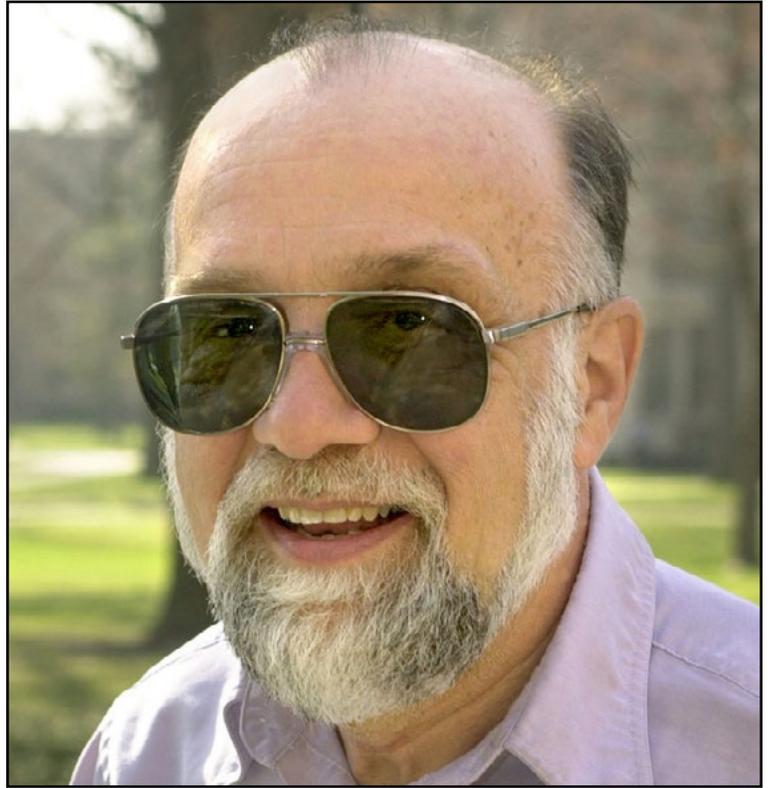




“The Energy to Make Cooperation Succeed”

May 8 luncheon will
feature
Don Scherer



Professor Emeritus Don Scherer focused his research on the conflicts that thwart cooperation. The goal of cooperation is mutual benefit for participants and the moral postulate of sociality is that the benefit of some will not be the result of bringing harm to others. Yet especially in a dynamic society like our own, these ideals of benefit go unrealized.

Often people are working together, each doing what they're good at, and they're thinking to benefit together! But somehow they're not getting there. They differ in their priorities. Mistakes happen, morale fades and things fall apart. Why?

As a Professor of Ethics, Scherer studied failed cooperation for decades, in families and marriages, schools and communities, business and government. He looked at what traditional virtues like compassion and courage can do to turn it all around.

Supervising graduate student interns in medical, environmental, business and institutional ethics, he found that exercising the virtues of Compassion, Discernment, Imagination, Integrity and Courage requires specific skills. He and one of his former graduate students, Carolyn Jobs, recently published *Cooperative Wisdom: Bringing People Together when Things Fall Apart* to explicate a set of skills anybody can learn, skills for bringing people together when things fall apart.

In his talk Scherer will tell us about his recent efforts to promote renewable energy in Bowling Green. After the talk, he'll happily provide and autograph copies of his book for any who wish to purchase one for the special event price of \$15.00, tax included. □

Luncheon reservation form is on page 8.

REPORTS

Update on Classified Staff Council (CSC)

by Terry Carver, Observer for BGSU Retirees Association

February 15, 2017 meeting

Chair Linda Hamman read a thank you to the Council for making the MLK Day of Service lunches for all the volunteers that day.

Treasurer Faith Olson led a discussion about the CSC Scholarship Fund looking for ideas for raising the corpus amount to \$100,000 to self-sustain ten annual scholarships of \$300 each. These scholarships are awarded to CS staff and dependents each May from applications submitted, following established guidelines. A raffle and donations for scholarships will be taken at the May ceremony and fundraisers were also discussed.



Terry Carver retired from Recreation & Wellness (formerly Recreational Sports).

