

Georgia College Retiree Association Leadership Team

Chair Paul Jahr, Vice-Chair Howard Woodard, Secretary/Treasurer Craig Turner

Minutes 29 July 2020 WebEx Meeting

Present

Paul Jahr, Dan Lavery, Pamela Levi, Cecile Parker, Ellen Paulish, Craig Turner, Howard Woodard

Regrets

Robin Harris

Call to Order

- Chair Paul Jahr called the meeting to order at 9:02am.

24 June 2020 Minutes

- Paul Jahr noted Craig Turner had provided a proposed final draft of the minutes of this body's 24 June 2020 WebEx meeting for review and approval.
- A motion to approve these minutes was made, seconded, and adopted with no further editions and no dissenting voice.

Nametags

- From 24 June 2020 WebEx Meeting
 - Georgia College now has a standardized format for nametags. Members of this leadership team are eligible for a nametag.
 - Paul Jahr, Ellen Paulish, and Howard Woodard have nametags.
 - Those individuals for whom a nametag will be ordered at a cost of approximately \$7.95 each (the cost to be covered by funds remaining in our modest 2019-2020 budget) include at least Robin Harris, Pamela Levi, Cecile Parker, and Craig Turner.
- From 29 July 2020 WebEx Meeting
 - The order of aforementioned nametags has been placed via the bookstore.
 - Such nametags are ordered in batches of some size n (possibly n = 20).
 - Once this batch size n (possibly n = 20) of the batch containing our order is reached, our nametags will be ordered.
- Anticipate further consideration of this item at this body's next WebEx meeting.

Georgia College Update (Dan Lavery)

- Classes are delivered online through summer 2020: most, if not all, via WebEx.

- Students are moving to campus over the next two Saturdays (1 Aug 2020 and 8 Aug 2020) with fall classes scheduled to begin Wed 12 Aug 2020.
 - At present, classes (for the institutions comprising the University System of Georgia) are anticipated to return to face-to-face delivery with the fall 2020 semester, contingent on the coronavirus pandemic protocols in place at that time.
 - As fall 2020 classes being delivered in a face-to-face mode begin, anticipate a new normal with
 - Hand sanitizer and masks available at various stations on campus
 - Employees, students and visitors mandated to wear masks
 - All classrooms reconfigured to support social distancing
- Most employees haven't been on campus since March 2020. The return to campus is under implementation as follows.
 - As of June 1, phase one is being implemented, which is custodial staff returning to campus to perform a thorough cleaning of the entire campus in preparation for the return of more employees.
 - Beginning June 29, phase two will be implemented, which is a phased-in approach to bringing some employees back to campus. While a skeleton contingent of essential staff may be on campus daily, most returning employees will be engaged in a weekly schedule of both on-campus and at-home workdays.
 - Beginning August 1, phase three will be implemented, which is a return to a more normal schedule, contingent on the coronavirus pandemic protocols in place at that time.
- Once employees return, it is anticipated all offices will be overwhelmed with COVID-19 questions and concerns.
- Anticipate for Fall 2020, campus events will be implemented virtually to include but not necessarily limited to Alumni Weekend (Nov 1), Class Reunions, etc.
 - Retirees may be able to participate in Alumni Weekend at a distance (i.e. online or virtually) to reconnect with each other and former students.
- All events are being considered with enhancement, meaning to support online or virtual participation.
 - In the short run, this enhancement will support COVID-19 best practice.
 - Going forward, this enhancement will provide participants an online participation option.

- Given travel logistics and costs, this option may encourage participation from some individuals who may not otherwise choose or be able to participate.
- This year's retirees engaged in delayed (from 1 July 2020) virtual exit interviews.

Update from President Dorman

- From 29 Apr 2020 WebEx Meeting
 - Paul Jahr shared President Dorman's 24 Apr 2020 update directed to university senate with the members of this body by email as a point of information, and this update is archived as Appendix Z of these minutes.

Spring 2020 Calendar

- From 25 Mar 2020 WebEx Meeting
 - Dan Lavery noted he added events from the spring 2020 calendars of events – athletic (see Appendix A), homecoming (see Appendix H), music (see Appendix M), and theater (see Appendix T) – to the retiree website. Such events are postponed indefinitely until the world-wide social distancing protocols due to the coronavirus pandemic are lifted.
 - Dan Lavery noted holding these events face-to-face is clearly in a wait-and-see mode in light of the world-wide social distancing protocols due to the coronavirus pandemic.

Meetings and Events of the Retiree Association

- From 29 Apr 2020 WebEx Meeting
 - Paul Jahr asked Dan Lavery for an update on the scheduling of this meeting.
 - Dan Lavery noted realistically we can consider holding this meeting only virtually in light of the world-wide social distancing protocols due to the coronavirus pandemic. WebEx and Zoom are the possible channels for implementing this meeting.
 - Paul Jahr noted the only necessary business to conduct is the officer elections for 2020-2021 terms of service. Further discussion concluded these elections could be conducted electronically if necessary.
- From 27 May 2020 WebEx Meeting
 - All members present at the meeting agreed postponing the spring 2020 retiree council meeting (which had earlier been postponed to the summer 2020 due to the coronavirus pandemic) tentatively to fall 2020 – i.e. to a time when it could be implemented face-to-face rather than implemented electronically – was their preference.
- From 24 June 2020 WebEx Meeting
 - Fall 2020 Meeting of the Georgia College Retiree Association
 - Anticipate such a meeting to be scheduled for October/November
 - Anticipate such a meeting to be implemented online via WebEx
 - Anticipate a request for agenda items for such a meeting to be made at this body's next WebEx meeting
 - Spring 2021 Meeting of the Georgia College Retiree Association
 - Anticipate such a meeting to be scheduled for April/May
 - Anticipate setting a date for such a meeting at this body's next WebEx meeting

- Paul Jahr requested an email from each member of this body to propose at least one event (perhaps a spring 2021 event given there will be no on-campus events in fall 2020) to promote involvement of retirees.
- Paul Jahr welcomes recommendations regarding agenda items for Fall/Spring meetings as well as recommendations for information items to disseminate to the members of the Georgia College Retiree Association.
- From 29 July 2020 WebEx Meeting
 - Fall 2020 Meeting of the Georgia College Retiree Association
 - Anticipate the details (date, agenda, etc.) of such a meeting to be further discussed at this body's next WebEx meeting.
 - The campus is learning experientially about best practice in delivering virtual (online) meetings and our meeting will likely benefit from this experiential learning.
 - Spring 2021 Meeting of the Georgia College Retiree Association
 - Anticipate the details (date, etc.) of such a meeting to be further discussed at this body's next WebEx meeting.
 - List of proposed events for Spring 2021 offered by this body's membership
 - An event similar to what took place when we launched this Retiree Association
 - Support of athletics by attending events
 - Support of theatre and music by attending events
 - Attend one or more Jazz Band concerts
 - Is there interest in reading the same book chosen for the University to read at the beginning of school (is that still done?) and discussing?
 - Is there interest in a common book club on topics that would be important to living one's life in today's climate?
 - Would there be interest in seeing the same movie (individually) and then a group critique?
 - Is there interest in planning a trip for next summer and exploring the cultural, literature, etc. as a group beforehand?
 - Is there still a "great Ideas" lecture series? I remember the Elderhostel came to those. Is that something we should consider doing?
 - I still favor Andalusia and Sallie Davis house tours. If we have a clue about college events this fall, that might be helpful, but everything remains so unclear.
 - As soon as the BOR announces what our benefits package will be, set up a webinar to explain what we can to the membership.

- Is there an interest and a potential to work with some of the academic programs?
- ADDED from the floor of the 29 July 2020 WebEx meeting
 - When feasible given COVID-19, bus trip to Fox Theatre for a performance followed by or preceded by a meal.
- Anticipate further consideration of this item at this body's next WebEx meeting.

Other Events (Tours)

- From 25 Mar 2020 WebEx Meeting
 - In addition to the aforementioned calendars, other possible spring 2020 events were to schedule a tour of at least one of the Governor's Mansion, **Andalusia**, and the Sallie Davis House.
 - Such tours are postponed indefinitely until the world-wide social distancing protocols due to the coronavirus pandemic are lifted.

AROHE Webinar 12:00pm (Noon) Tue 10 Mar 2020

- From 25 Mar 2020 WebEx Meeting

Paul Jahr referenced the 12 Feb 2020 email invitation (quoted below).

