



As of press time, we don't have a confirmed program. The program committee last year requested student performers from the BGSU College of Musical Arts. Our luncheon falls at an awkward time of day for music students since many have classes or rehearsals during the time when we would want them to visit us. If student musicians don't pan out, we will look for a speaker, hopefully on a topic related to music.

So, come and enjoy the meal and fellowship and prepare to be surprised! ☐

Luncheon reservation form is on page 8.

Please note new contact person this year for making reservations.

Winter Holiday Social at Ralph Wolfe's House December 12 2019
photos by Marilyn Levinson



Lee Hakel, Julie Setzer, Dolores Black, Elayne Jacoby



Nancy Leetch, Vic Norton, Susan Dunn, Chris Dunn



Vi Jacobs, Ralph Wolfe



Elayne Jacoby, Joan Callecod, Sharon Gargas, Ron Gargas, Bob Callecod, Joanne Navin, Leo Navin



Susan Dunn, Chris Dunn, Roger Anderson, Dolores Black (facing away)



Joe Jacoby, Lee Hakel, Milt Hakel, Elayne Jacoby



Susan Carlton, Milt Hakel



Ron Gargas, Sharon Gargas, Jim Miller



Ted Hartwell, Gary Lee



Bob Callecod, Leo Navin, Joe Jacoby, Elayne Jacoby, Joan Callecod, Sharon Gargas, Ron Gargas (facing away)



Vic Norton, Nancy Leetch, Susan Carlton, Dan Rowney

REPORTS

Update on Administrative Staff Council (ASC) by Laura Waggoner Arnold, Observer for BGSU Retirees Association

September 2019

At the first meeting of the year, President Rodney Rogers spoke to the group regarding the “Focus on the Future” for the University. Three Imperatives for this plan include:

Priority 1 - Redefining success for undergraduate students. With the changing demographics of students of the future, we need to rethink what it means to be successful. The demographic shift affects not only Ohio, but all of the areas that we pull enrollment from as well. We need to be intentional in linking our career and educational paths to allow for student success.

Priority 2 – Enhance culture to support diversity and belonging. The world is diverse, and we need to prepare our students for working in a diverse environment.

Priority 3 – Achieving excellence and efficiency through practices and reconfiguration. There is a great change in higher education, not a massive amount of money coming in. We need to be creative and rethink what we currently do.

President Rogers asked ASC to think about how they could assist with these priorities.

Chair Rebecca Lyons met with Human Resources to talk about upcoming ARP changes. They are invited to speak regarding insurance and benefit changes at an upcoming meeting.

Chair Lyons presented the Parental Leave Policy to both Human Resources and President Rogers. Administrative Staff Council is asking for 6 weeks paid leave offered to both parents. This policy would be in line with the paid leave that faculty are currently getting. President Rogers had questions about the data presented and wanted to look at the numbers further.

October 2019

Guest Speakers

Sandy Heck and Susan Goetz – Alternative Retirement Plans (ARP): Earlier this year it was announced that there would be some important upcoming changes to the BGSU Alternative Retirement Plan (ARP) and the voluntary, supplemental 403(b) plan. Beginning January 1, 2020 BGSU will offer four vendor choices for all future contributions: AXA-Equitable, Fidelity, TIAA, and Voya. All contributions made prior to January 1, 2020 can remain with your current vendor if you so choose. The four selected vendors will offer three tiers of investment options. By reducing our approved vendor list to four, the University is able to leverage our volume and size to negotiate substantially lower fees and broader plan options for employees. Refer to the Human Resources website for more information on these changes. You can register to attend group and individual meetings with vendors to ensure you select the vendor that meets your needs. There are also links to each vendor, so that you can review what investment options they offer. Staff who currently participate in one of these programs should have received a packet in the mail.

