



Vicky Kulicke



Emily Dunipace

Learn about Not In Our Town at March 11 luncheon

Not In Our Town Bowling Green was created to champion diversity and advance the mission of guiding and inspiring people and the community to work together to stop hate and build safe, inclusive environments for all. This movement exists to address acts of intolerance and discrimination. Through the partnership of Bowling Green State University and the City of Bowling Green, Ohio, those involved with Not In Our Town pledge to stop bigotry before it starts and stand against any and all forms of hate. We will learn about the history of NIOT and the current activities and plans from Vicky Kulicke and Emily Dunipace.

Vicky Kulicke is the Equity Officer and Title IX Deputy Coordinator at Bowling Green State University. She received her B.S. from Illinois State University and started out working for the McLean County States Attorney's Office as a Victims Witness Associate, then for the City of Bloomington, IL, as the Human Relations Associate where she was part of the NOT IN OUR TOWN grassroots movement in Bloomington/Normal. She worked for Insperty for 12 years as an Equal Opportunity Compliance Specialist as a civil rights mediator, investigator and negotiator. She also taught as adjunct faculty for Mohave Community College in Lake Havasu City, AZ. Upon coming to BGSU she introduced the Not In Our Town model and was the Co-Chair of NIOT.

Emily Dunipace was born and raised in Bowling Green. She earned her Education degree from the Ohio State University and her Masters degree from Point Loma Nazarene University in San Diego, CA. Upon graduation she moved to California where she enjoyed a 25 year career as a classroom teacher and elementary school Administrator. Upon retirement she returned to BG and currently lives in the same home that has been in her family for 115 years. She is active in the Bowling Green Community Foundation and currently serves as the Community Co-Chair for Not In Our Town. She works as the Volunteer Coordinator at the Wood County Board of Developmental Disabilities where she serves as advisor for People First, a self-advocacy group promoting disability rights. □

Luncheon reservation form is on page 8.

REPORTS

Update on Administrative Staff Council (ASC)

by Judy Donald, Observer for BGSU Retirees Association

October 4, 2018 meeting

Chair Margo Kammeyer presided.

The guest speakers were Margaret McCann and Suzi Saunders from Human Resources.

They provided training on *Understanding Your Benefits: A Quick Guide to all of the BGSU Benefits Features*. Open enrollment is October 29th through November 16th with details being released next week through HR.



Judy Donald retired from Continuing & Extended Education.

Chair Report

Tri-Chair Meeting: David Border is Chair of Faculty Senate again this year since Frederick Polkinghorne left the university. University Council: 1st Board of Trustees meeting of 2018/19 academic year was Friday, September 28th. Rebecca Lyons provided an update on ASC that summarized our accomplishments from previous year and goals for upcoming year.

Committee Reports

-Awards & Recognitions-Gave a complete list of updates their committee has been working on regarding goals/marketing/award

ceremony.

-Outreach & Activities- Working on Welcome Bag for new Administrative Staff. Possible social event on Thursday, December 6th after work.

-Personnel Welfare & Compensation-Reviewing employee surveys. Prioritize/assess greatest need of constituents

-Student Scholarships-Scholarship application managed through Academic Works this year. Application went live on October 1 and will close on February 15th.

Liaison Reports: Classified Staff Council held Brown Bag luncheon on Retirement on September 25. Will visit Firelands on October 17.

Faculty Senate: President Rogers has signed letter of intent of transfer operations of Mercy College to BGSU. Outlining how this will work now. Provost Fisher reported that Board of Trustees approved CTAAE renovations. Work will start soon.

Lifetime Achievement Award-- used to be tenured track faculty only. Now offer another option for non-tenure track faculty, so now two awards will be given.

New Program-New Major-B.A. Physics (Approved by Senate)

New Specialization--Digital Forensics (Approved by Senate)

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MARK YOUR CALENDARS FOR LAST LUNCHEON MEETING OF PROGRAM YEAR

May 13, 2019 Montana Miller speaking about the influence of social media on society

BGSURA Newsletter

37 College Park Office Bldg.
Bowling Green, OH 43403-0201
(419) 372-9696
www.bgsu.edu/retirement
E-mail: retirees@bgsu.edu
Telephone numbers require a 419 prefix.