Dear Colleague,

Please join us for AROHE's newest Idea Exchange Webinar on Tuesday, March 10 at 9 a.m. Pacific (10 a.m. Mountain, 11 a.m. Central and noon Eastern).

"UC Retirees: Advocates, Ambassadors, Assets" – A survey report that illustrates the value of retirees

Retirement organizations are often challenged with demonstrating the value of retired staff/academics. A recent survey report, published by the Council of University of California Retiree Associations (CUCRA), offers compelling data suggesting that many retirees remain curious, vibrant and productive, with a commitment to civic engagement and public service that helps to enhance the reputation and standing of their colleges/universities. Learn how the survey was developed and conducted and, more importantly, how the report is being successfully used to educate campus/community leaders, create collaborations and promote support for retiree services and programs.

We hope that you can participate in this webinar. If your leadership team wishes to watch the webinar as a group, feel free to log in from a room with a big screen and participate together. The webinar will be recorded and made available to AROHE members who cannot participate on March 10.

- From 29 Apr 2020 WebEx Meeting

- Paul Jahr and Craig Turner attended this event. Prior to this meeting, Craig Turner had emailed his one-page notes on the webinar content to members of this body. These notes are attached to these minutes as Appendix W.

- The webinar noted retirees are an underutilized resource for advancing the mission of their university. Craig Turner suggested an exploration of mutual interest collaborations of retirees with the university administration at Georgia College is worthy of investigation. This may not be as feasible in the short run (in light of the world-wide social distancing protocols due to the coronavirus pandemic) as it could be in the long run. There was unanimous agreement from those present at this meeting with no dissenting voice.

- Messaging on this collaboration opportunity will be forthcoming (when practical) by Dan Lavery and/or Paul Jahr citing Craig Turner (craig.turner@gcsu.edu) as a point-of-contact.

AROHE Webinar 9:00am Thu 28 May 2020

- From 27 May 2020 WebEx Meeting
 - Paul Jahr reminded those present of the AROHE Webinar on COVID-19 - Adapting Events during Physical Distancing scheduled as above.
 - This topic may be discussed further at this body's next WebEx meeting.

AROHE (Association of Retiree Organizations in Higher Education)

- From 29 Apr 2020 WebEx Meeting
 - Paul Jahr recently listened in on the following AROHE webinar and plans to forward summary information to this leadership team as this summary information is made available.
 - **AROHE webinar: COVID-19-Strategies for Virtual Connections (Tuesday, April 28, 9 a.m. PDT, 10 a.m. MDT, 11 a.m. CDT, Noon EDT)**
During this unprecedented worldwide pandemic with its resulting physical distancing and other personal protection measures, retirement organizations across North America suddenly have to find ways to engage their constituents and provide needed resources and information. Join us to learn more and share ideas about ways that retirement organizations are meeting the needs of retirees during this difficult time.
 - Paul Jahr reminded individuals attending this meeting of the opportunity to participate in the following survey which was sent via an AROHE email.
 - **AROHE Survey of concerns and needs about the COVID-19 pandemic.** This brief survey of four questions seeks your input about concerns of individuals, retirees, retirement organization and campus retiree efforts; needs for information; and preferences for information formats. Given the timeliness of the topic, a quick response is encouraged.
- From 24 June 2020 WebEx Meeting
 - AROHE is a national organization based in California promoting support for retirees and has a robust web presence with a vast array of content topics.
 - AROHE sponsors periodic informational webinars and hosts a biennial conference.

Retiree Association Budget

- From 29 Apr 2020 WebEx Meeting
 - Paul Jahr gave the following update about our retiree association budget.
 - Budgets are tight in light of the coronavirus pandemic.
 - Even so, we respectfully request monies from our budget be allowed to continue our AROHE membership for another year as the AROHE organization provides a wealth of beneficial resources for retirees.
 - Dan Lavery will check on the viability of this expenditure and report back.
 - Our budget is uncertain (on hold) for next year given the coronavirus pandemic.
- From 27 May 2020 WebEx Meeting
 - Dan Lavery reported the request for AROHE membership was approved and the check for membership fees is on its way to AROHE.
 - Paul Jahr noted AROHE limited participation to at most eight registered AROHE members per retiree association paying AROHE membership dues in the past membership cycle, yet it is his

understanding AROHE welcomes AROHE registration of all members of such a retiree association going forward.

- Paul Jahr sought and received approval from those present to include an invitation to all members of the Georgia College Retiree Association to have the opportunity to participate in AROHE as a registered AROHE member of the Georgia College Retiree Association. This will be included on the next email going to the membership of the Georgia College Retiree Association.
- Paul Jahr intends to follow up and report back.
- **From 24 June 2020 WebEx Meeting**
 - Our check for dues has not yet been received by AROHE as their mail is filtered through the campus mail service of a California university where the campus mailroom has been closed since March 2020 due to COVID-19.
 - Paul Jahr has been in contact with AROHE dues-processors and been assured they are assuming our check for dues is in their backlog of mail which they anticipate will be delivered to them soon.
 - As mentioned earlier, nametags will be paid for out of this body's 2019-2020 budget <estimated cost is \$7.95 each> for those members of this body who have not received nametags earlier including at least Robin Harris, Pamela Levi, Cecile Parker, and Craig Turner.
 - The amount (if any) of the 2020-2021 budget for this body remains uncertain in light of the coronavirus pandemic.
- **From 29 July 2020 WebEx Meeting**
 - Paul Jahr noted AROHE limited participation to at most eight registered AROHE members per retiree association paying AROHE membership dues in the past membership cycle, yet AROHE welcomes AROHE registration of all members of such a retiree association going forward.
 - Paul Jahr sought and received approval from those present to include an invitation to all members (approximately 200 in number) of the Georgia College Retiree Association to have the opportunity to participate in AROHE as a registered AROHE member of the Georgia College Retiree Association. This will be included in the next email going to the membership of the Georgia College Retiree Association.
 - Should an individual retiree choose to become a registered member, that individual would be able to access secure AROHE content.
 - An email has already been sent (28 July 2020) to the 22 individuals who confirmed the 2020-2021 GCRA Officer slate inviting them to become registered AROHE members. As of today, 2 of the 22 had responded.
 - The amount (if any) of the 2020-2021 budget for this body remains uncertain in light of the coronavirus pandemic.
- Anticipate further consideration of this item at this body's next WebEx meeting.

Retiree Association Website

- From 25 Mar 2020 WebEx Meeting

- Paul Jahr noted a website advisory board – Robin Harris, Dan Lavery, Craig Turner, Howard Woodard – had been constituted at an earlier meeting of this leadership team. To date, this board has not yet convened its first meeting.
- Dan Lavery indicated he will be making updates to the website.
 - The posted Calendar of Events will have to be annotated with a message such as *all events are canceled until further notice in light of the world-wide social distancing protocols due to the coronavirus pandemic*.
 - As it is convenient and practical, this body’s minutes (meeting notes) will be added to the website.
- **From 29 Apr 2020 WebEx Meeting**
 - Dan Lavery plans to add to the website information pertaining to the COVID-19 virtual screenings available and the recent update on the prescription benefit.
 - Paul Jahr alerted those present to the 14-page Human Resources newsletter available at the newly formatted frontpage website <https://frontpage.gcsu.edu/> and encouraged those present to review this newsletter and email Paul Jahr with any recommendations on information to push out to the full retiree association.
- **From 27 May 2020 WebEx Meeting**
 - Dan Lavery added information to the website pertaining to COVID-19 virtual screening and the recent update on the prescription benefit.
 - Dan Lavery added names of this leadership body’s members to the website.
 - Dan Lavery added the past minutes of this body (submitted to him by Craig Turner and Paul Jahr) to the website.
 - During this WebEx meeting, Dan Lavery filed a SERVE ticket to request the minutes be displayed in reverse chronological order and Dan Lavery will report back on the processing of this SERVE ticket.
 - Dan Lavery reported today (27 May 2020) was the deadline for amending content for inclusion in the release of the new formatting of the university website. This release is scheduled for 1 July 2020.
- **From 24 June 2020 WebEx Meeting**
 - Dan Lavery noted there is a content freeze to all Georgia College websites until the launching of the new formatting anticipated 1 July 2020.
 - Dan Lavery indicated he intends to try to add to the website the minutes for the 27 May 2020 meeting of this body which were adopted earlier during this meeting.
- **From 29 July 2020 WebEx Meeting**
 - Dan Lavery noted there is a content freeze to all Georgia College websites until the launching of the new formatting, which was initially anticipated 1 July 2020, yet now has been delayed due to COVID-19 and the launch date is to be determined.
 - Dan Lavery indicated no content can be added until the launch.
 - Once the launch occurs, we can review our content and make desired and necessary updates.
 - Until the launch occurs, the 29 Apr 2020 WebEx meeting minutes will remain the most recent minutes posted to the website.
- Anticipate further consideration of this item at this body’s next WebEx meeting.