Emily Creamer and Dr. Christy Lunceford (Higher Education and Student Affairs) spoke about an upcoming webinar being held on Tuesday, November 5 to highlight the Department of Higher Education and Student Affairs programs:

- o Higher Education Administration (HIED) PhD Program
- o College Student Personnel (CSP) Master’s Program
- o Higher Education and Student Affairs Certification
- o Administration of Higher Education
- o Diversity and Inclusion in Higher Education
- o Research and Assessment in Higher Education

Chair Lyons attended the Board of Trustees Meeting and highlighted the seven \$1000 student scholarships, award winners from the awards and recognition reception, professional development fund, and the Parental Leave Policy that is currently being reviewed by HR and President Rogers. The Chair is looking forward to continued work with CSC, Faculty Senate, USG, and GSS, looking at restructuring based on new reporting structures, and focusing on continued partnerships with HR and members of cabinet.

The Chair met with HR and was told the Parental Leave Policy is still being reviewed by President Rogers. ASC is waiting to hear if he will present it to cabinet. It was discovered that they were awaiting benchmark data which was immediately provided. ACS received some clarification on FMLA and when it should be taken versus just sick time.

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REPORTS

Administrative Staff Council *continued from page 4*

A discussion regarding a new Winter Break policy, which includes the possibility of a closure, was discussed. HR is in favor of this but does not want to discuss a new policy at the same time as the Parental Leave Policy is being discussed. There are many pros and cons. HR indicates that the arguments should not be focused on financial but instead on morale issues.

November 2019

Guest Speakers

Susan Goetz and Konnie Nicholson-George from HR spoke about Insurance Plans and changes. More information can be found on the HR website.

- Open enrollment period from November 4-22 2019.
- Medical Plan A coverage has changes to deductible and out of pocket maximums. \$0 Copay for in-network preventative care (routine physicals & well child exam).
- Medical Plan B coverage remains unchanged
- Flexible spending account and the Health Saving Account– staff MUST re-enroll each year
- Spousal Form – required if covering spouse on medical benefits

Chair Rebecca Lyons met with Human Resources and inquired how ASC brings recommendations to the PACHWI committee. May guests attend the meetings? HR indicated that the President's Advisory Council on Health Wellness and Insurance (PACHWI) does not allow guests during the meetings. ASC needs to forward any items through their representative on the committee.

A question on the minimum salary adjustments and how they occur was asked. HR indicated there is an automated process once a market adjustment is made. Supervisor and employee are notified and pay is adjusted accordingly.

The Chair asked HR how administrative positions are being filled with staff who have only earned Associate Degrees. HR indicated that the degree is not the determining factor when it comes to the type of position but is based on the job duties. The Chair met with President Rogers and asked again about the Parental Leave Policy. President Rogers indicated that he was currently meeting with HR representatives. Classified staff indicated during the November ASC meeting that they were told by HR that they would only support one new policy: Parental Leave Policy or Winter Break Policy. HR would not support both policies simultaneously. ASC has chosen to pursue the Parental Leave Policy and when a decision is reached, they will revisit the Winter Break Policy for next year.

Margo Kammeyer spoke to the committee about the "Fluid Project". The MyBGSU Portal and the Student Center environment is being redesigned to allow it to be more dynamic and responsive. It allows for better user experience on mobile devices and tablets. It will be phased in beginning February 8th with the new student center environment (called MyStudent Info) and myBGSU for Students only. Faculty and staff will be phased in later.

December 2019

Guest Speaker was John Ellinger, Chief Information Officer.

o Mr. Ellinger indicated that there should be NO sharing of private passwords for any reason. Do not give your personal password to someone else (including student workers). Do not accept anyone else's password to do University business as that person. Exception to this rule is if it is crucial that you use someone else's password to do something on their behalf. Do the work as securely as possible and document that you did it. Contact John Ellinger or Matt Haschak if something has to be done, but the person is not on campus. This should be the exception and not the rule. Take preventative measures to have a plan in place to ensure that this situation does not come up. When possible train others to perform the same task. Chair Rebecca Lyons met with Human Resources to discuss the proposed Parental Leave Policy. HR indicated that this has been discussed at cabinet twice. The Cabinet seems to be in support of the policy and thinks it is a good idea. Chair Lyons is trying to get on the Cabinet's agenda for December or January.

