



March 9 luncheon topic is

## Project Connect

Speaker is Doris Herringshaw,  
Wood County Commissioner  
and chair of Project Connect



**P**roject Homeless Connect was brought to Wood County in 2013 by a group of organizations who felt there was a need to help individuals in the area. In 2014 the name was changed to Project Connect and over 24 agencies worked together to provide a one day project for the benefit of those in need. Herringshaw has served as honorary chair of the Project Connect for two years and will describe the day-long activity, share evaluation results and provide insight into needs of the community which are many times overlooked. You can learn what you can do to help in this community effort.

Doris I. Herringshaw was appointed Wood County commissioner on January 10, 2013, to fill the unexpired term of Tim Brown after Brown was elected to the Ohio House. She

was elected to serve her first full term in 2015 and serves as vice president of the Board of Commissioners. Prior to becoming commissioner, Herringshaw completed a long career with Ohio State University Extension in Wood County and was Area Leader, working with county commissioners and Extension Educators in a 10 county area. Herringshaw has an undergraduate degree from Kent State University and two graduate degrees from Bowling Green State University, including a Doctorate in Education. She and her husband Paul reside in Liberty Township and have two adult children.

Social time begins at 11:30 with buffet lunch beginning at noon. □

Reservation form for the March 9 luncheon is on page 8.

## REPORTS

### Update on Classified Staff Council (CSC)

by Tina Martini

Observer for BGSURA

#### October meeting

Representatives from HR, Sandy Heck and Susan Goetz, explained changes to health benefit plans for 2015, including a change back to Caremark as the prescription carrier and a change to eligible dependents for dental benefits. In addition to Plan A,



• Tina Martini is retired from Registration and Records.

Plan B includes a Health Savings Account for those participating. AFLAC insurance is being offered as a voluntary and supplementary policy in certain circumstances. Counselors were to be available for individual appointments to explain changes. Information should be posted on the HR website.

ASC offered a brown bag lunch opened to both ASC and CSC members.

A new University committee will address the Consensual Amorous Relationship Policy.

The CS treasury has a solid financial base. The CS scholarship corpus of \$100,000 has been reached. Ten scholarships can be awarded in the amount of \$300 each.

#### November meeting

Speakers during this meeting included Barb Henry, Director of Non-Traditional and Transfer Student Services, who provided information on prior learning credit, the transfer student population, veterans, and the SAGE program. BGSU has on-site advising at OCC, Terra, NW State and LCCC to allow transfer students to experience a “seamless” transition to BGSU. Approximately 550-600 veterans are admitted to BGSU which is highly ranked in Ohio and the nation for its assistance to its veterans. There are about 25 SAGE participants, 60 years and older, who take advantage of tuition-free classes.

Vicky Kulicke, Office of Equity and Diversity, shared information on the Title IX Policy as it pertains, specifically, to sexual harassment.

Parking Services continues to review options regarding parking permit fees and future revenue possibilities.

A new fee waiver policy is still under review.

#### December meeting

This meeting included guest speaker Bess Huyghe, Environmental Health and Safety, who reviewed occupational disorders and changes in the “mentality” of the work environment. Huyghe is available to complete office assessments regarding office layout (furniture, lighting, etc.).

The work of standing committees was discussed. The Handbook Committee is meeting with HR regarding updates. The Leave Bank Committee is reviewing personal leave criteria. In January, Health

and Wellness will report on the number of employees registered for the various health care plans presented by HR in October.

The new Emergency, Cancellation, Delay and Closing Policy is now in effect.

Several members voiced concerns about positions not being replaced or becoming part-time positions when employees retire.

Students who are employed at WBGU-TV can now obtain parking decals for free parking in the TV station lot.

### Update on Administrative Staff Council (ASC)

by Judy Donald

Observer for BGSURA

#### October 2, 2014 meeting

Guest speaker: Becca Ferguson, Chief Human Resources Officer & Sandra Heck, Benefits Manager from the Office of Human Resources. Heck provided information regarding the Open Enrollment for the 2015 Benefits. Plan A will provide the same coverage and benefits but will have an increase in cost, while Plan B has significant changes. HR has arranged a third-party to assist every employee to determine what coverage best fits them based upon their specific needs. CVS/Caremark will be the new prescription provider. Also, there is a dependent audit review being conducted to help the university to achieve savings and confirm that all records are up-to-date.