- Chair Hamman reported about her meeting with HR.
 - The T.I.R.E.S. program is no longer available at BGSU
 - Veterans Day (Nov. 11) will remain as its own day off on that date
 - The Education Building is closing for one week in July to accommodate utility cable updates. Kathy Dean said that other buildings will also be affected for the same reason this summer. There will be no A/C or power during these shut downs. Classified staff may take vacation time during these closures or work elsewhere on campus.
 - The Sick Leave Bank is gone and CS and AS employees will be reimbursed their donated time.
- Mark Henning reported that the WBGU-TV will eventually move from Channel 27 to Channel 22. Funds from the (airwaves) auction will pay for this move.
- Updated CSC Handbook revisions were emailed to Viva McCarver in HR on Feb. 3, 2017.
- Gail Houtz is looking for suggestions for speakers for the May Ceremony:

- K. Dean suggested asking students to give testimonies about their connections with Classified Staff and if it made a difference in their college careers.

- Council members should send their recommendations to Gail Houtz or Linda Hamman.

G. Houtz reported on the Classified Salary and Welfare Committee:

- Benefits and Salary increase proposal was reviewed.
- Discussed staff usage of the Student Rec Center.
- Deb Lowery suggested that this be brought to Sheri Stoll and Rodney Rogers when making the proposal for Salary and

Benefits.

The group discussed having a Silent Auction of themed baskets to raise funds for scholarships at the May Awards Ceremony. It was suggested that community businesses be asked to donate items.

March 15, 2017 meeting

Chair Linda Hamman reported on decisions made at the most recent Board of Trustees meeting.

At the February 21 meeting of University Council, the following topics were discussed:

- Governance documents
- New branding campaigns to be shown on HULU and Amazon to capture student audiences
- Sheri Stoll discussed the university budget for the next two years
- Duplication of programs between UT and BGSU is being looked at by Rodney Rogers for HB 64
- University Hall project is on schedule

Faith Olson offered CSC help to HR regarding the Classified Staff portion of the Handbook.

Student thank you letters of appreciation are being collected for the Awards Program in May.

Nomination forms are going out to all Classified Staff in April for representative positions on Classified Staff Council.

Service Awards are being held Thursday, March 23 from 3-5pm in the Multipurpose Room of the BTSU.

Pat Kelly, Human Resources, is in process of returning sick leave balances to staff accounts (due to the Sick Leave Bank closing).

Outstanding Service Award nominations are being collected.

Team Award call for nominations to be announced soon.

Appreciation cards and tokens to be distributed at the Awards Program for staff to share with colleagues.

The Salary Compensation Committee/Personnel Welfare Committee are to meet with Viva McCarver, Rodney Rogers and Sheri Stoll in twelve days to present Classified Staff salary and benefits proposals for 2017-18 academic year. □

REPORTS

Summary of Ohio Council of Higher Education Retirees (OCHER) Board Meeting March 21, 2017

Roger Anderson attended the OCHER Board meeting in Columbus at STRS Headquarters, March 21, 2017. President Roger Anderson opened the meeting. The minutes of the November 15, 2017 meeting were approved. The treasurer's report showed a balance of \$5,508.36 in the OCHER account as of March 21st.

Michele Hobbs presented the OPERS Report. OPERS' total assets as of November 30, 2016 were \$89.2 billion. OPERS is the largest public pension fund in Ohio and the eleventh largest in the U.S. It serves more than a million members and more than 200,000 retirees and beneficiaries. Two-thirds of OPERS' revenues are derived from investment returns with one-third coming from employee and employer contributions. OPERS member benefits are comparable or better than those offered by Ohio's largest private employers, according to an independent study by compensation expert Ann Hewitt. The OPERS 2016 investment plan is available on the OPERS website.

Dr. John Cavanaugh, Executive Director of ORTA, reported that May 5th is ORTA Day at the Columbus Zoo celebrating the 70th anniversary of ORTA. He said he and the Director of AARP Ohio have been meeting on a regular basis. He said the new organization, Protect Ohio Pensions, or POP Five, has been using the mailing lists of PERI, ORTA, OPERS, and STRS to recruit members for the POP Five. Paperwork for the organization is in the process of being filed with the State of Ohio. He said POP 5 officials have not been attending STRS Board meetings. He cautioned PERI, OPERS, and STRS members to wait until POP 5 becomes an official organization and then decide if they want to join the POP 5.