EXECUTIVE COMMITTEE
President, **Chris Sexton**, 354-2834
csexton@wcnet.org
V President, **Ellen Williams**, 872-1819
ewillia@bgsu.edu
Secretary, **OPEN**

Treasurer, **Tom Hern**, 872-1820
hern@toast.net
Ohio Council of Higher Education
Retirees Representatives
Roger Anderson, 354-6451
rogerca@bgsu.edu
Karel King, 659-2228

DIRECTORS
John Buckenmyer, 352-8209
jbuckenmyer@woh.rr.com
Jim Corbitt, 352-7877
jcorb19@twc.com
Rebecca Ferguson, 575-5098
fergusb@bgsu.edu
Marjorie Hufford, 345-3241
mbhufford55@gmail.com
Barbara Keller, 807-8144
bykeller@msn.com
Stan Lewis, 517-423-6716
slewis@bgsu.edu
Joan Morgan-Augenstein, 352-6648
jcoxmor@yahoo.com
Barbara Moses, 352-7979
bmoses@bgsu.edu
Jan Peterson, 352-7168
jpeters@bgsu.edu
Lynette Rosebrook, 353-2417
lynnettr@bgsu.edu
Linda Treeger, 352-4159
lntreeg@bgsu.edu
Bonnie Woods, 819-9212
bjwoods221@gmail.com

COMMITTEE CHAIRS
Activities **Jan Finn**
Benevolence **Jan Peterson**
Bylaws **Roger Anderson, Barbara Keller**
Database **Paul Lopez**
Membership **Jim Corbitt, Sue Hager**
Nominating **Joan Morgan-Augenstein**
Program **Ellen Dalton, Barbara Moses**
Publicity **Barbara Keller**

OBSERVERS
Admin. Staff Council **Judy Donald**
Classified Staff Council **OPEN**
Faculty Senate **OPEN**

NEWSLETTER EDITOR **Ellen Dalton**
352-7230, edalton@bgsu.edu
Webmaster, **Carol Lininger**
clining@bgsu.edu
Basketmaster **Betty Jean Anderson**
rogerca@bgsu.edu

REPORTS

Administrative Staff Council *continued from page 2*

November 1, 2018 meeting

Rebecca Lyons, Chair-Elect of ASC, presided.

The guest speaker was Karyn Smith-BGSU Department of Recreation and Wellness. She led a session of *A Move for your Mood* for ASC members. Recreation and Wellness have teamed with Student Affairs to offer these sessions at multiple locations around campus. These are free and are typically 30-50 minutes in length. She also explained the health benefits of exercise and the importance of regular physical activity which plays an important role in mental acuity and cognitive function. There are 1,440 minutes in a day...Dedicate 2% of yours to moving and enhancing your health and well-being!

Chair Report

Tri-Chair Meeting: Discussed Mercy College, the Provost Search and the Leave Bank. Faculty Senate continues to ask for nominations for a Chair Elect.

Meeting with President Rogers: Discussed the merger of Mercy College and BGSU. President Rogers agreed to an annual lunch with award winners of the Spirit of BG, Rookie of the Year, BG Best and the Ferrari Award.

Committee Reports

-Amendments & Policies-No report.

-Awards & Recognitions-Awards Ceremony will be held on May 21, 2019 from 10-12 in the Ballroom.

-Outreach & Activities- 1st social event was Sept 26th, Trick or Treat at the Stroh, turnout was low. Working on Toy Drive before Dec 6th meeting, more information to come.

-Personnel Welfare & Compensation-Finalized review of employee survey and prioritized to develop action plan.

-Professional Development-Awarded six scholarships, four were accepted. Total ASC scholarships awarded by Professional Development committee Summer/Fall 2018 total \$1000.00

December 6, 2018 meeting

Margo Kammeyer, Chair of ASC, presided.

Guest speakers were:

Sue Clanton from United Way spoke about the resources that United Way provides to local families in Wood County and the surrounding areas. 211 is an informational and referral service that helps connect people with services that are available in the area.

Paul Valdez and Marty Sears from Center for Community & Civic Engagement spoke about how MLK Day of Service will be different this year due to the Winter Session and the reduced number of students on campus. They will be teaming up with the Brown Bag Food Project to collect food donations on January 19th and January 20th.

Patrick Kelly, Compensation Analyst, BGSU Human Resourc-

es, discussed the JAQ purpose, history and process.

Chair Report: ASC has been asked to reaffirm our support of the Smoke, Tobacco, Vapor Free Policy. This policy was supported by ASC in 2015 and 2017. Exec will prepare a Resolution and place it on the January agenda.

