open positions
  - A proposal for a minor in computer science education was approved
  - Richard Cate reported on UVM's financial situation
3. **HRS Leadership and Cammack Consultant:** Discussion surrounded our impressions of the March 26 informational meeting. We agreed that it was good that they gave us an opportunity to hear about the proposed change but the general feeling is that there was limited information provided in terms of the actual financial benefits of the change and that administration will just make a decision. There are questions about why faculty/staff were not involved in the discussion earlier, why the University Benefits Council was not involved, and how any change will be reassessed over time, particularly if only one company is used as record keeper. There was also discussion about our role in terms of representing and communicating with our constituents. The March 26 presentation was vague enough that we do not feel comfortable distributing information to our constituents at this time. Our discussion also included the fact that many constituents no longer live in the Burlington area and cannot attend information sessions about the proposed change. In addition, it was mentioned that a change will have less impact on retirees who have options outside of UVM for their investments, while the impact will be more significant for current employees. The plan is that two members of our board will attend a scheduled campus meeting in the near future to further understand and gain perspective about the issues and we will discuss again at the May meeting. We may decide to send a summary to constituents to apprise them of the issue
4. **Draft Form for CATcard:** Upon retirement, some LCOM faculty lose their UVM access. HR put together a form to request reactivation of the CATcard and keys. If a CATcard is deactivated, the form would be submitted to the department chair for approval. However, we recommend that HR sign the approval, considering that department chairs inevitably change over time. Jack will take this suggestion back to HR. The board appreciates Greg Paradiso's efforts on this issue.
5. **Spring Luncheon:** Thursday, June 6, Noon-2:00 PM at Delta by Marriott Hotel (formerly Trader Duke's). Tom Sullivan will be the featured speaker. Emeriti parking tags will be available at 11:30.
6. **Officer Elections:** Elections will be held in the fall for president, vice president, secretary-treasurer and five elected board members for two-year terms (the current elected members are Alan Gottlieb, Mary Jane Dickerson, Lee Thompson, Michael Gurdon, and Bob Lawson). Other board members are appointed. The plan is to have a general meeting in the late afternoon at Waterman Lounge in September to conduct business and present a slate of nominees. We will work on preparing a slate of nominees over the summer. Jack is in his 4<sup>th</sup> term as president and expressed that he would be fine if someone wants to run as president, in which case he would stay on for two years in an advisory capacity. It was mentioned that the September meeting will be a good opportunity to get feedback from members about their ideas on the work and focus of the RFAO. Jack will reserve space at Waterman and confirm the date soon.
7. **May Meeting Guests:** Jim Vigoreaux and Greg Paradiso were discussed as guests for the May meeting. Jack has also reached out to try and schedule a meeting with the new president in July to introduce himself and the work of our committee. We would like to have the new president meet with our committee in August.

Respectfully submitted, Jeanine Carr



## Executive Board Meeting

Tuesday, May 21, 2019

Faculty Senate Conference Room - 327 Waterman

### MINUTES

**Present:** Richard Branda, Jeanine Carr, Alan Gottlieb (via Skype), Michael Gurdon, Beth Mintz, Jack McCormack

**Absent:** Lee Thompson, Mary Jane Dickerson, Fred Curran, Steve Cutler

**Call to Order:** Chair Jack McCormack called the meeting to order

1. Minutes of April 16, 2019 meeting approved.
2. Faculty Senate Meeting reports:
  - Meeting of April 26, 2019
    - Resolution *In Memoriam* for RFAO Vice President, Professor Emerita Jill Tarule, long term Dean of the College of Education and Social Services
    - Welcome for interim Provost and Senior Vice President Patricia Prelock
    - New Bachelor of Social Work Program in the College of Education and Social Services
    - A White Paper is being developed for presentation to President Garimella. The Paper will address three questions with focus on vision for UVM in 2019 and influences that advance or represent barriers to that vision.
  - Meeting of May 16, 2019
    - Resolution *In Memoriam* for long term Provost Professor Emeritus Robert Arns
    - Retirement Plan Administration - Resolution that UVM should retain both Fidelity and TIAA as record keepers for the UVM Community
    - Discussion of the recent Presidential Search process
3. RFAO Board Meeting May 21, 2019
  - Major focus on discussion, with Jim Barr and Mary Provost of suggested changes with parking privileges for Retirees and suggested restrictions. Some discussion of differences between "Retiree" and "Emerita/Emeritus" status. Concern about lack of consultation in this matter.
  - RFAO Board requested access to a recent external consultant report. Questions about leasing UVM space to Medical Center for their employees. Further discussion planned with Mr. Barr and Ms. Provost at RFAO Executive Board meeting in August.

Respectfully submitted, Jack McCormack