



Meet Dr. Joe Whitehead

**Provost & Senior Vice President for
Academic & Student Affairs**

**via Zoom on
September 14, 2020
at 12:00 p.m.**

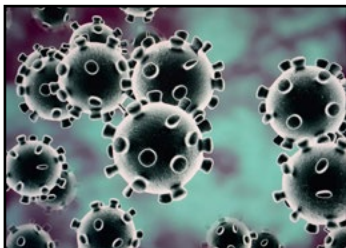


Dr. Joe B. Whitehead Jr. joined Bowling Green State University as provost and senior vice president for Academic Affairs on January 22, 2019 bringing a wealth of administrative experience to the role. As part of reorganization during the COVID-19 pandemic in 2020, Student Affairs was added to his portfolio.

Dr. Whitehead came to BGSU from his position as professor of physics at North Carolina Agricultural and Technical State University (NCAT) and senior adviser for research with the University of North Carolina System, North Carolina's state office of higher education, where he managed an extensive portfolio of research initiatives. He served as provost and vice chancellor for academic affairs at NCAT, and as dean of the College of Science and Technology at the University of Southern Mississippi.

A physicist specializing in liquid crystal and polymer materials, Whitehead has a strong background in applied sciences and research and has held faculty appointments in physics and chemistry.

continued on page 3



In this unprecedented year of the COVID-19 pandemic, the BGSURA board has decided it is not advisable for our members to gather for our usual luncheons with speakers. Thus we have arranged for our first two speakers to meet with us via Zoom at the usual time we would have had a luncheon meeting, on September 14 and November 9. As the fall progresses and we see how the city, county, and state are faring with coronavirus cases, the Board will decide how to proceed with the two scheduled dates in the spring--March 8, 2021 and May. 10, 2021.

More information about Zoom meetings is on page 8.

REPORTS

Update on Administrative Staff Council (ASC)

by Laura Waggoner Arnold, Observer for BGSU Retirees Association

The Administrative Staff Council meetings from April 2020 through July 2020 were focused on COVID-19 and its effects on the Administrative staff at BGSU. This included the issues from working from home, remote learning, furloughs, and the release of 103 staff members (administrative, classified, and faculty) from BGSU. All meetings during this time were held via WebEx.



Laura Waggoner Arnold retired from Registration & Records.

April 2020 meeting

Chair Rebecca Lyons met with President Rogers to discuss the current state of the University. During the meeting ASC provided questions for future discussions with the President for clarification. These questions ranged from receiving a refund for parking and meal plans to the potential of early retirement packages being offered to eligible staff.

Campus Activities and Marketing and Communications have created a virtual site to highlight different activities that are going on during this remote learning/working period. www.bgsu.edu/engage Graduate College is temporarily waiving the GRE and GMAR

requirements for students applying for any of the University's graduate certificates and master's degree programs for Summer 2020 and Fall 2020.

The call for nominations for Ferrari, BG Best, and Rookie of the Year awards have been postponed. They will be reinitiated/reconsidered at some point in the future based on University operations.

The Scholarship Committee awarded six \$1,000 ASC scholarships. The link to the recipients is www.bgsu.edu/administrative-staff-council/scholarship-opportunities/Scholarship_Recipients

Additional WebEx meetings (Office Hours) were created by the ASC Chair for administrative staff to stop by virtually and ask questions during the current state of the University. These meetings were held every Tuesday and Friday for 1 hour.

May 2020 meeting

Chair Rebecca Lyons met with President Rogers, Viva McCarver (HR) and leadership of Classified Staff Council to discuss the current situation with the budget. The following topics were discussed: Remote Work, Furloughs, Layoffs, and other Cost Cutting Initiatives.

Regarding staff returning to work, the President indicated it will depend on Governor DeWine's policies regarding the prevention of spreading COVID-19 and if classes will be held face-to-face in the fall.