The Winter Break policy will not be implemented for 2020. The President has asked HR for benchmarking information. The Fair Labor and Standards Act (FLSA) has new rules beginning January 2, 2020. Any exempt staff hired over the pay threshold of \$35,568 will be paid on a monthly schedule. Staff hired between now and January 1, 2020 above the threshold will also be paid monthly.

Spirit Awards were given to Julie Haman, Director of Technology Support Services, Firelands for the month of September. Jamie Wlosowicz, Student Engagement Coordinator, Center for Women and Gender Equity won the award for October. End of Year banquet will be held on Tuesday, May 19th from 10am-Noon. □

PASSINGS

For the period September 25 - December 31, 2019. Photos are included when available.

- ◆ **Donna Barr**, 95, passed away on December 27, 2019, in Bowling Green, Ohio. She retired from the BGSU Bookstore after many years of service to the institution.
- ◆ **Robert Blackwell**, 82, died September 27, 2019, in Bowling Green, Ohio. A professor emeritus of special education, he was named University Teacher of the Year in 1987.
- ◆ **Paul V. Crawford**, 86, professor emeritus of geography, passed away on December 15, 2019, in Bozeman, Montana. He is survived by his wife Suzanne Haines Crawford, former Dean of Continuing Education, International and Summer Programs.
- ◆ **Elizabeth ‘Liz’ Eberle**, 69, a resident of Holgate, Ohio, died on November 30, 2019. She retired after serving 26 years as a University painter.
- ◆ **Rita Fackler**, 74, of Pedro, Ohio, passed away in Ashland, Kentucky, on December 17, 2019. A former cook for Dining Services, she retired in 2011.
- ◆ **Marilyn Gottschalk**, 86, a Pemberville, Ohio resident, passed away on October 16, 2019. She retired from BGSU after working in the former Student Union.
- ◆ **George Richard ‘Dick’ Horton** passed away on November 14, 2019, in Bowling Green, Ohio. A professor emeritus of Visual Communication and Technology (VCTE), he joined the University as Assistant Professor in Industrial Education and Technology, which at that time, was a department within the College of Education. During his 30 years at BGSU he served as Assistant Dean of Education, Assistant Dean of Program and Development, Acting Dean of Firelands College and Director of Graduate Student Development. A Charter Member of this organization, he was present at the 20-year celebration of BGSURA on September 14, 2015.
- ◆ **Bevars Mabry**, 91, professor emeritus of economics, died October 1, 2019, in Toledo, Ohio. He taught at BGSU from 1959-1992. He is survived by his wife Mary, an associate professor emeritus of art.
- ◆ **Michael Mott**, 88, professor emeritus of English, a poet, novelist and biographer at BGSU, died October 11, 2019, in Atlanta, Georgia. He taught poetry, fiction and workshops from 1980-1991, and upon retirement continued to write and publish.
- ◆ **Phyllis Oster**, 89, passed away September 28, 2019, in Oviedo, Florida. She was Curator for the *drosophila melanogaster* (fruit fly) laboratory and was involved in numerous significant scientific experiments including sending fruit flies into orbit. She retired after 30 years at BGSU and served this organization as Board Member and committee chair, for many, many years.
- ◆ **David Pope Sr.**, 89, professor emeritus of music performance studies, passed away on October 28, 2019, in Chattanooga, Tennessee. His contributions included establishing and maintaining Recording Services and creating the Festival Series. He retired in 1998 after 33 years at the university, and is survived by his wife, Ann Almond Pope, a concert pianist and former Instructor of Music Performance Studies.
- ◆ **Wallace ‘Wally’ Pretzer**, 89, professor emeritus of English, died October 30, 2019, in Bowling Green, Ohio. He taught at BGSU from 1963-1992. He along with three others pioneered the BGSU-Xi’an Foreign Language University Faculty Exchange Program. For most of BGSURA’s history, Wally and his wife, Diane (deceased retiree), directed this organization’s social and educational activities. He always had his camera ready to photograph the attendees and write full reports to document our events. He attended our meetings, luncheons and outside social activities dressed in his trademark sport coats ready to acknowledge holidays and celebrate.
- ◆ **Mary Lou Reynolds**, 88, a resident of Wayne, Ohio, passed away October 27, 2019. Originally working for local libraries, she joined the Jerome Library as Library Associate 2 in government documents. She retired after 25 years of service to BGSU.
- ◆ **Frances Roe**, 82 of Weston, Ohio, died December 17, 2019. She retired from BGSU’s Dining Services.
- ◆ **Erlinda Salazar**, 75, of Pemberville, Ohio, passed away December 24, 2019. She worked in food service at the University, until her retirement in 2011.
- ◆ **Mary Lou Shertzer**, 72, of Portage, Ohio, died November 10, 2019. A former home economics teacher, she was cook and house mother for Alpha Omicron Phi Sorority at BGSU.
- ◆ **Mary E. Werner**, 95, passed away December 10, 2019, in Bowling Green, Ohio. She retired from the Business Office after many years of service to BGSU.
- ◆ **Julian ‘Joe’ Williford Jr.**, 75, professor emeritus of Food and Nutrition, College of Health and Human Services (formerly Home Economics Department in the College of Education), died on December 5, 2019, in Bowling Green, Ohio. He retired after serving the University for 38 years. The “Joe Williford Food Science Lab,” was named to honor his years of dedication to the program.