Gerald Newsome, OCHER Representative to STRS and HPA gave his report. The state legislature has set the mitigating rate for the next five years at 4.47%, slightly changed from the current 4.5%. The STRS Board's consultants have concluded that the assumptions underlying projected income and expenses for STRS are overly optimistic. The current STRS future return on investments is 7.75%, but the consultants predict a future range of 6.98% to 7.45% with 7.00% the recommended assumption. The consultants are also recommending reducing the assumed inflation rate from 2.75% to 2.5%, reducing expected payroll growth assumptions from 3.60-4.00% to 3.00%, and adopting more recent teacher life expectancies upward. On March 16 the STRS Board adopted 7.45% as the assumed investment return along with the other recommendations. The goal is for actuaries to project the rate of assets to liabilities to be at least 70%, and for assets to equal liabilities within 30 years as required by state law. The new assumptions put current assets to liabilities at 62.4% and the funding period at 59.5 years. The new assumptions add \$6.5 billion to projected liabilities. The STRS Board will vote at its April 20th meeting on what cuts to make in expenses to meet the assumptions of 70% and 30 years. COLAs may be suspended or reduced to 1% or less until a specified time in the future (a suggested 15 years), or until assets reach a higher percentage of liabilities. Perhaps COLAs could be maintained on a fixed dollar amount with no COLAs above that figure.

Newsome said that under present policies, the STRS Health Care fund will be depleted in several decades. To avoid that, subsidies to health insurance will have to be cut. Four plans are under consideration, and Health Care, Pensions Advocates (HPA), recommended the smallest cut, which freezes non-Medicare subsidies at the current level and which keeps the fund solvent for 30 to 35 years. The main reason for this HPA recommendation is the extreme uncertainty in the return on investments and in the future costs of health care and in government support.

Newsome also detailed the continuing lobby efforts on the part of conservative think tanks to change actuarial standards to base guaranteed returns in Defined Benefit Plans to U.S. Treasury notes and bonds which currently pay very low interest. If STRS adopted this standard, pensions would have to be drastically cut. The STRS Board agreed it would highly irresponsible to invest all of their assets in U.S. Treasury notes and bonds. Newsome also said much of the push to replace DB pensions with DC plans is being promoted by the Laura and John Arnold Foundation. He also said a New York Times article of March 6, 2017 graded each teacher pension plan, and Ohio was one of five states to receive an F grade (meaning that it was less than 60% funded). Newsome said that Ohio's grade may have been based on pre-pension reform data.

Marla Bump, Director of Government Relations for STRS, presented the Legislative STRS Board Report. She said no major legislation has been introduced in the Ohio legislature which affects STRS. H.B. 520, sponsored by Reps. Kirk Schuring (R. Canton), and Dan Ramos (D. Lorain) passed the House and Senate and was signed by the Governor in December, 2016. The bill made a number of minor changes in the pension programs of all five retirement systems. The bill capped the mitigating rate at 4.47% for five years starting July 1, 2017. The Ohio Retirement Study Council will meet April 13th. The retirement system oversight body is comprised of three members of the Senate, Edna Brown (D.Toledo), Jay Hottinger (R. Newark), two past members and Steve Wilson (R.Maineville), a new member; three members of the House, Kirk Schuring (R. Canton), Dan Ramos (D.Lorain), returning members and Rick Carfagna (R. Genoa Township), a freshman legislator;

continued on page 6

News from the Social Committee

MARK YOUR CALENDARS FOR MAY SOCIAL EVENT

Celebrate the spring season with BGSURA members and guests at the home of Marie Rogers on Friday, May 26 from 4:00 to 7:00 pm. These social events have become very popular in recent years as a time to stay in touch with former BGSU colleagues and to welcome new retirees to BGSURA. In our tradition, please bring a beverage of choice and an appetizer to share.

To assist Marie in preparation, please RSVP to Jan Finn at 419-352-0592 or email jfinn@bgsu.edu by May 23. Marie resides at 916 Lambert Drive, Bowling Green. Please park in the Wood County Hospital's parking lot and walk through the iron gate to her home.

TOUR OF THE KUHLIN CENTER

On Thursday March 9, several members of the BGSU Retirees Association toured the new Kuhlin Center. The building formerly known as South Hall now houses the School of Media and Communication and its related student groups. The facility has undergone a dramatic renovation and is now named the Michael & Sara Kuhlin Center in recognition of the couple's financial support.