Other items:

• Concerns have been raised regarding internal promotions, external hiring and/or appointments by invitation and the number of these type of positions filled last year. Per HR, in 2013-14, there were 16 appointments by invitation, 11 of which were administrative staff and 5 were faculty. The annual goal is 5-6. Training for Ombudsman was discussed and HR is working on having Kaplan come back to provide training as a new ombudsman will be in place soon. There are 4 applicants for the ombudsman position and they have all met minimum qualifications and would be invited to apply and receive training.

• Concerns have been brought to council regarding merit increases when compared to other Ohio schools who had reported significant raises and bonuses. Sheri Stoll (CFO) indicated the difference is not based on state or national trends but on differences in philosophies of leadership and whether they come from the private or public sector. Sherri Stoll will be a guest speaker at the December Administrative Council meeting to discuss this and also SSI changes coming from the State of Ohio.

• Executive Committee met with Dr. Mazey on September 19th. She emphasized that recruitment, retention and graduation of all students is a top priority and charged every employee to make it a personal goal to recruit and retain at least one student.

*continued on page 3*

## ASC Report *continued from page 2*

### November 4 meeting

The meeting was held at the Firelands campus with a live-stream to the main campus for those ASC members who could not make the trip. The ASC members who went to Firelands were treated to a luncheon and a campus tour prior to the meeting.

Guest speaker: Fran Voll, Board of Trustees. His talk focused on the importance of recruitment, retention and graduation rates and how the university community plays a part in all of these. He updated the group on the construction projects on both campuses.

Dr. Andrew Kurtz, Executive Associate Dean, Firelands Campus, welcomed ASC to the Firelands Campus and also spoke of the construction on the campus. Both speakers welcomed questions from the group after they spoke.

Jeanne Langendorfer, Coordinator for Serials, University Libraries was recognized for her years of service as Ombuds for Administrative Staff and was presented with a plaque. Ms. Langendorfer will be retiring in November.

### December 4, 2014 meeting

Guest speaker: Vicky Kulicke, Equity and Diversity Officer & Title IX Deputy Coordinator, Office of Equity and Diversity spoke regarding Title IX policy and how it relates to sexual harassment. She strongly encouraged ASC members to attend the training sessions that would be scheduled in the coming months. Sherideen Stoll was unable to attend and will be scheduled for another meeting in the spring semester.

It was announced that the new Fee Waiver Policy will be in effective beginning with Summer 2015.

The December Brown Bag Luncheon will be December 16 at noon in 309 Bowen-Thompson Student Union. The presentation will be Campus Safety and Not In Our Town. All are encouraged to attend.

### January 8, 2015 meeting

Guest speaker: Dr. Rodney Rogers, Senior Vice President for Academic Affairs and Provost. He spoke of the Vision, Mission and Strategic Goals for the University. There were several areas of growth that he saw for the future at BGSU: Data Science, Forensic Science, Media/Communication, Computing/InfoScience and Aviation. Historically, we have been a university to educate future teachers, and we will not deviate from that but will enhance our curriculum with these other opportunities to attract students. He stated that based on the numbers, we have lost our market share of new admits coming from NW Ohio but have seen an increase of new admits coming from central and SW Ohio. He shared a handout, "BGSU Completion Agenda", which listed Barriers to College Completion and BGSU Strategy to Address the Barriers which listed many of the programs that BGSU has to promote student success.

The January ASC Brown Bag Lunch will be January 20 at noon in 309 Bowen-Thompson Student Union. The presenter will be Becca Ferguson, Chief Human Resources Officer, with the topic being the tuition fee waiver update. □



### Golden Book Award

Persons wishing to donate to the Golden Book Award fund which provides scholarships to BGSU undergraduates from all colleges may send a contribution to:

Gaylyn Finn, treasurer  
966 Deer Ridge Run

Bowling Green OH 43402

Please make the check out to BGSU Foundation and put Golden Book Award on the memo line.