Ad Hoc Nominating Committee

- **From 25 Mar 2020 WebEx Meeting**
 - The current members of this committee are Robin Harris (chair), Pam Levi, Cecile Parker, and Virginia Simmons.
 - Paul Jahr explained the committee exceeded the size of three called for in the bylaws due to the timing of responses from its volunteer members.
 - Paul Jahr sought and received permission from all in attendance (with no dissenting voice) of this meeting to allow this committee to operate at its current size.
 - Paul Jahr to contact Robin Harris by email today and inform/remind her of the
 - one-year terms of service for officer positions
 - self-nominations of Craig Turner, Howard Woodard, and Paul Jahr for secretary-treasurer, vice-chair, and chair, respectively
 - willingness of Paul Jahr to step aside (rescind his self-nomination) if one or more other individuals accept a nomination to serve as chair
 - need for a statement issuing a call for nominations for the newsletter no later than tomorrow (Thursday 26 March 2020) as the newsletter includes some time-sensitive information making its timely delivery desirable
- **From 29 Apr 2020 WebEx Meeting**
 - Paul Jahr noted the recent call for nominations for officers of the retiree association extended via the most recent email update.
 - There will be another call for nominations sent with the next email update to all retirees for whom we have an email address by Dan Lavery. This next update will also include health informational updates.
 - Dan Lavery is the only individual authorized to post these email updates.
 - Howard Woodard expressed his willingness to step aside (rescind his self-nomination) if one or more other individuals accept a nomination to serve as vice-chair.
- **From 27 May 2020 WebEx Meeting**
 - Two calls for nominations (including self-nominations) for officers of the Georgia College Retiree Association have been sent to the membership producing no new nominations.
 - The current slate of nominees are Chair Paul Jahr, Vice-Chair Howard Woodard, and Secretary Craig Turner.
 - Pam Levi, Cecile Parker, and Virginia Simmons were each invited by Paul Jahr to join this body and to date there have been no replies to these invitations. Paul Jahr to follow up and report back.
 - Paul Jahr requested from all present additional individuals to invite and Craig Turner suggested Dr. Greg Jarvie for consideration. Paul Jahr intends to extend an invitation to Greg and report back.
- **From 24 June 2020 WebEx Meeting**
 - As Robin Harris had extended regrets and was not present, Paul Jahr provided the report for the ad hoc nominating committee.
 - Paul Jahr noted 22 members of the retiree association responded to confirm the proposed slate of officers. Paul Jahr will follow up with these responders and thank them for their participation in the officer slate confirmation as well as provide them the opportunity to express their preferences and interests in becoming active in the retiree association to include participation in meetings of this body.
 - Paul Jahr noted the confirmed slate of officers with 2020-2021 terms of service were Chair Paul Jahr, Vice-Chair Howard Woodard, and Secretary /Treasurer Craig Turner. Thus, Howard Woodard will serve as chair for 2021-2022.

Retirement Brochure

- **From 22 Jan 2020 WebEx Meeting**
 - Paul Jahr has contacted President Dorman to request he and his executive cabinet review the draft retirement brochure and provide feedback. President Dorman accepted and this item is on the agenda for the next meeting of his executive cabinet which has yet to occur.
 - Once the feedback (if any) from the executive cabinet is processed, the updated retirement brochure will be sent by Howard Woodard to the contact at the University System of Georgia for a review for compliance with Board of Regents and University System of Georgia policies.
- **From 19 Feb 2020 WebEx Meeting**
 - Paul Jahr had not yet received an email indicating this review had taken place and he will look into this and report back.
 - Paul Jahr encouraged Howard Woodard to send the brochure for this review as soon as possible and suggested the feedback from both reviews could be processed in parallel.
 - Dan Lavery has access to some colleagues who are brochure specialists and these specialists are presently incorporating the editorial suggestions received (from Howard Woodard and Craig Turner) during the recent email review of the current draft by this leadership team.
- **From 25 Mar 2020 WebEx Meeting**
 - There was a proposal the long sentence in item 2 of the quoted BoR policy 8.2.8.2 – referencing the possibility of an early pension benefit penalty – be shortened, due to brochure space considerations, to something like *An early pension benefit penalty may apply for TRS and ERS participants (see 8.2.8.2 item 2 for details)*.
 - There was a proposal the url to the AON website be inserted in bullet four of the 3 Months Prior list.
 - Both proposals were endorsed by all in attendance with no dissenting voice.
- **From 29 Apr 2020 WebEx Meeting**
 - Paul Jahr received no editorial suggestions from President Dorman’s Executive Cabinet, yet was reminded to ensure the final draft be submitted to the President’s Office for approval prior to any distribution of the brochure.
- **From 27 May 2020 WebEx Meeting**
 - Dan Lavery incorporated the endorsed editorial revisions and forwarded a revised copy to Howard Woodard.
 - Howard Woodard sent this draft to his contact (Karin) at the University System of Georgia for a review for compliance with Board of Regents and University System of Georgia policies. To date, he has not received a reply.
- **From 24 June 2020 WebEx Meeting**
 - Paul Jahr noted the draft brochure has been reviewed by the university counsel and approved AND President Dorman requested the draft brochure be reviewed by pertinent USG/BoR staff.
 - Howard Woodard received an email from his contact (Karin) at the University System of Georgia noting she and her staff were performing the review for compliance with Board of Regents and University System of Georgia policies and indicating she would email him when the review was complete. To date, he has not received an email to indicate completion and presently Howard Woodard anticipates this email by the end of this week.
- **From 29 July 2020 WebEx Meeting**

- Howard Woodard received an email from his contact (Karin) at the University System of Georgia noting she and her staff performed the review for compliance with Board of Regents and University System of Georgia policies and indicating the draft was approved as submitted.
- A link was shared by the USG contact (Karin) to ultimately be added to our website, once the corresponding information at the link is updated.
- Next Steps
 - Howard Woodard to forward the email from USG Contact (Karin) regarding the brochure review to Paul Jahr.
 - Paul Jahr and/ or Dan Lavery to ensure university approvals appropriate for university brochures are secured.
 - Dan Lavery to post the brochure, once it receives the appropriate approvals, to the website.
 - Once it is posted to the website, Howard Woodard to share the link to our brochure with USG Retirement Council as a point of information.
- Anticipate further consideration of this item at this body's next WebEx meeting.

Emeritus/a Faculty/ Administrator Clarification

- From 19 Feb 2020 WebEx Meeting
 - Paul Jahr sought guidance by email from the leadership team on the following question: a retiree had asked about the policy regarding having Emeritus/a faculty members included in their department's information on the Georgia College website with the other current members of the faculty of their departments.
 - Craig Turner responded to this request for guidance and he shared a link (<http://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Faculty-Appointments-Qualifications-for-Emeritus-Title>) to the pertinent policy in the Georgia College Policies, Procedures, and Practices Manual and quoted the pertinent excerpt from that policy which is provided here as a convenience.

*Upon approval of emeritus/emerita status, the faculty member/ administrator shall be entitled to the following, **provided the university has adequate resources:***

 - *Emeritus/Emerita photo identification card*
 - *Full library privileges, using emeritus/emerita I.D. card, including borrowing rights and interlibrary loan privileges*
 - *Option to purchase an employee parking permit if not currently employed by Georgia College*
 - *Admission to campus events – the same as an active employee – with emeritus/emerita I.D. card*
 - *Invitation to march in academic procession at commencement or other occasions*
 - *Invitation to attend academic year opening university faculty meetings*

- **Inclusion in faculty/staff lists on the college/department/unit website for living emeritus/emerita faculty and administrators**

- Paul Jahr has a pending request of the provost (Costas Spirou) for a list of emeritus/a faculty/ administrators and once this list is received, a request of the provost can be made to alert those maintaining the pertinent websites of the allowance to list living emeritus/a faculty/ administrators in faculty/staff lists on college/ department/ unit websites.
- Paul Jahr indicated he did not think he had received this list and would check his email and follow up (if necessary) and report back.

- **From 25 Mar 2020 WebEx Meeting**

- Paul Jahr sought guidance – primarily from Dan Lavery – on how soon to proceed on this matter in light of the world-wide social distancing protocols due to the coronavirus.
- Dan Lavery suggested postponing the action (of Paul contacting Provost Spirou) until next week given the aforementioned anticipated (within the next 48 hours) information from the Georgia Governor that will inform university operations effective next week.