University Council: Re Provost Search--An announcement has been made since the meeting that Dr. Joe B. Whitehead will become the next Provost and Senior Vice President for Academic Affairs. He will begin January 22, 2019.

Mercy College: Mercy College will transfer ownership of Mercy College to BGSU. Currently there are 1400-1500 students that are largely part-time, non-traditional students.

Campus Master Plan: Tentative capital project plan for FY 2019 includes the Technology Building renovation, classroom upgrades, and Founders Hall renovation.

Campaign Update: Raised nearly \$140M. \$2.2M has come from faculty/staff.

Committee Reports

-Amendments & Policies-No report.

-Awards & Recognitions-Awards Ceremony will be held on May 21st, 10-12 in the Ballroom.

-Outreach & Activities-Holiday Drive today benefitting the Brown Bag Food Project and Christmas Dreams. Holiday Social tonight from 5-7 at Stone's Throw in BG.

University Committee Reports

Public Safety-Changing vendor for emergency response system. Current system routes to Sheriff's department, then to campus police. New system would go directly to Campus Police for any calls made on campus.

CIO-Spoke about the upgrade to Microsoft 10 on campus and Mercy Health merger and effect on technology.

January 3, 2019 meeting

Margo Kammeyer, Chair of ASC, called the meeting to order.

Guest Speaker was Dr. John Fischer, Interim Provost and Senior Vice President for Academic Affairs. He spoke about the Winter Session (Jan. 2-23, 2019). It is a 3-week long session which is considered part of the spring semester. There are 90 proposed courses with approximately 1800 students participating. The courses are a variety of on-line, on campus, abroad, or experiential learning. This is the 1st year for the Winter Session, so all aspects of the session will be evaluated after the conclusion before proceeding with the next Winter Session.

Chair Report

Met with CFO Sherry Stoll who provided positive feedback on annual ASC Compensation Report and requested an early March submission. She also encouraged staff to take advantage

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REPORTS

Summary of Ohio Council of Higher Education Retirees (OCHER) Board Meeting

November 27, 2018

written by Roger Anderson

Roger Anderson, Karel King and David Hyslop attended the OCHER Council meeting in Columbus at STRS Headquarters. President Steven Howe presided. The treasurer's report showed a balance of \$6,231.57 in the OCHER account as of November 27th. Revenues so far are \$1,300.00 with expenditures of \$575.10.

Michele Hobbs presented the OPERS Report. Market returns for OPERS Defined Benefits in 2017 were 16.8% and 15.2% for Health Care Funds. Active returns in 2017 were the best since OPERS starting keeping records in 2002. The total value of investments under management for all OPERS funds reached \$100 billion for the first time. Despite current results, the ten year record ending in 2017 showed average returns of 5.8% for Defined Benefits and 5.4% for the Health Care Funds well below the expected rate of returns. OPERS staff has submitted proposed legislative language to the Ohio Retirement Study Council for pension system "cleanup." This language would be part of House Bill 572 which could be acted upon in the lame duck session of the Ohio legislature.

Marla Bump, Director of Government Relations for STRS, gave her report. As a result of the November elections, in the Ohio Senate, the Republicans picked up one seat from the Youngstown area. They will have a 25-8 majority in the new Senate. Senate President Larry Obhof (R.-Montville Twp.) is expected to be the leader of the Senate in January. The Democrats picked up four seats in the House, but the Republicans will still have a 61-38 or 60-39 majority depending on the outcome of one election. The composition of the Ohio Retirement Study Council will change since two of the members were term-limited and could not run. Bump said she is optimistic that STRS can work with the new state officeholders and the majority in the Senate and House. At the federal level the Republicans won the majority in the U.S. Senate, and the Democrats in the U.S. House. No pension-related legislation is expected to come up in the lame duck session of the Congress.

President Howe and Shara Bailey, Coordinator of Higher Education Retirement Plans and Member Benefits, presented a table showing the percent selecting the Alternative Retirement Plan for STRS for the fiscal years between 1998 and 2018. In 2009 only 25% chose the ARP (Opt-Out) whereas in 2001, 57% chose the ARP. Forty-one percent chose to opt-out in 2018. Tables were presented that showed investments, administrative expenses, percentage of fees to external asset managers, percentage of external fees, and percentage of fees for all investments for OPERS and for STRS for the years 2014-2017. For calendar year 2017 OPERS administrative expenses were .12% of investments; external fees were .63% of investments; and all expenses related to investments were .75% of investments. STRS for the Fiscal Year 2017 had administrative expenses of .14%; external fees were .28% of investments; and all expenses related to investments were .42% of investments. The percentages were well below the averages of other public pension funds.