Furloughs will be based on a sliding scale based on salary range and will begin July 1, 2020. The number of days will be between 4 and 20. Staff furloughs are estimated to save \$1.3 million.

There is an anticipated deficit of \$27 million which will be spread out over fiscal years 2021 and 2022. Layoffs are also expected for 2021 and 2022. When layoffs begin for 2020, classified staff will receive a 14-day notice if hand delivered and a 17-day notice if mailed. Administrative staff layoff is based on the employee's years of service to the University. A 30-day notice is given if they have worked at BGSU less than 10 years. 180-day notice is given if they have worked 10 or more years at BGSU. Human Resources will work with the employee's supervisor on the notifications. Most

continued on page 4

BGSURA Newsletter

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REPORTS

Summary of Ohio Council of Higher Education Retirees (OCHER) Board Meeting November 29, 2019

**David Hyslop was unable to attend. This report was taken from the YSU Retirees web page.
It was written by George Beelen.**

The meeting was called to order by President Steven Howe (University of Cincinnati) at 9:30 am after which minutes of the last meeting and the treasurer's report were accepted.

Marla Bump offered a brief STRS legislative report; she said not much is happening at state or national levels. There was some talk about changing laws regarding disability and some very general talk about health care and prescriptions. One matter that comes up occasionally is increasing employer contributions, but this does not gain much traction, despite the fact that Ohio is near the bottom of the list in amount of contribution.

Gordon Gatien of OPERS reported that no changes have been made since the last OCHER meeting. (Remember OPERS changes must come from the State Legislature). There are four components in this flux: health care, largest pension unfunded amount in history, defined contribution, and COLA changes. Gatien said that the yearly ratio change from 2 to 2.2 in 2000 certainly contributed to the OPERS problems of today.

Greg Nickell of STRS had little to say this time other than to say the STRS Health Care Program is in pretty good shape right now. Among the changes in the next few years are the following:

--January 1, 2020-Increase of Non-Medicare Eligible retiree subsidy to 1.984% of premium per year of service, up to 30 years of service (up from 1.944%).

--January 1, 2021-\$ Amount of Non-Medicare Eligible retiree subsidy frozen at 2020 levels.

--January 1, 2021-Elimination of Medicare Part B Premium reimbursement (\$29.90 per month per eligible Medicare retiree).

--August 1, 2023-Eligibility for Retiree Medical coverage requires 20 years of service minimum (up from 15 years), subsidy percentage excludes first five years of service.

Jerry Newsom (OSU), who is the OCHER representative to the STRS, presented a report. Among the nuggets included:

--The Funded Ratio improved slightly from 77.0% to 77.6% over the last year and the Funding Period dropped from 17.8 years to 16.6, both good signs. Jerry writes, " even though the Funded Ratio now is much worse now than in 2017, much more is being used to increase assets, shortening the Funding Period."

--Teachers live longer than typical Social Security recipients.

--Over the last decade, assets in the pension fund have risen quite dramatically, from approximately \$56 billion to about \$75 billion, while liabilities have grown much less.

He reported on the pension successes and failures of a number of states throughout the union. □

Dr. Joe Whitehead *continued from page 1*

Dr Whitehead grew up in Picayune Mississippi, 50 miles north of New Orleans and holds degrees from Delta State University (bachelor's) and Kent State (masters and Ph.D.) He and his wife, Sonia, have a daughter, Alyssa, who is the assistant women's soccer coach at the University of California Davis, and a son, Nickolas, who will finish his master's degree in chemistry at NCAT in May 2020. □

REPORTS

Administrative Staff Council *continued from page 2*

notifications will be done via Web Ex or conference call given the current work from home status of the University. The President did indicate that we needed to ensure the ability to recruit, retain, maintain, and graduate students. Unit heads will be working to make the best strategic decisions. No severance packages will be offered to employees who are terminated.

Regarding other cost cutting initiatives, the University's reserves were utilized to help cover the cost of student refunds for housing, dining, and parking. The CARES Act money (\$13.6 million) has specific restrictions on how it can be used. An early retirement/voluntary separation program is not being considered at this time.