- **From 29 Apr 2020 WebEx Meeting**

- Paul Jahr contacted Kathy Waers to see if the President’s Office can assist in updating the Emeritus/a list.
- In the recent past, letters of notification of receiving emeritus/a status have been received either from the Provost or the University President.
- The letter of the current emeritus/a policy indicates a retiree initiates the application for consideration of the emeritus/a title, although common practice is the department chair nominates in consultation and with the approval of members of the department.
- Craig Turner provided an email prior to this meeting including a list of individuals who may be missing from the emeritus/a list circulated by Paul Jahr and indicated his list was authentic yet likely not comprehensive.
- Howard Woodard indicated Kyle Bloodworth (on the current draft of the list) was likely actually referring to Kaye Bloodworth.
- Paul Jahr to forward Craig’s list and the possible error (Kyle to Kaye) to assist in the updating of the emeritus/a list and report back.
- Once this emeritus/a list is updated, we can return to the original purpose (see request under the 19 Feb 2020 section of this topic).

- **From 27 May 2020 WebEx Meeting**

- Paul Jahr and Craig Turner contacted President Dorman requesting information on the process by which individual retirees can determine and/or authenticate their emeriti title status (i.e. either they have or have not been awarded this title). President Dorman responded and was extremely supportive assigning the resolution of the issue to Provost Spirou, who in turn responded in an extremely supportive manner.
- Paul Jahr intends to follow up with Provost Spirou and report back.

- **From 24 June 2020 WebEx Meeting**

- At least 230 retirees have received the emeritus/a title and have been placed on the aforementioned list.
- We are assembling the data (the emeritus/a title list) to ultimately inform college/department/unit webmasters of their opportunity to include in faculty/staff lists on their respective college/department/unit website information about living emeritus/emerita faculty and administrators.
- Paul Jahr noted the passing of emeritus faculty member Richard Kastory.

- Paul Jahr has an email request for information regarding the campus protocols to follow to officially report the passing of a retiree to the university and has not yet received a reply.
- From 29 July 2020 WebEx Meeting
 - Neither Paul Jahr nor Craig Turner had updates to share.
 - A summary of the activity to date on this matter was shared for the benefit of the recently added members of this body.
- Anticipate further consideration of this item at this body's next WebEx meeting.

Family Scholarship Fund

- From 19 Feb 2020 WebEx Meeting
 - Dan Lavery noted the current five-year campaign of the advancement office would conclude 30 June 2020.
 - Dan Lavery noted (as part of the current campaign) a request from the advancement office for contributions to the family scholarship fund will be made to faculty, staff, and retirees at some point in the spring 2020 semester. Those eligible to be recipients of these scholarships are children and grandchildren of both current and retired Georgia College faculty and staff.
 - Dan Lavery might report back on this item at this body's next WebEx meeting.
- From 25 Mar 2020 WebEx Meeting
 - This initiative is being put on the back burner for now in light of the world-wide social distancing protocols due to the coronavirus pandemic.
- From 24 June 2020 WebEx Meeting
 - Dan Lavery noted this fund was established three years ago by President Dorman to support scholarships for the children and grandchildren of both current and retired Georgia College employees.
 - The Georgia College Retiree Council strives to support this fund both philosophically and financially, including the consideration of fund-raising from retirees.
 - Efforts of such support were put on the back burner in light of the coronavirus pandemic.
 - In the future, when practical, efforts of this support will resume.
- This initiative will be reconsidered at some future time.

University System of Georgia Retiree Council (USGRC) & Liability Insurance Query

- From 19 Feb 2020 WebEx Meeting
 - Paul Jahr noted the next meeting of the USGRC was scheduled for 24 Apr 2020 at Middle Georgia State University. There is a \$15.00 registration fee for attendees of this meeting.
 - The exact timing of the meeting was not recalled but historically these meetings start at 10:00am and end at 2:30pm. Paul Jahr indicated he would confirm the start/end times of the 24 Apr 2020 meeting and report back via email.
 - It was noted our voting representative to the USGRC is Paul Jahr with Howard Woodard serving as alternate voting representative. That said, Paul Jahr indicated members of the leadership team could attend this meeting, particularly due to its convenience (close proximity to Milledgeville) for the 24 Apr 2020 meeting. Paul Jahr encouraged those present who are interested in attending to let him know of their interest by email.

- **From 25 Mar 2020 WebEx Meeting**
 - The 24 Apr 2020 face-to-face meeting has been canceled in light of the world-wide social distancing protocols due to the coronavirus pandemic.
 - These protocols have also delayed the activity of a USGRC committee on which Howard Woodard serves, who were going to survey all USG institutions to determine whether or not liability insurance coverage of each USG university applies (is extended) to its retiree council officers.
 - Howard Woodard suggested this body could contact pertinent university personnel to obtain definitive information on this coverage to this body's officers.
 - Paul Jahr, as chair, agreed to seek this information and report back.
- **From 29 Apr 2020 WebEx Meeting**
 - Paul Jahr has contacted Qiana Wilson (University Counsel) who is looking into this matter and Paul Jahr will report back.
- **From 27 May 2020 WebEx Meeting**
 - The response Paul Jahr received from University Counsel includes:
 - I have just heard back regarding your liability question. There is NO liability coverage for non-active employees. If there are active employees within the group, they would be the only individuals covered under our liability insurance.*
 - Prior to the outbreak of the coronavirus, this same issue was planned for the consideration of a committee of the USG Retiree Council and Howard Woodard is a member of that committee. Howard Woodard intends to follow up and report back.
- **From 24 June 2020 WebEx Meeting**
 - Howard Woodard indicated the USG Retiree Council committee on which he was serving has likely sunset given the terms of the new USG Retiree Council officers have begun. These new officers may decide to continue the planned consideration to survey all USG institutions to determine whether or not liability insurance coverage of each USG university applies (is extended) to its retiree council officers.
 - Meetings of the USG Retiree Council are suspended until 2021.
 - The USGRC shall participate in the University System of Georgia (USG) governance process by consulting with and advising the Chancellor or the Chancellor's designee(s) and formulating recommendations concerning the establishment of policies and procedures for the promotion of the general welfare of System retirees and of the University System of Georgia.
 - The USGRC historically meets once each semester.
- This topic will be discussed further at this body's next WebEx meeting.

University System of Georgia Retiree Council (USGRC)

- **From 27 May 2020 WebEx Meeting**
 - Howard Woodard noted with the exception of officer elections, all business of this organization is in abeyance in light of the world-wide social distancing protocols due to the coronavirus pandemic.
- **From 24 June 2020 WebEx Meeting**
 - Howard Woodard noted with the exception of officer elections which have now occurred, all business of this organization is in abeyance in light of the world-wide social distancing protocols due to the coronavirus pandemic.
- **From 29 July 2020 WebEx Meeting**

- Howard Woodard reported USGRC officers with 2020-2021 terms of service have been elected during May/June 2020.
- To date, there are no meetings or events planned for the USGRC.
- Anticipate announcements from current USGRC officers.
- Anticipate further consideration of this item at this body's next WebEx meeting.

Georgia Association of Higher Education Retiree Organizations (GA-HERO)

- From 27 May 2020 WebEx Meeting
 - From Howard Woodard noted the business of this organization is in abeyance (with few exceptions) for calendar year 2020 in light of the world-wide social distancing protocols due to the coronavirus pandemic. To be specific,
 - There will be a June 2020 meeting of the GA-HERO Board.
 - All GA-HERO business meetings scheduled for 2020 have been canceled.
 - Under active consideration is the scheduling and planning of a GA-HERO business meeting in 2021, contingent on the evolving protocols for the coronavirus pandemic.
- From 24 June 2020 WebEx Meeting
 - Paul Jahr noted GA-HERO generally meets twice a year and we can send multiple members to the GA-HERO meetings yet have only one voting member on GA-HERO – presently Howard Woodard.
 - Howard Woodard noted virtually every meeting of GA-HERO includes a guest speaker to offer pertinent information to retirees. At a recent meeting, the guest speaker was a member of law enforcement who provided an informative talk on senior fraud prevention.
 - Howard Woodard noted GA-HERO has recently elected its officers with 2020-2021 terms of service.
 - Howard Woodard noted his term as our voting member expires on 30 June 2020, and a successor needs to be selected for a two-year term of service commencing 1 July 2020 and ending 30 June 2022.
 - Paul Jahr asked Howard Woodard if he was willing to accept a nomination to continue serving on GA-HERO as our voting member. Howard Woodard responded he was.
 - Paul Jahr invited the other members of this body to self-nominate for this position. No self-nominations were forthcoming.
 - Howard Woodard was elected as our GA-HERO voting representative with no dissenting voice.
- From 29 July 2020 WebEx Meeting
 - Howard Woodard reported there will be some updates forthcoming to the GA-HERO website to include but not be limited to the following.
 - Howard Woodard's term of service as Georgia College & State University Director (referenced as voting member above) is (as indicated above) 2020-2022.
 - Georgia College & State University will be added to the list of voting member organizations.
- Anticipate further consideration of this item at this body's next WebEx meeting.