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Donna Barr	Robert Blackwell	Paul Crawford	Elizabeth Eberle	Marilyn Gottschalk
				
George 'Dick' Horton	Bevars Mabry	Michael Mott	Phyllis Oster	David Pope
				
Wallace 'Wally' Pretzer	Mary Lou Reynolds		Frances Roe	Erlinda Salazar
				
Mary Lou Shertzer	Mary Werner	Julian 'Joe' Williford Jr.	Sherry Wolpert	Peter Wood

PASSINGS *continued from page 6*

◆ **Sherry Wolpert**, 66, passed away October 17, 2019, in Helena, Ohio. Sherry started her University career in Continuing Education, International and Summer Programs, and retired from BGSU after serving as Budget Analyst for the Office of International Programs and Partnerships.

◆ **Peter Wood**, 85, passed away November 20, 2019, in Bowling Green, Ohio. He retired as Associate Professor in the Educational Foundations and Inquiry Department, College of Education. He is survived by his wife, Jane Krone Wood, also a retiree of the University.

◆ **Nancy Wygant-Mills**, 89, emeritus faculty counseling center, passed away on December 20, 2019, in Perrysburg, Ohio. She was a Psychologist in the Career Development Center. She not only served as a Counselor, but she also taught graduate students in the College of Education, and was acting assistant dean when the new College of Health and Human Services was created. □

BGSU RETIREES ASSOCIATION*Newsletter*

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MARK YOUR CALENDARS FOR LAST MEETING OF 2019-20 PROGRAM YEAR

May 11, 2020 Catherine Smith, BGSU Aviation Technologies, on BGSU Aviation
Studies program

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 appreciate your cooperation. Thank you.

Reservation -- BGSU Retirees Association Luncheon at Bowling Green Country Club

Monday March 9, 2020. Cost \$15.

Reservation deadline Wednesday March 4.

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 **BGSURA** to:

Stan Lewis

620 Nokomis St, Tecumseh MI 49286

2. Reservation by email:

Send message to slewis@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
Beef burgundy
Au gratin potatoes
Broccoli & cauliflower
Garden salad
Rolls & butter
DESSERT
Beverages