Dr. Laura Stafford, Director of the School, led a most informative tour. Students in these programs will be learning using the most up-to-date technology throughout the building. It doesn't look at all like the old South Hall!

Below are several photos from the event, provided by Jan Finn.



John & Norma Stickler, Judy Boutelle, Joyce Kepke in classroom/computer lab



Linda Hamilton, Clif Boutelle & Les Barber



Les Barber & Dr. Laura Stafford

BGSURA Newsletter

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Benevolence **Jan Peterson**
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Database **Paul Lopez**
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Program **Ellen Dalton, Barbara Moses**
Publicity **Barbara Keller**

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Classified Staff Council **Terry Carver**
Faculty Senate **TBA**

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REPORTS

Faculty Senate Report by Ellen Williams, interim BGSU Retirees Association representative

February 21, 2017 meeting

Highlights from the meeting included:

- Chair Rachelle Hippler welcomed Senators and stated that following the President's and Provost's reports, the focus of the Senate meeting would be "Immigration and Travel Bans".
- President Mazey reported that Fall 2017 enrollments continue to look good. She stated that the President's Day Open House drew 1,400 students, a 52% increase over last year's attendance. The President addressed the state budget and encouraged faculty and staff to collaborate on the goal of increasing our State Share of Instruction (SSI). She noted that BGSU needs to work on student retention and textbook affordability. Mazey stated that the Board of Trustees approved design/construction for Hanna Hall, the future site for the College of Business Administration. The new home for the College will be known as the Robert W. and Patricia A. Maurer Center. The President closed her report by emphasizing the importance of diversity and inclusion at BGSU. She stated that open/transparent communication is essential and called for everyone to demonstrate respect and dignity for all persons associated with the university.
- Provost Rodney Rogers thanked everyone for their involvement in the successful President's Day event. He congratulated Dr. Alberto Gonzalez for his Distinguished University Professorship and Dr. Eric Dubow for his Distinguished Research Professorship. He reported that the Board of Trustees approved the new academic calendar which will have a 15 week semester and a three week intercession course period. The new calendar will begin in 2018. Rogers invited faculty to attend a workshop on inclusive pedagogy hosted by the university on March 24th.
- The remainder of the Faculty Senate meeting was devoted to information on "Inclusion and Diversity in Practice", "The Academic Mission of the University" and the "Presentation of a Resolution Designating BGSU as a 'welcoming campus' for All Groups Targeted by Discriminatory Policies". Christina Guenther presented the proposal which offered the following highlights: "The Faculty Senate of Bowling Green State University sets forth this resolution in response to the growing local, state, and national debates around immigration policy in the United States. Both in recent months before and after the 2016 presidential election, over the increasingly violent rhetoric and actions surrounding these policy debates. In solidarity with those members of the University community who have been affected by these events, and in keeping with the University's stated goals, the Faculty Senate asserts the following: WHEREAS, Bowling Green State University (BGSU) is committed to the principles of diversity, equity and inclusion, and; WHEREAS, the mission statement of BGSU pledges the creation of a 'welcoming, safe and diverse environment' for all members of our academic community; and....WHEREAS, more than one hundred colleges and universities across the country have responded to this current crisis by asserting their solidarity with affected constituencies and vowing to take tangible steps to protect the safety and security of those communities... THEREFORE BE IT RESOLVED, that we, the Faculty Senate of Bowling Green State University support the designation of BGSU as a 'welcoming campus' for all groups targeted by these discriminatory policies; and BE IT FURTHER RESOLVED, the Faculty Senate affirms its commitment to support and protect



March 14, 2017 meeting

Highlights from the meeting included:

- President Mazey reported that the Inter University Council (IUC) is opposed to a state tuition freeze and has requested an increase in the State Share of Instruction by a minimum of two percent for each fiscal year. If tuition is frozen for the second consecutive biennium, then the increase in SSI proposed would be four percent in 2018 and 4.5% in 2019.
- Senate approved a proposal to merge the Department of Romance and Classical Languages (ROCS) and the Department of German, Russian, European and Asian Languages (GREAL).
- Senate approved a proposal for a new online Career and Technology Education program in the Workforce Education and Development Program.
- John Ellinger and Matt Haschak provided information on security breaches in the University's computer program. Due to evidence of international hacking, the university has increased access requirements for entry into certain programs such as My BGSU.

continued on page 8

REPORTS

OCHER Report *continued from page 3*

two gubernatorial appointees; and the retirement system executive directors who serve as ex-officio members. Bump said there has been no legislation introduced at the federal level which would affect retirees.