Learning in Retirement (LIR)

- **From 19 Feb 2020 WebEx Meeting**
 - Paul Jahr reminded those present of his consultation with the LIR leadership in October 2019. Since then, Paul Jahr had followed up by email several times with no response to date. Paul Jahr indicated his intent to continue following up.
- **From 25 Mar 2020 WebEx Meeting**
 - Paul Jahr noted the March 2020 LIR face-to-face meeting has been canceled in light of the world-wide social distancing protocols due to the coronavirus pandemic.
 - John Sallstrom will take Paul Jahr to the next LIR meeting.
 - Paul Jahr noted this year is the 25th anniversary of the founding of the LIR, so he anticipated this next meeting being scheduled as soon as it is feasible to do so.
- **From 29 Apr 2020 WebEx Meeting**
 - Paul Jahr noted the meetings of this body have been repeatedly rescheduled and then postponed due to the coronavirus pandemic.
 - The 25th anniversary of LIR is next week yet is anticipated to be postponed.
 - Paul Jahr noted John Sallstrom remains active as his source of LIR updates.
- **From 27 May 2020 WebEx Meeting**
 - Paul Jahr noted business of this organization continues to be in abeyance with a standing meeting scheduled for the third Friday of each month.
 - The May 2020 LIR meeting was canceled.
 - Still pending is consideration of the scheduling of the 25th anniversary contingent on the evolving protocols of the coronavirus pandemic.
- **From 24 June 2020 WebEx Meeting**
 - Paul Jahr noted this organization has a standing meeting scheduled for the third Friday of each month.
 - John Sallstrom continues to be a source of information on the activities of this organization for Paul Jahr.
 - Paul Jahr anticipates attending the July 2020 meeting of this organization unless it is cancelled like the recent meetings have been.
- **From 29 July 2020 WebEx Meeting**
 - Paul Jahr noted John Sallstrom continues to be a source of information for LIR activity and LIR meetings continue to be scheduled for the third Friday of the month and postponed due to COVID-19.
- Anticipate further consideration of this item at this body's next WebEx meeting.

Retirement Council Facebook Presence

- **From 25 Mar 2020 WebEx Meeting**
 - Ellen Paulish asked *What is the current Facebook presence of the retiree council?*
 - Dan Lavery noted it definitely includes a Facebook event presence, and a Facebook page presence could be activated if it is not already in place.
 - Dan Lavery will investigate and report back at this body's next WebEx meeting.
- **From 29 July 2020 WebEx Meeting**

- Dan Lavery noted the existing Facebook presence for the GCRA can be dusted off and enhanced and updated as necessary and become a communication channel going forward.
- Anticipate further consideration of this item at this body's next WebEx meeting.

Helping Hands (Student Emergency Fund)

- From 29 Apr 2020 WebEx Meeting
 - Dan Lavery noted there were at least 300 student applications for assistance from this initiative and this much needed assistance has been regularly distributed to these applicants.

ZOOM

- From 29 Apr 2020 WebEx Meeting
 - Dan Lavery noted the university has secured licenses and is engaging in a parsimonious use of ZOOM to implement meetings such as Virtual Alumni Class Reunions (ten of these) and department meetings. Much more commonly in use is WebEx.
 - Howard Woodard noted ZOOM is easier to use than WebEx as it is less secure and has been routinely hacked resulting in significant drops in its stock prices.
 - These security challenges are primarily why ZOOM is sparingly used.
- From 27 May 2020 WebEx Meeting
 - Howard Woodard noted the security challenges of ZOOM remain a point of concern with no resolution.

Ideas for Connecting to and Communicating with Retirees

- From 29 Apr 2020 WebEx Meeting
 - Paul Jahr invited feedback from those in attendance on this topic.
 - No concrete ideas were immediately forthcoming.
 - This topic may be informed by the aforementioned 28 Apr 2020 AROHE Webinar.
- From 24 June 2020 WebEx Meeting
 - Paul Jahr requested an email from each member of this body to propose at least one event (perhaps a spring 2021 event given there will be no on-campus events in fall 2020) to promote involvement of retirees.

2021 Calendar Year Retiree Benefits Timeline

- From 29 July 2020 WebEx Meeting
 - AON: Opens 15 Oct 2020, anticipate announcements and online training
 - USG: To be determined, this timeline is still in preparation
- Anticipate further consideration of this item at this body's next WebEx meeting.

GCRA Bylaws

- From 29 July 2020 WebEx Meeting

- Craig Turner recommended the current GCRA Bylaws be reviewed for consistency with our current practices.
- One illustrative example was the size of the ad hoc nominating committee: in our bylaws it is given as exactly three though we recently had a committee of size four. This could be easily modified by changing “three” to “at least three” or “at least two” to permit flexibility.
- Paul Jahr called for volunteers to perform this review and provide recommended revisions to this body.
 - Craig Turner and Howard Woodard volunteered.
 - All present were supportive of this pair of individuals to review the existing GCRA Bylaws.
 - Craig Turner and Howard Woodard to review and report back at this body’s next WebEx meeting.
- Anticipate further consideration of this item at this body’s next WebEx meeting.

Email to Current GCRA Membership

- From 29 July 2020 WebEx Meeting
 - In addition to the AROHE registration invitation, the following items could be included in the future email newsletters to the GCRA.
 - Updates on timelines for retiree benefits for calendar year 2021
 - Updates from President Dorman and/ or Provost Spirou (if either or both permit it) of their updates – these might be the updates President Dorman and Provost Spirou routinely provide to the University Senate at their monthly meetings.
- Anticipate further consideration of this item at this body’s next WebEx meeting.

Other Items of Business

- Paul Jahr invited open discussion from those in attendance on other items of business. No such items were identified.

Adjourn

- Paul Jahr proposed the next WebEx meeting be held 9:00am Wed 26 August 2020. All those in attendance indicated their availability at that time.
- Tentative Agenda for the 26 August 2020 WebEx Meeting
 - Approval of Minutes
 - Georgia College Update

- Scheduling the Fall 2020 Retiree Association Meeting Update
- Scheduling the Spring 2021 Retiree Association Meeting Update
- Tours of the Governor's Mansion, Andalusia, the Sallie Davis House
- AROHE Webinar: Retiree/Administration Collaboration Explorations
- AROHE Webinar: COVID-19 Strategies for Virtual Connections
- AROHE Webinar: COVID-19 - Adapting Events during Physical Distancing
- Retiree Association Budget: Expenditure for AROHE Membership Status
- Retiree Association Website
- Retirement Brochure Review Status
- Emeritus/a Clarification
- USGRC: Does Liability Insurance Extend to Retiree Council Officers?
- University System of Georgia Retiree Council (USGRC) Update
- Georgia Association of Higher Education Retiree Organizations (GA-HERO) Update
- Learning in Retirement (LIR) Update
- Retirement Council Facebook Presence Update
- Family Scholarship Fund Update
- GCRA Bylaws Update
- 2021 Calendar Year Retiree Benefits Timeline Update
- A motion to adjourn this meeting was made, seconded, and adopted at 9:56am.

Appendix A – Athletic Events

<https://www.gcbobcats.com/landing/index>

Appendix B – Bylaws

Georgia College Retiree Association (GCRA) Bylaws – Approved 18 Sep 2019

I. Name

The name of the organization shall be the Georgia College Retiree Association; hereafter, referred to as GCRA.

II. Purposes

The purposes of the GCRA are to:

- Support the Georgia College retiree community
- Foster continued involvement of retirees in the mission of the university
- Facilitate communication between the university and its retirees
- Promote the scholarly, social, and cultural interests of the retiree community
- Address matters related to perquisites and resources for the retirees

III. Membership

All faculty and staff who have retired from Georgia College are eligible for membership in the GCRA.