The President's Advisory Committee on Health, Wellness, and Insurance (PACHWI) has provided updates regarding changes due to COVID-19. See www.bgsu.edu/human-resources/employee/covid-19-updates

One of the changes is the Families First Coronavirus Response Act (FFCRA). This response act requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. The Department of Labor's Wage and Hour Division (WHD) administers and enforces the new law's paid leave requirement. These provisions will apply from April 1 through December 31, 2020.

June 2020 meeting

Chair Rebecca Lyons met with Human Resources to discuss Furloughs. Emails will be sent to each staff member with the specific number of days they will need to take off. It was explained that Furloughs for administrative staff is actually a temporary salary reduction spreading over the 12-month period (July 2020 – June 2021). Staff will continue to receive their sick/vacation days during the furlough period.

For those employees with an underlying health risk (employee has health issue or is caring for someone with health issues), discussions are currently taking place on what accommodation will be made.

The Treasurer's Report indicated that ASC has a large carryover due to the postponement of the annual awards banquet. These funds will be used in future fiscal years to cover expenses. Everyone is encouraged to consider donating to the ASC student scholarship fund, if able. www.bgsuedu/administrative-staff-council/scholarship-opportunities

Each committee submitted their end of the year reports providing their goals for the 2019-2020 year, what they accomplished, a timeline of significant events, and recommendations for next year (2020-2021). If interested in reviewing this information, please email lwaggon@bgsu.edu.

July 2020 meeting

Administration Staff Executive Committee for 2020-2021: Jordan Cravens, Chair; Victor Senn, Chair Elect; Jeremy Joseph, Treasurer; Jaime Spradlin, Secretary; Todd Glick, Communications Officer; Rebecca Lyons, Past Chair
New Chair Jordan Cravens began with explaining her plans for the new year.

- will continue to have weekly meeting for all administrative staff to ask questions.
- furloughs were rescinded. The State gave the University more money than expected.
- thoughts are with our international students and the IPP office as they navigate ever-changing legislation and rulings
- work with the ASC Executive members to improve the communication timeline/framework
- advocate for a seat at the table. Administrative staff is not always invited to the table and she is hoping to change this. She will begin by setting up coffee dates with the Faculty Senate Chair, etc., on a regular basis.
- potential slate of speakers for future meetings include Betty Montgomery, Rec and Wellness, Human Resources regarding benefits, Andy Alt to speak on Life Design, etc
- She indicated that future Agendas, Meeting Dates, and Minutes will be published on the Administrative Staff website. <https://www.bgsu.edu/administrative-staff-council/meetings.html>.

Human Resources asked Administrative Staff to review and provide feedback on 4 draft policies: Telecommuting, Community Health Requirements, COVID-19 Personal and Community Safety Requirements, and Forward Falcon Commitment. These are all in draft form and being reviewed.

◆Telecommuting – the purpose of this policy is to identify positions that are appropriate for telecommuting and establish procedures for evaluation of telecommuting requests and proposals.

continued on page 6

PASSINGS

For the period March 1 - July 3, 2020. Photos are included when available.

◆ **Bonnie Bess** died on March 17, 2020. She retired from BGSU after a long career as Secretary 2 in the College of Musical Arts. Bonnie was also an accomplished musician on the piano and the pipe organ.

◆ **Ross Donald**, 86, died on July 3, 2020, in Bowling Green, Ohio. A resident of Weston, he retired from Facility Services having served in the Maintenance Department. He earned a Doctor of Divinity Degree and was an ordained minister.

◆ **L. Fleming Fallon, Jr.**, 70, died on March 28, 2020, in Bowling Green, Ohio. A medical doctor and Ph.D., he served as the Director of Public Health, in the College of Health and Human Services.

◆ **Janice Ferrari**, 77, died on July 2, 2020, in Lake Forest, Illinois. She was the wife of BGSU's former Provost and Interim President Michael R. Ferrari.