### Mark your calendars for the May 11 meeting

Speaker will be Ray Braun, Dean of the College of Business Administration. He will speak on the Hatch program for student entrepreneurs.

This will be the last meeting of the 2014-15 program year.

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

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## December Social Event

Report and photos by Wally and Diane Pretzer

From 4:00 to 7:00 p.m., Thursday, December 18th, 84 persons participated in the fifth holiday cocktail party hosted by Ralph Wolfe. Santa Ralph and his elves welcomed guests who shared hors d'oeuvres and beverages. The attentive elf workers were Vi Jacobs (executive elf) and her associates – namely, Gaylyn and Jan Finn, Howard and Linda Gray, Brett Holden, and Wally and Diane Pretzer.

To be admired were the lighted Christmas trees on the varied roof levels at 134 S. Main Street in North Baltimore; the exterior walls decorated with green garlands, red bows, and a large wreath; and within the house itself, garlands, wreaths, innumerable red bows and other lovely decorations of the season downstairs and upstairs, all attractively arranged by Ralph Wolfe, the praiseworthy homeowner.

The other attendees at this highly successful holiday event were the following:: Neal and Darlene Allen, Roger and Betty Jean Anderson, Charlie and Barbara Applebaum, Dean and Joan Morgan Augenstein, Jim and Joan Bissland, Dolores Black, Clif and Judy Boutelle, Carole Bradford, David Chilson, Jim Corbitt, Dean of Arts and Sciences Ray and Joanna Craig, BG's Mayor Dick and Nadine Edwards, Ken and Pam Frisch, Ron and Sharon Gargas, Elaine Goodwin, Ted Groat and Peggy Giordano, Milt and Lee Hakel, Emmy Hann, Ted and Phyllis Hartwell, Tom Hern, John and Lois Hiltner, Tom Kinney, Gene and Rita Klotz, Chuck and Pat Koehler, Bill and Emily Lake, Linda Lander, Betty Laukhuf, Nancy Mancuso, Eldon Martin, Chuck and Dawn McCaghy, BGSU President Mary Ellen Mazey and her Chief of Staff, Lisa Mattiace, Jim and Anna Miller, Marge Miller, Barbara Moses, Paul and Joyce Mueller, Vic Norton and Kathleen Tweney, Jerry and Judith Olson, Sue Potter, Bill and Sue Rock, Marie Rogers, Don and Char Scherer, Julie Setzer of Julie's Dance Studio, Eldon Snyder, Elmer and Elaine Spreitzer, Bob and Norma Thayer, Ilse Thomas, Ellen Williams, and Bonnie Woods. ☐



Vi Jacobs & Ralph Wolfe



Diane & Wally Pretzer



Betty Jean & Roger Anderson



Left: Linda & Howard Gray



Ron & Sharon Gargas, Tom Hern



Left: Jim & Joan Bissland

Editor's Note: See two more photos on page 8 and many more on the BGSURA web page, under Social Events.

[www.bgsu.edu/retirees-association.html](http://www.bgsu.edu/retirees-association.html)

Right: Joan & Dean Augenstein



### Faculty Senate Report

by Ellen Williams  
Representative for BGSURA



Highlights from the **November 4, 2014 meeting** included:

- Chair of Faculty Senate, Joel O'Dorisio congratulated Senator Bill Albertini on his recent successful appearance on the television program "Jeopardy." O'Dorisio shared several upcoming events with Senate including a Holiday Reception for Faculty Senate hosted by President Mazey at the University House following the December Senate meeting. The Chair also commented that several committees from Senate were working on issues related to the process of academic honesty, student code of conduct, and adjunct faculty concerns.
- President Mary Ellen Mazey commented on enrollment, indicating that we are up 800 student applications from last year's numbers at this time. She noted that the State Share of Instruction formula, which is based on the number of students completing degrees, has been reviewed and is in the process of being modified. The President reported that the Board of Trustees has instituted a Trustees Innovation Fund aimed at generating proposals to explore the recruitment of new student populations such as international students, non-traditional students, veterans, etc. To date, 27 proposals have been submitted. President Mazey shared some of the challenges facing higher education and Bowling Green State University: the movement toward competency-based education; continued growth of online education; the need for flexibility in the curriculum; increased competition for enrollment of high school graduates in higher education, especially in the state of Ohio; and student debt due to rising costs of higher education and reduced financial support from the states.
- John Ellinger, Chief Information Officer for BGSU, provided a technology update on how technology is impacting the classroom. His presentation included information on how technology is being used relative to: instructional presentations using Canvas; promotion and tenure review for faculty; student advising through Falcon Advising and Career Engagement System; and BGSU Homepages. Ellinger reported that next summer, Capital Planning will be allocating about \$3 million toward updating and renovating campus classrooms for improved technology service delivery.
- A Faculty Workload Report was presented by Bill Balzer and Joel O'Dorisio. The current Faculty Workload Policy was written in 1994 and was a direct response to state legislation to capture more teaching effort (a mandate of 10% more teaching) out of faculty in higher education. This current Faculty Workload Report was spearheaded by Faculty Senate and became a joint effort of Faculty Senate and University administration. The committee was careful not to touch on issues that related to the Collective Bargaining Agent (CBA). The report only addressed full-time faculty. Norms for teaching loads varied widely from college to college and program to program. The Workload Report will be used as a guideline for developing a university faculty workload policy. Each college will be asked to develop their own workload policy and these college policies will be used to create a university wide workload policy.
- Chair O'Dorisio directed the members of Senate to engage in an active work group session to brainstorm futuristic challenges facing faculty and to discuss what role Faculty Senate might play in addressing these challenges.

Highlights from the **December 2, 2014 meeting** include:

- President Mazey reported that new changes in the State Share of Instruction formula should prove more beneficial to BGSU than in previous years. She indicated that the Board of Trustees would be voting on approval of facilities projects tied to the academic mission. She mentioned new classroom spaces, new space for the Career Center in the Student Union, and renovation of Eppler. She noted that the new Greek housing on campus should enhance recruitment and retention efforts for the university. The President thanked students for participation in the "It's On Us" campaign, a national initiative aimed at stopping sexual assault by raising awareness.
- Provost Rogers reported that the Bowling Green Perspectives (BGP) committee has been reviewing proposed coursework that could become part of the BGP or General Education requirements. There have been 155 proposed courses submitted. The Provost shared information on the College Credit Plus Program, replacing the Postsecondary Options Program (PSOP). This college credit program which promotes a seamless transition between high school and higher education by allowing students to earn up to 30 college credit hours while still enrolled in high school, will be initiated in Fall 2015.
- Dawn Anderson and Rebecca Pobocik presented a proposal for academic reconfiguration of the Food and Nutrition Program whereby the program would move from the College of Education & Human Development to the College of Health & Human Services. Faculty Senate approved.
- Dick Edwards, Mayor of Bowling Green, presented an overview of the Land Use Plan which was developed jointly by members of the community and members of the university. This plan attempts to establish a system of how to use land that would complement the relationship between BGSU and the city. The report has been adopted by City Council

*continued on page 7*

## PASSINGS

For the period October 1 through December 31, 2014. Photos are included when they were available.

■ **VAN LOU HUNGLING APPLE, 84**, died October 15, 2014 in Bowling Green. She retired in 1992 after serving as library assistant in the Dean's Office of the BGSU Library.

■ **ESTER CREPS** died October 27, 2014 in Waterville, Ohio. A resident of Tontogany, Ohio, she worked for 33 years at the BGSU Student Union serving as caterer in the Pheasant Room.

■ **RAMONA CORMIER, 91**, a Trustee Professor Emeritus of philosophy, died October 28th, in Louisiana. A former dean of Continuing Education, Regional and Summer Programs and associate provost, she was also co-founder and associate director of the Philosophy Documentation Center. She taught at the university from 1965-1990. In her retirement, she served several three-year terms as President of this organization.