“Friends of the GCRA” membership is available to

- employees within one year of retirement from active service who wish to become involved with the organization prior to retirement; and
- employees who have left the service of the university without officially taking retirement

IV. Officers

Section 1. The officers of GCRA shall be three elected officers: Chair, Vice-Chair, and Secretary/Treasurer.

Section 2. The terms of each elected officer shall be ONE year. All officers shall take office immediately following the spring meeting at which they are elected. Officers may succeed themselves if reelected.

Section 3. The duties of the officers shall be as follows:

Chair

- Shall call and preside at all meetings of both the GCRA general membership and the GCRA Executive Council.
- Shall act as the official spokesperson.
- Shall appoint committees, as needed, and shall appoint chairs of the committees.
- Shall be authorized to make disbursements on behalf of the GCRA with the approval of the GCRA Executive Council.
- Shall, in collaboration with the Executive Council, prepare an annual budget.
- Shall serve as official representative to the USGRC and its meetings.

Vice-Chair

- Shall perform the duties of the Chair in the event of his or her absence, resignation, or inability to perform.
- Shall be responsible for coordinating the program portion of the meetings and for making the arrangements for the luncheon meetings of the GCRA.
- Shall serve as the Chair-Elect and take office the following year.

Secretary/Treasurer

- Shall take minutes of meetings of the general membership and of the Executive Council and prepare them for publication.
- Shall cooperate with the GCRA Chair and the Executive Council in sending GCRA correspondence.

- Shall work with the Chair on the budgetary aspects of the Association.

Section 4. In the event of a vacancy resulting from resignation or the inability of an elected member to complete the term of office, the Chair, in consultation with the Executive Council, shall appoint a replacement.

Section 5. An Ad Hoc Nominating Committee of three members shall be appointed by the Chair, in consultation with the Executive Council, in the fall of odd-numbered years. This committee shall prepare a slate of officers to be presented to the membership prior to the spring meeting of the GCRA in even-numbered years. Provisions shall be made at the time of elections for additional nominations to be made from the floor for each office.

IV. Executive Council

The Executive Council shall consist of the officers, committee chairs, the immediate past chair, and any ex-officio, non-voting representatives from the University. Additionally, two at-large members will be appointed by the Chair to serve a ONE-year term on the Executive Council. Meetings will be held at least three times a year unless circumstances require more frequent meetings. The Chair or any four members of the Council may call a meeting of the Executive Council. A quorum for business at any duly called meeting of the GCRA Executive Council shall be comprised of 40% of the Executive Council membership.

The duties of the Executive Council shall include:

- Approval of a GCRA fiscal year operating budget, as well as a budget for each major fundraising event.
- Planning of meetings and other activities.
- Consideration of concerns related to the objectives of the GCRA.

VI. General Membership meetings

At least three meetings shall be held annually, for business as well as social purposes. The spring meeting shall be a general meeting at which election of officers, as necessary, can be conducted. In addition to the scheduled meetings, the Executive Council may call other meetings during the year for the purpose of discussing issues for consideration by the membership. A quorum for business at any duly called meeting of the GCRA shall be the members present. The fiscal year of the GCRA shall be July 1 – June 30, inclusive.

VII. Dues

No dues have been assessed as of the approval date of these bylaws.

VIII. Dissolution

In the event there is insufficient interest to warrant continuation of the association, the Executive Council and GCRA membership, in consultation with the University President, may vote to dissolve by majority vote

IX. Parliamentary Authority

Robert's Rules of Order (current edition) shall govern this Association in all parliamentary situations.

X. Amendment of Bylaws

Proposals for amending the GCRA Bylaws should be presented to the Executive Council for approval and subsequent presentation to the membership at the next scheduled meeting. A majority vote of members present is required for amendment of the Bylaws.

Appendix H – Homecoming Events

<https://www.gcsu.edu/homecoming>

Appendix M – Music Events

JANUARY 2020		
<p>Guest Artist: Brad Meyer Solo Percussion Recital Saturday, January 11, 4:00 pm Max Noah Recital Hall</p>	<p>She Sang Freedom Canceled</p>	<p>Voice Faculty Recital Youngmi Kim, soprano Tuesday, January 21, 7:30 pm Max Noah Recital Hall</p>
<p>Spring Voice Honors Recital Voice Studio Friday, January 31, 7:30 pm Max Noah Recital Hall</p>		
FEBRUARY 2020		
<p>RECENTLY ADDED: Guest Artist Concert Benjamin Sung, violin Tuesday, February 4, 7:30 p.m. Max Noah Recital Hall</p>	<p>Faculty Recital Gworek Speaks Nathaniel Gworek, percussion Thursday, February 13, 7:30 pm Max Noah Recital Hall</p>	<p>Valentine's Day Rendezvous Jennifer Flory, director Saturday, February 15, 7:30 pm Magnolia Ballroom</p>
<p>Guest Artist Concert Levante Guitar Duo Vojislav Ivanovic Aleksandra Ivanovic Thursday, February 20, 7:30 pm Max Noah Recital Hall</p>	<p>Guest Artist Recital Marc Callahan, voice Keiko Sekino, piano Monday February 24, 7:30 pm Max Noah Recital Hall</p>	
MARCH 2020		
<p>Guest Faculty Recital Ian Altman, piano Monday, March 2, 7:30 pm Max Noah Recital Hall</p>	<p>Wind Symphony Cliff Towner, conductor Thursday, March 5, 7:30 pm Russell Auditorium</p>	<p>RECENTLY ADDED: Guest Artists Mestizo Quartet- Saxophone Tuesday, March 10, 7:30 pm Max Noah Recital Hall</p>
<p>RECENTLY ADDED: Guest Artists Concert Duo Mosaic Henrik Karapetyan, violin Martin Torch-Ishii, cello Thursday, March 12, 7:30 pm Max Noah Recital Hall</p>	<p>RECENTLY ADDED: Faculty Recital Andrew Allen, saxophone Monday, March 23, 7:30 pm Max Noah Recital Hall</p>	<p>Exhibition Owen Lovell, piano Monday, March 30, 7:30 pm Max Noah Recital Hall</p>
APRIL 2020		
<p>Jazz Band Cliff Towner, director Thur. & Fri., April 2 & 3, 7:30pm Russell Auditorium</p>	<p>Global Tapestries Choral Ensembles Saturday, April 4, 7:30 pm First Baptist Church</p>	<p>Milly Melodies Amanda Boundy, director Tuesday, April 7, 7:30 pm Max Noah Recital Hall</p>
<p>Spring Chamber Ensembles Andrew Allen, coordinator Monday, April 13, 7:30 pm Max Noah Recital Hall</p>	<p>Percussion Ensemble Spring Concert Nathaniel Gworek, director Thursday, April 16, 7:30 pm Max Noah Recital Hall</p>	<p>Music at the Mansion Saturday, April 18, 6:00 pm Old Governor's Mansion</p>
<p>Music Theatre Scenes Dana Gorzelany-Mostak and Amanda Boundy, directors Tuesday, April 21, 7:30 pm Russell Auditorium</p>	<p>Orchestra Concert William McClain, conductor Thursday, April 23, 7:30 pm Russell Auditorium</p>	<p>JazzFest Cliff Towner, director Saturday, April 25, 4 pm -8 pm Front Campus/Russell Auditorium</p>
	<p>Sound Sculptures XV Douglas Bassett and David Johnson, directors Monday, April 27, 7:30 pm Max Noah Recital Hall</p>	

Appendix T – Theater Events

JANUARY

The 24 Hour Plays	January 18, 2020 at 7:30 p.m.
An Explosion of Creativity with the Creative Writing Program	For Mature Audiences
Senior Citizens, GC Faculty/Staff, Non-GC Students	\$5

FEBRUARY

“Heathers”	February 19-22, 2020– at 7:30 p.m./Feb. 23 at 2 p.m.
Drama Desk Award-Winning Broadway Rock Musical About Bullying	
Book, Music and Lyrics by Laurence O’Keefe and Kevin Murphy	
Based on the play by Daniel Waters	
Directed by Dr. Amy Pinney/Choreographed by Natalie King	
Russell Auditorium	For Mature Audiences
Senior Citizens, GC Faculty/Staff, Non-GC Students	\$12
Groups of 10 or more	\$11

Talkback for “Heathers”	Wed. Feb. 19, 2020 at Noon * Free *
Campus Black Box Theatre	For Mature Audiences