◆ **Erma Francis**, 82, died on May 15, 2020, in Oregon, Ohio. A resident of Moline, Ohio, she served the University as custodian in the Department of Facility Services.

◆ **Ruth Hoffman**, Assistant Professor Emeritus of the Jerome Library, died on May 13, 2020. She retired on June 1, 1985. Her husband Wes Hoffman served as mayor of Bowling Green and was a faculty member at BGSU before going into city administration.

◆ **Lenita Childers Locey** died on December 11, 2019, in Saint George, Utah. She was Associate Professor of Romance Languages and the Director of the Academic Year Abroad Program in France. Together with her husband Michael, she promoted and guided Academic Year Abroad Programs in the Romance Languages and taught in France throughout her career. Upon her retirement in 1999, she organized annual trips for the BGSURA membership, each time focusing on a specific region in France.

◆ **Nancy Loomis**, 85, died on June 18, 2020, in Luckey, Ohio. She served as Space Coordinator for the Student Union for 17 years. She also worked and volunteered at the State Fire School held each summer at the University.

◆ **Lola Mercer**, 82, died on June 12, 2020, in

Bowling Green, Ohio. She retired after serving 35 years at the University. Primarily she was the Secretary for the Social Work Department, in the College of Health and Human Services. Over her long career at BGSU, she worked in several other campus offices.

◆ **William Rock**, 90, Professor Emeritus of History, died May 27, 2020, in Bowling Green, Ohio. During his tenure at the University he saw the department grow from 8 to 28 faculty members, and he spent extensive time and energy in the development and inauguration of BGSU's doctoral program in history.

◆ **Ronald Seavoy**, 88, Professor Emeritus of History, died March 25, 2020, in Bowling Green, Ohio. During his tenure at BGSU he taught U.S. Constitutional History and U.S. Business History. Following his retirement, he taught Business History for seven years at Indiana University, in Bloomington, Indiana, after which he returned to Bowling Green.

◆ **Dzidra Glazovska Shllaku**, 97, Professor Emerita of German, died on March 29, 2020, in Rossford, Ohio. During her tenure in the German Department she started the Russian and Italian Language Programs. She also helped form the German Study Abroad Program in Salzburg, Austria, in the summer of 1967.

◆ **Joseph Nemeth**, 94, passed away on April 1, 2019, in Perrysburg, Ohio. A professor emeritus of Education and Director of the Reading Center, he served the University from 1965-1990.

◆ **Phyllis Sweeney**, 95, died on May 11, 2020, in Bowling Green, Ohio. Phyllis retired in 1986, after serving 29 years as Head Cashier in the Bursar's Office.

◆ **Roger Swope**, 87, died June 17, 2020, in Bowling Green, Ohio. A resident of Cygnet, Ohio, he retired from the BGSU Police Department.

◆ **Harry Tyson, Jr.**, 79, Instructor Emeritus, in the School of Health and Physical Education, College of Education and Human Development, died on April 27, in Leesburg, Virginia. He retired in 1996 after 29 years of service to the University. □

				
Bonnie Bess	Ross Donald	L. Fleming Fallon Jr.	Janice Ferrari	Erma Francis
				
Ruth Hoffman	Lenita Childers Locey	Nancy Loomis	Lola Mercer	William Rock
				
Ronald Seavoy	Dzidra Glazovska Shllaku	Phyllis Sweeney	Roger Swope	Harry Tyson Jr.