John McNey and Sara Kilpatrick from AAUP Ohio spoke to the group. McNey said there were 25 AAUP Ohio chapters at higher education institutions in Ohio, twelve of which were under collective bargaining contracts. Each chapter is very autonomous. He referred to AAUP Education First, the 2017 Ohio Higher Education Report of the Ohio Conference AAUP (see 2017 Ohio Higher Education Report Final.pdf). There are five main issues discussed in the report: State Funding and the New Formula; College Credit Plus and Competency-Based Education; Construction and the Athletics Arms Races; the Boards of Trustees; and Converting Adjunct Labor to Full-Time Positions. He spoke about the current average subsidy level to Ohio public universities of 13%; higher tuition costs; proposed income tax cuts which will hurt higher education; bloated higher education administration costs; the negative impact of subsidizing athletic programs; the impact of the college credit plus plan on higher education; a proposal to require trustees to come from the public sector, and a proposal to move one-half of adjunct faculty to full-time positions with little or no cost to universities. McNey suggested ways that OCHER could cooperate with AAUP Ohio. Steve Howe of the University of Cincinnati, OCHER Board member, was delegated to meet with McNey to discuss possible areas of cooperation between OCHER and AAUP Ohio.

After lunch the OCHER Board heard from Greg Nickell, Director of Health Care Services for STRS. Nickell reported that possible repeal of the Affordable Care Act would have little impact on the STRS Healthcare Program. If the act is repealed, STRS would no longer have to pay a health insurer fee of \$20 million. Nickell referred to the handout, Key Slides from the March Board Health Care Pathways Discussion and 2018 Plan Changes. He mentioned four Pathways: B2 which targets 35 years of solvency which continues the current path; C3 which targets 50 years of solvency. It would reduce non-Medicare subsidies to the same dollar amount as the Medicare subsidy and increase as necessary; C4 which also targets 50 years of solvency but reduces the Medicare subsidy from 2.1% to 1.9% a year and reduces the non-Medicare subsidy and increase with trend for members with less than 32 years on July 1, 2018; and D1 which targets perpetual solvency. This provides no subsidy for non-Medicare enrollees who retire on or after January 1, 2019. Targeting a solvency of 50 years or more provides the best opportunity to sustain the health care program until the possible 1% subsidy from employer contributions can be restored. Pathways B2, C3 and D1 have no impact on current Medicare enrollees. Pathway D1 provides the greatest benefit for current members who are approximately 33 and younger. All pathways increase the Medicare subsidy with health care trends. Nickell provided tables showing premium comparisons of each plan for 30 year benefit recipients and the lifetime cost comparison for each plan. He said a preliminary 2018 review indicates that recent claims expenses are favorable compared to projections, and that 2018 CMS Medicare Advantage subsidies may increase slightly. Health insurer fees may be reinstated in 2018 if the Affordable Care Act is not repealed. If all of the above holds, premium increases for 2018 may be small or flat. The STRS Board at their April meeting will adopt a health care pathway and continue discussion on recommended plan changes for 2018. In May the STRS Board will adopt the 2018 plan changes and present the preliminary 2018 health care premiums. The health care premiums for 2018 will be approved by the STRS Board in June.

Gordon Gatien, Interim Director of Government Relations for OPERS was introduced. He presented much of was highlighted by Michele Hobbs in her OPERS report. He said that for the fiscal year beginning July 1, 2016 investment returns were 8.31%. He discussed defending defined benefits and public pension plans. He said the Heritage Foundation, the Buckeye Institute, and others have assumed in the worst possible scenario that public pension funds would receive no new contributions and that they would only invest in secure funds such as U.S. bonds and treasury notes. He said that OPERS responds to each report that attacks public pension funds.

Shara Bailey, Coordinator of Higher Education for STRS, presented an STRS fact sheet. Investment returns for the fiscal year are 9.7%. The average age and service of retirement is 60 years with 28.25 years and \$4,392 per month payment. Fulltime members' monthly average payment was \$4,502 with 28.68 years. She summarized the March STRS Board News which was described by Gerald Newsome in his report.