MARCH

“The Vagina Monologues”	March 6, 7, 2020 at 7 p.m.
Produced by the Women’s Center	
By Eve Ensler/Directed by Callie Langston	
Max Noah Hall.....	For Mature Audiences

“Shooting Stars”	March 10-12, 2020 at 7:30 p.m.
By Steven Dietz/Directed by Kenzie Bradley	
Campus Black Box Theatre	For Mature Audiences
Senior Citizens, GC Faculty/Staff, Non-GC Students	\$5

Directing II Projects	March 26, 27, 2020 at 7 p.m.
Campus Black Box Theatre	For Mature Audiences

APRIL

"A Serious Person"	April 3-4, 2020 at 7:30 p.m.
By John Doble/Directed by Iona Holder	
Arts & Letters Festival with Creative Writing	
Birdhouse Theatre.....	For Mature Audiences
For Tickets:	478-454-2473

Dance Spring Concert	April 18, 2020 at 7:30 p.m. and April 19 at 2 p.m.
Directed by Amelia Pelton and Natalie King	
Senior Citizens, GC Faculty/Staff, Non-GC Students	\$8

Reading of "A God in the House"	April 23-24, 2020 7:00p.m. * Free *
By Dr. Peter Selgin/Directed by Dr. Karen Berman	
Themes of end of life issues	
Campus Black Box Theatre	For Mature Audiences

MAY

Community Dance Program Spring Concert	May 24, 2020 at 1 p.m. * Free *
Directed by Amelia Pelton	
Russell Auditorium	

Appendix W – 10 March 2020 AROHE Webinar

UC Retirees: Advocates, Ambassadors, Assets

A survey report that illustrates the value of retirees

Suggest that if you try such a study – start by carefully setting study goals (not too many, not too few)

Our (University of California) survey was summarized in multi-page report.

1. We implemented survey by e-mail for economic reasons – it was cheaper than postal mail.
2. May be biased toward engagement as we surveyed only individuals for whom we had email addresses (i.e. the survey-takers had supplied the retirement association with their email)
 - Question: To whom did you distribute your report?
 - Answer: We distributed our report widely to administrators (e.g. deans, VPs, Chancellors, President, etc.) who were likely to interact with retirees and in each case this distribution had a positive impact.

AREAS OF RESPONSE

1. SERVICE (help campus recruitment efforts, volunteering with an array of activities)
2. ENGAGEMENT (academic publishing in journals, book chapters, books, etc.)
3. EMPLOYMENT (working in some capacity post-retirement)
4. FINANCIAL CONTRIBUTIONS (we think this is very useful information <if available>, we suggest you coordinate with university advancement to track retiree contributions, particularly if they aren't doing so presently).
5. LIFE BEYOND SERVICE (fitness, travel, caregiving, lifelong learning, creative pursuits)

SCOPE: Major Investment – bigger than we anticipated.

Committee of Eight (2 paid retirement directors, 6 unpaid volunteer retirees)

1. GOALS (set goals of study carefully, not too many, not too few)
2. DEVELOP SURVEY QUESTIONS (test your questionnaire before widely distributing it to ensure the respondents are able to respond as you want them to be able to (can make selections to multiple choice questions, can type in text boxes for open response questions) and intent of questions matches reception by respondents)
3. We sent our questionnaire with two reminders (Don't drag it out – give a relatively short response time (we used about 10 days) – for us we saw 50% of respondents at initial request, with another large number responding right after first reminder, and a smaller number responding to the second reminder)
4. We recommend a professional writer and a professional designer and publications coordinator be involved in summarizing responses particularly if you plan to do some professional printing of your results (we made ours a color report, other groups we've seen have had simpler formats). Be realistic with your budget – color and pictures may draw attention to your report.
5. Create press kit (publicity, slides, local media press release)
6. We distributed summary report to critical, high-level administrators with potential to interact with retirees.
7. **Invite campus administrators to Retiree Association Board meeting to discuss their needs and any work retirees may be able to do for their unit.** We encourage you to make it easy for them to participate and to be mindful of their time – perhaps have them be the first item on the agenda.

TAKEAWAYS

- Start Conversations
- Build Awareness
- Propose Collaborations
- Advocate for Retiree Association/Center
- Support (staff resources)

Appendix Z – 24 April 2020

Report from President Dorman to the University Senate

EXPRESSION OF THANKS

Let me thank you for your work and flexibility during this unprecedented time of social distancing. I want to express thanks to the faculty who worked very quickly during and after the spring break to transfer their coursework and teaching to remote format. I also want to thank the staff for their diligence and the way they continue to work from their home workstations to carry forward the work of the university. I know this has been a challenging time with folks learning new technology and conducting group meetings by conference calling and web meetings. I also know that this time has put considerable stress on families as they try to figure out the new work, school, and family-life functions in a stay-at-home environment. So, thanks to you all. I look forward to the time we can all get together again. And, I hope it will be soon.

THANKS TO UNIVERSITY HOUSING & VOLUNTEERS

A very special thanks to University Housing and to everyone who volunteered in the extended move out that was required this year. Because we wanted to prevent crowding, students and their families were staged to come back to campus to move out in the week following Spring Break. Thanks to everyone from all sectors of the university who assisted with this move out. While it took seven days, it was successful; and parents expressed their appreciation for the staging effort.

GEORGIA COLLEGE CONTRIBUTIONS

The COVID-19 crisis has resulted in faculty and staff from Georgia College partnering with GEMA for the greater good on numerous occasions. Georgia College has responded to two state and one local request for mutual aid directed by GEMA. Public Safety, Facilities, Student Health, Nursing, Health and Human Performance, Chemistry, Biology and others have collectively contributed 115 assorted size containers of hand sanitizer, 28 face shields, 650 shoe covers, 440 pairs of safety glasses/goggles and nearly 87,400 gloves to the Georgia Emergency Management Agency. In addition, 2 UV-C lights for germicidal sanitation and 100 medical gowns were distributed to Navicent Health Baldwin.

PROMOTION & TENURE

Congratulations to the following individuals who were recently promoted to new rank in their departments. Some were also awarded tenure. Congratulations to all:

College of Arts & Sciences

- Alex Blazer – Promotion to Full Professor
- Alesa Liles – Tenure & Promotion to Associate Professor
- William Risch – Promotion to Full Professor
- Dana Gorzelany-Mostak – Tenure & Promotion to Associate Professor
- Brantley Nicholson – Tenure & Promotion to Associate Professor

- David Johnson – Promotion to Full Professor
- Guy Biyogmam – Tenure & Promotion to Associate Professor
- Hauke Busch – Promotion to Full Professor
- Kristina Dandy – Promotion to Full Professor
- Natalie King – Promotion to Senior Lecturer
- Matthew Forest – Tenure & Promotion to Associate Professor
- Owen Lovell – Tenure & Promotion to Associate Professor
- Peter Rosado Flores – Tenure & Promotion to Associate Professor
- William McClain – Tenure & Promotion to Associate Professor
- TeaYoun Kim-Kassor – Promotion to Full Professor
- Jeffrey MacLachlan – Promotion to Senior Lecturer

College of Business

- Roberta Gorham – Promotion to Senior Lecturer

College of Education

- Marcia Peck – Promotion to Full Professor
- Robert Sumowski – Tenure & Promotion to Associate Professor

College of Health Sciences

- Sarah Handwerker - Tenure & Promotion to Associate Professor
- Krystal Canady - Tenure & Promotion to Associate Professor

BUDGET

We continue to be very cautious regarding spending due to the impact of the campus changes attributable (or necessitated by the coronavirus) to the coronavirus. We don't have an accurate total of the cost of these events to our campus. However, estimates of losses to our budget include: \$5.7M in Housing, Dining and Mandatory fees for Spring and Summer; \$250K in lost event revenue and professional education programming; \$1.4M in additional programming (camps, etc.) conducted through Continuing Education; \$280,000 in lost tuition revenue for Summer due to the delay in starting the Bridge program; and \$98,000 in expenses thus far due to COVID 19 (technology, travel, supplies given to GEMA, etc). As a result of these deficits created by the COVID-19 crisis, we have asked departments to return any unused travel funds and other unspent funds in an attempt to fill in the gap that has been created.

Federal Stimulus: It appears that we will receive about \$4 million from the third stimulus (CARES Act) issued by the Federal government, about half of which will go directly to students in need. We are putting together the process for the distribution of these funds to students. We are awaiting federal guidance on how we may use the institutional portion of these funds.