After lunch the OCHER Board heard from Greg Nickell, Director of Health Care Services. He presented the STRS Plan Management Policy for Health Care discussed at the STRS November Board Meeting. The plan consists of three components: a way to assign a value to health care liabilities and assets; goals for the STRS Health Care Plan; and a selection of metrics to provide feedback on the status of the Health Care Plan. The Actuarially Determined Contribution (ADC) is the annual employer amount necessary to close the gap between the liabilities and the assets. This is calculated over thirty years beginning July 1, 2015. At present the liability is zero. The goal of the Health Care Policy is to provide a sustainable long-term health care benefit and make benefit adjustments as conditions allow or are necessary. The objectives are to maintain an estimated 50% chance that the plan will remain solvent for sixty or more years and to promote intergenerational equity; to provide a baseline of up to 6% inflation-protection for the Medicare subsidy; and consistent with the first two objectives, to share gains and losses between the pre-Medicare and Medicare groups; and to administer and communicate the plan in a transparent and objective manner. Nickell went on to explain the metrics used and how they can be applied to different scenarios.

Gerald Newsom, OCHER Representative to STRS and HPA, gave his report. He said problems with public defined benefit retirement plans continue to be in the news. A Frontline program on October 23th focused on the problems with the public retirement plan in Kentucky. Kentucky may be the worst, but Illinois, New Jersey, Oklahoma, Colorado and Arizona have major problems with their respective public pension plans. The most common reason states have problems with their pension systems are that they do not make the contributions.

Newsom also touched on the management of funds and fees for the plans' investments. STRS was third in its peer

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REPORTS

Administrative Staff Council *continued from page 3*

of professional development opportunities both at the university and elsewhere.

Committee Reports

-Awards & Recognitions-Reviewed Spirit Award administration process, discussed recognition for ASC leadership, worked on marketing plans for final awards.

-Outreach & Activities-MLK Canned Food Challenge between ASC and Classified Staff Council (Jan. 3-17). The food drive is in addition to volunteering, see <http://www.bgsu.edu/mlkday>. Bowling night-Feb 8th at Al Mar Lanes.

-Personnel Welfare & Compensation-Plan to have Annual

Compensation Request draft to February 7th ASC meeting for review.

-Professional Development-No requests for funds, committee plans to extend the January 9th deadline.

-Student Scholarships-Before break there were 80 applications, will be reviewing applications next week.

Ombuds Update-1 staff members has contacted the Ombuds in the past month.

New Business

-Smoke, Tobacco, Vapor Fee Policy Resolution was voted on and approved. ☐

OCHER Board Meeting *continued from page 4*

group of 17 large U.S. public pension funds for lowest investment costs, primarily because of its use of internal investment managers for about 70% of the system's assets. CEM Benchmarking studies' investment data for more than 300 pension funds worldwide for the past five years showed that the total net return for calendar year 2012-2016 for STRS was 9.7%, in the top quartile of the public funds studied. Newsome presented graphs showing Assets and Liabilities over the last twelve years for the STRS Pension Fund and the Health Care Fund. There was a sharp drop in liabilities after the revised pension formula was introduced in 2012 and a smaller drop after the COLAS were suspended in 2017. The actuary Cheiron shows a funding ration steadily increasing to 100% funding in 2034 assuming a 7.45% return on investments. The Health Care Fund at the end of 2017 had a ratio of assets to liabilities of 153%. It grew to 176% at the end of fiscal year 2018 as a result of a large drop in the liability for current beneficiaries.

Newsome went on to explain the Dashboard used by STRS, a table where positive and negative points are tabulated according to how well goals are being achieved for the Health Care Plan. Maximum and minimum values possible are between +11 and -11. The total for 2018 is -4 better than last year's -5.

The new consultant Cheiron made a presentation to the STRS Board, and their findings were not much different than the old consultant Segal had been. When STRS is compared to other public pension plans in Cheiron's data base, they are close to the 50 percentile in Support Ratio. STRS's 7.45% rate of return is in the middle for pension plans. STRS is well above the norm in the contribution rate of active teachers of 14%. In the fourteen states where teachers do not contribute to Social Security, the median contribution rate is 8.3%. Newsome said that after STRS decreased its assumed rate of return from 7.75% to 7.45% the staff started making the investment portfolio less risky. There has been a decrease in holdings in domestic and international equities and an increase in fixed income Treasuries. Newsome's report covered the same materials that Nickell had provided on the STRS Health Care Plan.