Under new business, the following are nominated as officers for the 2017-2018 year: President: Nancy Wardwell, OSU; Vice-President: Steven Howe, University of Cincinnati; Secretary: Michele Hobbs, OSU; Treasurer: Jim Lapp, University of Toledo.

In other business the OCHER Board endorsed the following statement on POP 5 from OSURA: "OSURA members have recently received materials inviting them to join a group called Protect Ohio Pensions (POP-5). This group claims to represent all five of Ohio's public pension systems. The OSURA Board does not recognize POP-5." □

PASSINGS

For the period January 1 through March 20, 2017. Photos are included when they were available.

■ **GEORGE CRIFE**, 79, passed away on February 6, 2017, in Avon Lake, Ohio. He served as Faculty/Director of Technical Services from 1967-2002. He was the first person on campus to teach people how to use film.

■ **RONALD HOVER**, 68, died on February 24, 2017, in Bowling Green, Ohio. The former recreation facilities manager at the BGSU Student Recreation Center, he worked at the University from 1994-2002.

■ **PATRICIA MAHONEY GRIFFITH**, 86, passed away on January 13, 2017, in Maumee, Ohio. A professor emerita of Special Education, she served as coordinator of the Hearing Impaired Program in the College of Education and Human Development.

■ **DANNY MALONE**, 71, died January 5, 2017, in Waterville, Ohio. He retired from BGSU in 1998, having worked for the athletic department.

■ **JOHN MEIER**, 69, died on March 2, 2017. The original CEO at Libbey, Inc., he was a BGSU alumnus and taught in the University's Executive MBA Program from 2012-2016.

■ **MATTHEW MINNICK**, 60, passed away on February 25, 2017, in Bowling Green, Ohio. He served BGSU for 25 years, as supervisor for the Building Maintenance and Grounds Department.

■ **DAVID STEWART**, 56, died February 27, 2017, in Bowling Green, Ohio. He was a groundskeeper at BGSU for 18 years.

■ **EDWIN TONNESEN**, 85, died March 16, 2017, in Perrysburg, Ohio. He retired from BGSU as emeritus professor of Management in the College of Business Administration.

■ **BETTY ZIEGLER**, 86, died on January 11, 2017, in Findlay, Ohio. A North Baltimore resident, she previously worked for the Admissions Department. □



George Crife



Ronald Hover



Pat Griffith



Danny Malone



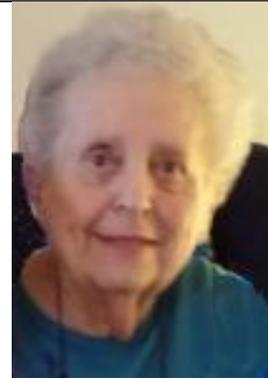
John Meier



Matthew Minnick



David Stewart



Betty Ziegler



Edwin Tonnesen

**Rest
In
Peace**

President's Message

I'm tired of coughing, blowing and feeling as if I've been run through a commercial washing machine. Granted I didn't have anything to do in January anyway besides going to hockey games and doctor appointments. It took a good four weeks to shake that case of the grunge.

I got bored in February so I decided to find out why I had so much pain in my left ankle when I walked. I'm sorry I asked. After x-rays, pushing and prodding I now know I have advanced arthritis that is bone-on-bone. So now I have this lovely black boot on my left foot and clomp all over with the aid of a cane.

Well, as we all know the older you are the faster time passes so all of a sudden it's the beginning of March. And all of a sudden I'm coughing, blowing and feeling absolutely rotten. Now considering what happened the first three months of 2017 I'm not sure what to expect in April. I don't have many body parts still under warranty!

Chris Sexton



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

Faculty Senate Report *continued from page 5*

- Julia Matuga and Rachelle Hippler and committee members offered a Final Report on a University wide Course Evaluation project. □

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

Monday May 8, 2017. Cost \$15.

Reservation deadline Wednesday May 3.

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:
Gaylyn Finn, BGSURA Treasurer
966 Deer Ridge Run, Bowling Green OH 43402

2. Reservation by email:

Send message to gfinn3@woh.rr.com. Pay by cash or check at the door.

Luncheon Menu

Amaretto chicken
Pork roast
Rice pilaf
Green beans almondine
Garden salad
Rolls & butter
DESSERT
Beverages