2020 And 2021 Budget: While the legislature did pass an amended 2020 budget before they left, we are not sure how the COVID-19 crisis might impact it. Currently, we do not have information from the USG or the State regarding the impact of the coronavirus events on our current year's budget as far as possible state appropriation cuts. We do not have information

regarding our budget for the coming year (2021) either, as this will require legislative action when they are able to return.

Refunds: On April 13, 5,500 student refunds were processed for the portion of spring semester that totally converted to online instruction. Of the 5,500 student refunds, 4,000 were direct deposits; and 1,500 checks were mailed to those students that were not enrolled in direct deposit. Total issuance was \$5,931,450.41, which included reimbursements for partial housing, dining, and mandatory/course fees.

NO TUITION INCREASE

The Board of Regents have determined that there will be no tuition, mandatory and elective fee increases for FY 2021 at any of the USG institutions. The only exception in fee increases will be for PPV debt-service related mandatory fees.

HELPING HANDS STUDENT EMERGENCY FUND

At the onset of the COVID-19 crisis, Student Life, in association with University Advancement created the Helping Hands Emergency Fund for students experiencing financial distress. Over a two-week period, fund donations totaled \$22,700. These funds were supplemented by university funds designed for student assistance as well as a Student Government Association account set up to assist students with food insecurities. **To date, the Helping Hands Fund was able to assist a total of 268 students with allocations that totaled \$43,835.00.** The fund is still receiving donations, and we anticipate a third round of allocations to be made within the coming weeks. Special thanks to all who contributed to this fund to help our students in need.

BOBCAT CALL OUTS

Professional staff members within the Division of Student Life have been engaged in Bobcat Call Outs. The goal is to reach every undergraduate student by text message or email to check in on them to see how they are doing during this remote learning experience. If a staff member interacts with a student who is experiencing any type of problem or difficulty, the student will be connected with the appropriate resources to assist them in overcoming the issue. Student Life felt it critically important that students understand that, although we are not physically interacting with them, they are still there to help. Thanks to Student Life for reaching out and caring about our students.

VIRTUAL PROGRAMMING

In addition to the virtual provision of Student Life services, each department within the Division has developed a slate of virtual programming for GC students. These programs are advertised to students directly through GC Connect, and they are also listed on the #GC United web page.

VIRTUAL COMMENCEMENT

While we will be unable to hold the traditional face-to-face commencement in May this year, we are planning virtual ceremonies for Friday, May 1, and Saturday, May 2, for graduate and undergraduate students respectively. All May and August graduation candidates will be included in the virtual ceremony. Additional details regarding virtual commencement and

how you can view the ceremony will be sent out soon. I invite you to join the ceremony and celebrate with our graduating class. Once the current health restrictions are lifted, we will schedule our traditional commencement ceremonies for the Class of 2020. All May and August graduation candidates will be eligible to participate in those ceremonies.

PHISHING

As a reminder, phishing attempts and other information security malicious behavior is on the rise as more employees are working from home. Please be cautious when opening emails, particularly those asking for information or immediate action. It is always best to run the email through the GoSecure email filter or submit the email to iso@gcsu.edu if you are uncertain of the validity of an email.

EDUROAM

GC is now part of the global **eduroam** wireless network of schools, national labs, museums, and other institutions. This allows all faculty, staff and students to connect to any **eduroam** wireless network across the globe using your GC email and password as the login credentials. More information about **eduroam**, including a link to a locator map, can be found on the Information Technology Wireless website.

MAYMESTER & SUMMER SCHOOL

Georgia College and the University System of Georgia's 26 institutions will continue to deliver instruction remotely during May and summer semesters, with only limited exceptions. We are tentatively planning to return to normal on-campus operations for the fall semester should guidance from the Centers for Disease Control and Prevention and the Georgia Department of Public Health allow it.

NEW PARKING & CROSS WALK UPDATE

The new parking lot at Thomas and North Liberty Streets is now paved. An engineering study was completed prior to spring break to determine the pedestrian usage of the crosswalk in this area. The study is being conducted to determine the best safety measure to put in place to make this area as safe as possible. The study indicated usage of 2,302 people crossing in a twenty-four-hour period, and the engineer recommendations will be forthcoming.

WEST CAMPUS PROJECT

Due to pine beetle infestation at our West Campus, timber cruising will occur in the next couple of weeks. This is an expansive area west of the GC athletic complex involving 285 acres which will be clear-cut. Utilizing state guidelines, we will begin the reforestation in approximately one year.

BUILDING REPAIRS

Porter Hall improvements to the HVAC system and Max Noah ADA concerns are still underway and should be completed by the fall.

UNIVERSITY ADVANCEMENT

University Advancement continues to redefine engagement during this time. Over the past month, UA implemented **#GCUnited** to create opportunities for our GC family to interact and

engage online. The entire campus community is now providing content for this amazing engagement site. Special thanks to University Communications for getting the website up and running so quickly.

Since March 16, Alumni events on Facebook have reached 33,826 people. 9,343 people have engaged with our videos, and 7,490 people have engaged with our posts. Our videos have had between 375 - 4,400 views.

Recent content included content from one of our Education alumni, Steven Smith, '04, who reached out to us last week and asked to participate in the **#GCUnited** program. Steven works in NASA's Office of STEM Engagement at the Johnson Space Center in Houston. He provides a wide variety of activities for parents, children, and even information about internships and careers for our students. For more information, see <https://gcunited.gcsu.edu/>.

GC ENDOWMENT

Our endowment continues to outperform the leading indices. As of April 10, we were tracking at a 9.6% loss in our endowment since the year began. Because payout from our endowment is conservative and based on twelve trailing quarters, we are hoping to mitigate much of that loss over time. However, we do caution that there may be endowments that are underwater and not eligible for a payout if the market downturn is persistent. Please remain fiscally conservative with your Foundation funds.

A SEAT AT THE TABLE

In addition to the Helping Hands fund, University Advancement is also raising money for A Seat At The Table, the fund started by the student group Swipe Out Hunger. While the federal stimulus may alleviate some of the short-term burdens of our students, we anticipate that the long-term ripple effect of this crisis will continue for some time. Some students who may have been relying on family support to stay in school may no longer have those resources available. These emergency funds may prove to be vital to keep our students healthy and in school.

BOBCATS IN BUSINESS DIRECTORY

This week, we are beginning our Bobcats in Business Alumni-Owned Business Directory. We had originally planned to roll this effort out later in the fall, but we would like to give our alumni a chance to support their fellow alumni in this difficult time by providing them with lists of alumni-owned businesses in their area.

STATUS OF SODEXO EMPLOYEES

Some of you have inquired about the status of Sodexo employees during this time period. As many of you know, Sodexo is a vendor for the university; and Sodexo employees are contract employees of Sodexo and are not university employees. Here are Sodexo's remarks regarding their care of employees during this crisis as offered by Brian Losonsky, Sodexo General Manager:

"This is a difficult time for many including our frontline staff. Every day provides changes and new challenges. However, here is a snapshot of some of the things we are doing for our staff.

- On Tuesday, 3/17, we reached out directly to the Georgia DOL. We identified that due to the nature of our impending closure, our employees would be eligible for unemployment benefits. The DOL provided instructions to file unemployment claims on behalf of our staff. All claims were filed that week.
- During their temporary LOA, Sodexo continues to pay benefits for staff.
- Early in the crisis, Sodexo provided the opportunity for employees at accounts with closures to sign up for temporary assignment with other Sodexo sectors (Healthcare, Senior Living). Admittedly, these opportunities have initially been sparse. However, the assignments have recently started to increase as an unfortunate correlation to Covid-19 cases.
- This week, we shared the following information with our staff: <https://rerf.us/> This provides an opportunity to qualify for a \$500 grant with sign up starting tomorrow.
- Finally, today, Sodexo provided the attached information regarding employment partnerships with outside companies. Our employees are being guided to employment opportunities with companies in need (grocery, delivery, big box stores, etc.). Each employee has access to this information through their personal Sodexo employee account on our HR website.

Sodexo is a global company and certainly being affected by the pandemic. Our leadership in the United States is being very proactive to support our employees during this crisis.

Sodexo announced a 30-million-euro (~33-million-dollar) global Employee Relief Fund to help Sodexo employees who find themselves out of work because of the COVID-19 crisis. The NorAm Regional Leadership Committee is working out right now how best to manage this fund to get support to those most in need in the most appropriate and fastest way. The Georgia College Sodexo management team is working to get all our front-line staff signed up for this benefit by end of week. Those with the most need should be able to qualify for support.

Sodexo is focused on the well-being of our employees as this crisis continues. It is nice to see the local Georgia College community focused on its members as well.”