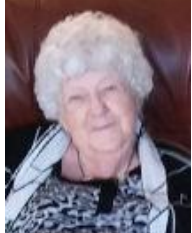




















The OCHER Annual Report will be ready for the March meeting. OPERS will provide information at that meeting on March 26, 2019. ☐

Editor's Note: Due to seasonal disability of the editor, the report and photos from the December social will appear in the next edition of the newsletter.

PASSINGS

For the period July 26 - December 31, 2018. Photos are included when available.

- ◆ **Alma Adler**, 92, passed away July 29, 2018, in Custar, Ohio. She retired from the university in 1985, after ten years of service in the Duplicating Office.
- ◆ **Shirley Baker**, 66, passed away on December 11, 2018, in Bowling Green, Ohio. She retired from BGSU after serving many years as a Custodian.
- ◆ **Richard 'Dick' Bowers**, 80, professor emeritus of health, physical education and recreation, died December 7, 2018, in Bowling Green, Ohio. He taught at the University from 1969-1996.
- ◆ **Sally Copus**, 83, died August 6, 2018, in Marblehead, Ohio. She retired from BGSU, in 1996, after serving 17 years as a Custodian.
- ◆ **Anna Apple Crouse**, 85, passed away on December 31, 2018, in North Baltimore, Ohio. She retired from the university after serving over 13 years as Food Service Manager.
- ◆ **Nathan 'Bill' Easterly**, 91, professor emeritus of biological sciences, died October 26, 2018, in Bowling Green, Ohio. He taught at the University from 1957-1985.
- ◆ **William 'Ted' Forsberg**, 76 passed away on November 30, 2018, in Findlay, Ohio. He taught Russian history at BGSU.
- ◆ **Louis Graue**, 69, passed away November 26, 2018. He taught mathematics from 1959 until his retirement in 1991 and also served as chair of the math department.
- ◆ **David George Hampshire**, 69, passed away September 10, 2018. He retired in 2005 after serving 33 years at BGSU as a photographer and Laboratory Technician in Instructional Media Services.
- ◆ **Ann Harris-Householder**, 89, died on September 26, 2018, in Bowling Green, Ohio. She served as Police Dispatcher for the University.
- ◆ **Lawrence M. Hoffmann**, 85, passed away on July 20, 2017, in Rossford, Ohio. He served BGSU in the Physical Plant Department.
- ◆ **Rita R. Keefe**, 90, associate professor emeritus of education and former Assistant Dean in the College of Education and Human Development, passed away June 11, 2016, in Defiance, Ohio.
- ◆ **J. Frederick Leetch II**, 89, professor emeritus of mathematics and statistics, died October 9, 2018, in Bowling Green, Ohio. He taught at the University from 1961-1985.
- ◆ **Samuel Leimgruber**, 79, died July 9, 2018, in Findlay, Ohio. A Rudolph, Ohio, resident he was a member of the Classified Staff.
- ◆ **Stanley Maas**, 91, passed away December 2, 2018. He was a plasterer and painter in the maintenance department and retired after 29 years of service to BGSU.
- ◆ **F. Lee Miesle**, 95, professor emeritus of speech communication, died December 8, 2018, in Bowling Green, Ohio. He joined BGSU in 1948 and retired in 1980. During his tenure, he was managing director of the Huron Playhouse, director of Theatre, and department chair in the School of Speech Communication.
- ◆ **Sr. Theresa Milne**, 95, died December 18, 2018, in Monroe, Michigan. She began her campus ministry at the Newman Center serving BGSU, and later joined the university faculty.
- ◆ **Virginia Nungester**, 87, passed away August 4, 2018, in Findlay, Ohio. She retired in 1983 after more than 30 years as a secretary in the College of Musical Arts.
- ◆ **Correna 'June' Cary-Schivelbein**, 85, died March 10, 2018, in Findlay, Ohio. A former Bowling Green resident, she was a member of the Classified Staff.
- ◆ **Kenneth Shemberg**, 82, professor emeritus of psychology, died July 26, in Bowling Green, Ohio. A specialist in clinical psychology, he joined the University in 1966 and retired in 2017.
- ◆ **Otis H. Sonnenberg**, 94, passed away November 27, 2018, in Bowling Green, Ohio. He served the University as Assistant Director of the Bookstore from 1965 until his retirement in 1988.
- ◆ **Robert A. Stinson**, 98, professor emeritus of art, died September 17, 2018, in Bowling Green, Ohio. He taught at the University from 1949-1982.
- ◆ **Kalman Szekely**, 85, passed away February 19, 2017, in Marosvasahely, Erdely (Hungary). He retired from BGSU as an associate professor emeritus.
- ◆ **Ina G. Temple**, 82, associate professor emeritus of health, physical education and recreation (now the Kinesiology Department), died September 21, 2018, in New Smyrna Beach, Florida. She taught at BGSU from 1966-1992.
- ◆ **Kerry B. Taylor**, 60, passed away March 23, 2017, in Sandusky, Ohio. A resident of Huron, Ohio, he was Groundskeeper at the Firelands Campus for 33 years, retiring in 2010.
- ◆ **Darlene Thomas**, 87, died July 30, 2018, in Bowling Green, Ohio. She retired in 2010, as the director of advising for the College of Arts and Sciences, a position she had held since 2003. She began work at BGSU in 1980 as academic advisor for the college.