■ **CAROL DAVIS, 78**, passed away December 6, 2014, in Bowling Green, Ohio. Carol was employed in the Research Services Office (Graduate College) as grants management specialist from 1970-1994.

■ **RALPH DUCHACEK, 80**, died December 24th in Bowling Green, Ohio. He worked in computer operations at the university for more than 20 years retiring in the early 1990's.

■ **ROBERT GRAVES, 84**, a professor emeritus of biological sciences, died October 24th in Bowling Green, Ohio. A specialist in entomology and ecology, he taught at BGSU from 1966-93. □

■ **JACK GREGORY, 87**, former Intercollegiate Athletics director, died December 4th in Pennsylvania. He served BGSU from 1982-94.

■ **CHARLES HAYDEN, 83**, a professor emeritus of Educational, Foundation and Inquiry, died December 5th in Bowling Green, Ohio. He taught Guidance and Counseling from 1965-1989.

■ **NORMA MUIR, 84**, of Pemberville, passed away on December

3rd in Toledo, Ohio. Norma was a clerical specialist at BGSU.

■ **OTTO OCVRK, 91**, of Bowling Green, passed away in Columbus, Ohio, on October 23rd. A professor emeritus of Art, he retired from BGSU in 1985. While at BGSU he also volunteered in the Athletic Department for over 50 years, serving as assistant football coach, chain gang official, and scoreboard operator.

■ **PAUL J. OLS CAMP, 77**, died October 14th in Coeur d'Alene, Idaho. The eighth president of BGSU, he served from 1982 until retiring in 1995. During his tenure a number of new buildings were built on campus, including Ols camp Hall in 1994, the University's first fully technology-equipped building featuring a teleconferencing system.

■ **CHARLES RATH, 82**, died November 7th in Bowling Green, Ohio. Chuck worked with carpentry and masonry during his 27 years of service to BGSU.

■ **JANET ROWE, 77**, passed away on November 15th, in Findlay, Ohio. She was employed at BGSU as Intramural Administrative Assistant and retired in 1998 after 25 years of service.

■ **JOYCE ANN SWOPE, 82**, of rural Cygnet, died December 29th in Bowling Green, Ohio. She served as secretary for the Music and Pop Culture Library for 30 years.

■ **NANCY WARD, 81** of Pemberville, Ohio passed away on November 21st. She was a secretary 16 years for the BGSU student Union, retiring in 1986.

■ **MARY T. WOLFE, 82**, passed away October 23rd, in Toledo, Ohio. She taught art history at BGSU from 1968-1976, and served as director of exhibitions for the McFall Gallery into the 1980s. She and her husband Frederic (Fritz) gave the leadership gift for The Wolfe Center for the Arts. □

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### Speakers Announced for 2015-16 Program Year

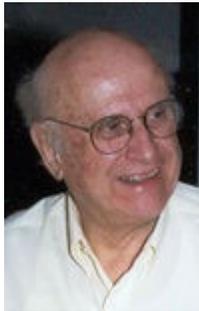
September 14 2015 Dr. Mary Ellen Mazey, BGSU president

November 9 2015 Alan Mortensen, personal injury attorney

March 2016 Jon Sprague, Director of BGSU Center for the Future of Forensic Science

April 2016 Tom Henry, Toledo Blade, on Lake Eric water issues  
(this will be a joint meeting with the UT Retirees)

May 2016 Jerry Wicks, BGSURA member, on trains

|   |   |  |   |
|---|---|--|---|
|  |  |  |  |
| Van Lou Apple   | Esther Creps  | Ramona Cormier   | Carol Davis   |
|  |  |  |  |
| Robert Graves   | Jack Gregory  | Norma Muir   | Otto Ocvirk   |

### Faculty Senate Report *continued from page 5*

and is available on the city's website. [www.bgohio.org](http://www.bgohio.org)

- Nick Hennessy, BGSU sustainability coordinator, presented an overview of the BGSU Climate Action Plan. BGSU has a goal to achieve carbon neutrality by the year 2040. The full report is available online at the campus sustainability website.