Administrative Staff Council *continued from page 4*

- ◆Community Health Requirements – Being part of a public university for the public good means that each member has an obligation to protect personal health as well as the health of other members of the community. This policy is meant to reduce the risk of exposure to serious illness from infectious disease. Each member has a vital role in limiting the spread of infectious diseases.
- ◆COVID-19 Personal and Community Health Requirements – each member of the BGSU community must take the following measures: Monitor for symptoms of illness, practice physical distancing, engage in enhanced hygiene and cleaning efforts, wear a face covering (unless an exception is approved by the University), participate fully and honestly with contact tracing, and abide by all additional requirements that are communicated by the University.
- ◆Forward Falcons Commitment – This document requires employees within the BGSU community to fully commit to doing their part to limit the spread of COVID-19. By signing the document, they understand that intentional or reckless disregard for the health and safety of others may result in disciplinary action. ☐

GOLDEN BOOK AWARD

We are happy to report that one scholarship of \$1000 was awarded this year. As of publication time, the name of the recipient was not available.

We usually collect contributions for the Golden Book Award fund via donation baskets at the luncheon tables. Those who wish to donate this year are encouraged to send donations directly to the BGSU Foundation. Checks may be made out the BGSU Foundation with Golden Book Award on the memo line and mailed to BGSU Foundation, 1851 Research Drive, Bowling Green OH 43403. Or you may donate online. Go to www.bgsu.edu and click on Give in the upper right section of the page. Enter your information and be sure to indicate Golden Book Award when asked to designate a fund.

MARK YOUR CALENDARS FOR 2020-2021 PROGRAM YEAR

September 14, 2020 Dr. Joe Whitehead, Provost & Senior Vice President for Academic and Student Affairs via ZOOM

November 9, 2020 Catherine Smith, BGSU Aviation Technologies, on BGSU Aviation Studies program via ZOOM

March 8, 2021 Denise Neise, Director Wood County Committee on Aging, on programs and opportunities for seniors

May 10, 2021 Sports Media NFL Boot Camp--Maxwell Center for Sports Media

PREPARING FOR BGSU RETIREES ASSOCIATION ZOOM MEETINGS

Following is information provided by Milt Hakel on how to create your personal Zoom account. By now, many people have taken advantage of Zoom to keep in touch with family or friends. If Zoom is new to you, we encourage you to create your personal account--it is the simplest and safest way to access Zoom. While Zoom does ask for your birthdate, they only want to assure that you're at least 18, which should not be a problem for any member of this organization. Zoom keeps no information that is personally identifiable as yours except for the email address that you use.

First, use your browser to go to the Zoom website, <https://www.zoom.us>

Click the orange button in the upper right corner which says SIGN UP, IT'S FREE.

Give them your date of birth, or an appropriate one.

Click the CONTINUE button.

Enter your email address. (It says work email address--ignore that--use your regular email address.)

You'll get a message saying "We've sent an email to (your email address appears here).

Go to your email and find that message. Click the confirmation link there to begin using Zoom.

That's it!

There are two reasons for having a personal (Basic) Zoom account. The first is that you can host meetings yourself with up to 100 friends and family members for up to 40 minutes, or hold unlimited duration meetings 1 on 1. The second reason is that Zoom knows your email address, so joining meetings as an authenticated Zoom user is easy.

Zoom and the other video conference apps are definitely part of the new normal.

Milt has graciously offered his assistance to anyone who needs help getting set up. Contact him by email at mhakel@bgsu.edu or by phone at 419 819 0936.

Following are two tutorials you may wish to watch. The first one is a good basic one-minute Zoom tutorial. The second one is a longer tutorial which covers more topics. Either tutorial can be paused and replayed as you wish.

<https://www.youtube.com/watch?v=hIkCmbvAHQQ>

<https://www.youtube.com/watch?v=fGbpwZNW3oI>

VIRTUAL COCKTAIL HOUR

To provide everyone a chance to try out their Zoom accounts and verify that they can successfully enter the Zoom meeting space, BGSURA is hosting a virtual cocktail hour on Thursday September 10 at 5 p.m. You will receive an invitation by email on Tuesday September 8. The email message will contain a clickable link, a meeting ID number and a meeting passcode. At the appointed time, click the link to join the meeting. You will have the option of using video and audio. Please use video if you are able so we can see your smiling faces and know you are well and safe.

Reminder: No dues are being collected this year.