				
Alma Adler	Shirley Baker	Richard Bowers	Sally Copus	Anna Crouse
				
Nathan 'Bill' Easterly	William 'Ted' Forsberg	David Hampshire	Ann Harris-Householder	Lawrence M. Hoffmann
				
Rita Keefe	J. Frederick Leetch II	Samuel Leimgruber	Stanley Maas	F. Lee Miesle
				
Theresa Milne	Virginia Nungester	Correna "June" Cary-Schivelbein	Kenneth Shemberg	Otis Sonnenberg
				
Robert Stinson	Kalman Szekely	Kerry Taylor	Ina Temple	Darlene Thomas

President's Message

It seems I have acquired a cold, I didn't realize until now they are a collectors item. For the last five weeks I have coughed and blown my way through an eight pack of three-ply tissues. I have no sense of smell or taste, great for dieting.

Now in the middle of all this it's time to take the older of my two cats, Mia, in for her annual vet check. She has lost some weight over the fall and her back fur was matting and wouldn't brush out. Did I mention Mia hates going to the vet? It took two of us to load her into the carrier and two vet techs to keep her in a towel burrito. After the standard poking, prodding, blood drawing Mia got a hair cut from the back of her shoulders to her tail to rid herself of the matted fur. She is not happy! For a week now I've had a sulking, shaved, skinny cat underfoot while we wait for blood test results that arrived by phone this afternoon. My cat has an overactive thyroid and I'll be figuring out how to get two pills a day into her for the rest of her life. GOOD LUCK TO ME...

So what's the point of all this? It's about daily coping with life's small problems. My cold is aggravating and inconvenient but not necessarily life threatening. But Mia's thyroid is life threatening and if ignored could be costly for her skinny little self. But sometimes the coping becomes harder as we get older, more forgetful and more resistant to change. For now I'm doing well, Mia on the other had is resisting change. How about you, how are you coping?



- To reach Chris Sexton:
csexton@wcnet.org
or call 419-354-2834.

Chris Sexton

Reminder about Lunch Reservations

Our policy is that persons making a lunch reservation but unable to attend are responsible for paying for their reservation since we have to pay the Country Club for the number of reservations made. We would appreciate your cooperation. Thank you.

Reservation -- BGSU Retirees Association Luncheon at Bowling Green Country Club Monday March 11, 2019. Cost \$15.

Reservation deadline Wednesday March 6.

11:30-noon: check in, socializing. Noon: buffet luncheon including dessert

Name(s) _____

Number of reservations @ \$15 _____

1. Reservation by mail:

Send reservation form and check payable to BGSU Retirees Association to:

Barbara Moses

734 McKinley Dr, Bowling Green OH 43402

2. Reservation by email:

Send message to bmoses@bgsu.edu. Pay by cash or check at the door.

If you make a reservation but are unable to attend, you are responsible for paying for your reservation. Please send a check as in #1 above. Thank you.

Luncheon Menu

*Honey pecan chicken
Roast pork
Rice pilaf
Broccoli & cauliflower
Garden salad
Rolls & butter
DESSERT
Beverages*