Highlights from the **January 13, 2015 meeting** include:

- Provost Rogers shared several items at the request of President Mazey who was in Columbus. These included national recognition of BGSU by the Carnegie Foundation for its service learning and community engagement programs. BGSU was selected as one of 240 institutions to receive the 2015 Community Engagement Classification from Carnegie. Less than 10% of the nation's 4,000 institutions nationwide hold this prestigious designation. President Mazey will be appointing an Athletics Oversight Committee. The University will be exploring movement toward Performance Based Allocation as a model for future budgeting. Provost Rogers noted that enrollment for undergraduates, graduates and international students was up from last year. He thanked John Fisher and Donna Nelson- Beene for their leadership in reviewing more than 160 proposals for the required BGP coursework. Provost Rogers reported that the College Deans had engaged in developing "Case Statements" which would highlight the need for financial support for specified programs/activities within each of BGSU's colleges.
- Ted Rippey presented a proposal for simplifying the course group requirements for Arts and Sciences degrees. Senate approved.
- Fran Voll, Chair of the Board of Trustees, thanked all faculty for the positive impact they have had on the students at BGSU. He assured Senate that the Board was in full support of faculty.
- Barbara Waddell presented an update on Title IX, federal legislation that prohibits sexual discrimination in any educational program or activity receiving federal assistance. Violations of Title IX include: sexual harassment; sexual violence; sexual misconduct; bullying; cyberbullying; stalking and retaliation. Responsible employees at BGSU are obligated to report Title IX violations. Students who are victims of these violations should be referred to the Dean of Students, the BGSU Police or the Counseling Center.
- Chair O'Dorisio directed the Senate members to engage in a working session to develop questions that might be addressed by Chief Financial Officer Sheri Stoll and by Steve Krakoff, VP of Capital Planning/Campus Operations. □

# President's Message



We've begun a new year with opportunities to set goals, begin new projects and close old ones.

One of our continuing goals is to increase and maintain our membership. Like any active organization BGSURA depends on our members to make us move forward.

Our new project this year is an estate planning seminar to be given on February 25 from 2pm to 5 pm and again on May 20th from 7 to 10 pm. This is the same presentation on both dates. The program will be held at the Wood County District Public Library's Carter House on North Church St. There is a 25 person limit at each session. To make a reservation for either session call Stacie Enriquez at 419-372-3878 or e-mail her at slschro@bgsu.edu.

The project that has run its course is our retirement counseling. During the last five years we have met or talked with approximately 300 staff members who were considering retirement. But now there are fewer people seeking retirement information and OPERS and STRS are using only on-line applications. The ever-evolving health insurance picture has left us with out adequate information. And of course there is the question of liability. So after careful consideration the BGSURA Board has decided that the time has come to move on. We will stop accepting requests by phone or e-mail on January 31, 2015.

I am looking forward to what 2015 will bring us and what our organization will bring to our community.

*Chris Sexton*

A Couple More Photos from December Social--continued from page 4



Judy Boutelle, Ralph Wolfe, Clif Boutelle, Dr. Mazey



Emily & Bill Lake, David Chilson, Roger Anderson

## Reservation -- BGSURA Buffet Luncheon at Bowling Green Country Club

**Luncheon Monday March 9 2015. Cost \$15**

**Reservation deadline Wednesday March 4 2015.**

11:30-noon: Check-in, socializing. Noon: Buffet luncheon followed by program

Name(s) \_\_\_\_\_

Number of reservations @ \$15 \_\_\_\_\_

**1. How to pay by mail:**

CHECK ENCLOSED FOR \$ \_\_\_\_\_ PAYABLE TO BGSURA

Send reservation form and check to:

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

**2. Reservation by email:** gfinn3@woh.rr.com. Pay by cash or check at the door.

### Luncheon Menu

*Beef Strongoff  
Chicken Teriyaki  
Green Beans Almondine  
Rice Pilaf  
Tossed Salad & dressings  
Rolls and Butter  
DESSERTS  
Coffee, Tea, Iced Tea*

## OCHER Quarterly Meeting Report

Roger Anderson, Karel King, Genevieve Stang, OCHER Representatives

Roger Anderson attended the OCHER Board Meeting in Columbus at STRS headquarters on November 18th. President Wardwell announced that OCHER Board member Art Woolley from Ohio University had fallen and was recovering at home. She introduced William Winegarner, administrator for Public Employee Retirees, Inc. Winegardner said PERI has 60,000 retirees. It is a member advocacy organization for PERS members. He said he was not an OPERS retiree, but was hired by the PERI Board of Trustees. Originally, he worked in the private sector as a consultant and then, he was hired by ORTA to advise them on health care. In 1999 he was asked to serve on a health care review committee for OPERS. Shortly thereafter, he was hired by PERI. He briefly summarized the process for moving to the new PERS Health Care plan. He said OPERS is working to provide health care for the 6,000 OPERS retirees who do not have Medicare A through a subsidization plan. He noted that PERI is organized by chapters and that any ten retirees of OPERS can form a chapter.

The minutes of September 16, 2014 were approved as amended and are on the OCHER website. The treasurer's report was presented. All thirteen retiree organizations have paid their dues, and the current balance in the account is \$5,160.88. OCHER is in the process of changing banks.

Dick Hill from the Ohio State Retirees Association presented the Legislative Update and STRS pension and health care changes. He said The Wall Street Journal on October 8th had reported that the Equal Employment and Opportunity Commission has warned that wellness programs may be violating the law if they mandate wellness programs for their employees. A US Today article on October 8th noted that life expectancy in the U.S. in 2012 rose to a record high of 78.8 years (81.2 for females, 76.4 for males). Ohio's birthrate in 2013 was 140,000, some 100,000 below the peak year of 1957. The Los Angeles Times on September 1st reported that over the past fourteen years, the proportion of medical doctors in the U.S. in private practice has dropped from one-half to one-third of the total numbers.

Hill said that the Health Care and Pension Advocates for STRS met November 10th and heard that at the lame duck session of the Ohio legislation, minor language changes to the state pension law will be presented either as an amendment or rider. Most likely, these will pass with minimum opposition. The leadership of the Ohio Retirement Study Council will change as a result of term limits. Kent Faber, President of the Ohio Senate will become Chair, and Cliff Rosenberger, Speaker of the House will also serve on the Council.

Hill reported that STRS investments are \$73.38 billion, down .2% since June 30, 2014 the start of the Fiscal Year. The STRS funding period is now at 29.5 years slightly below the 30 years required by Ohio law. The STRS goal is to bring the

number of years down to fifteen to twenty, the average of state pension plans across the nation. Hill presented a table from STRS comparing Ohio retired teacher benefits as of July 1, 2014. There are 192,012 receiving benefits, 128,447 of whom are living, with an average of 28.82 of service; an average age of 70.8 years; and with a current average monthly benefit of \$3,701.98. During the past ten years the average increase in benefits over inflation has been 1.16%. Hill referred to a graph indicating that as of 2013, 82% of the STRS retirees surveyed believe that the STRS pension system is financially sound. This compares to 84% who believed so in 2012. Eighty-eight percent of those surveyed consider the STRS pension benefits to be a good or excellent value compared to 91% who believed so in 2012. Seventy-five percent of those surveyed believe the cost of STRS health care is a good or excellent value, up 6% from the 2012 group who believed so.

After lunch Marla Bump, STRS Director of Government Relations spoke. She referred to the expected passage of the amendments to the pension plan. She then reviewed the mitigating rate. The mitigating rate was increased from 3.5% to 4.5% last year by the STRS Board after consultants showed the need for the increase. For every STRS active employee who has an ARP, STRS receives 4.5% of the 14% employer contribution. This is to offset or mitigate the negative impact that ARP participation has on the overall contributions to the STRS pension fund. Last spring the state legislature passed Amended House Bill 483 which places a one-year moratorium on raising the 4.5% STRS mitigating rate. The bill required a study of the mitigating rate by the Ohio Retirement Study Council to be completed by December 31 of this year. She said STRS is clarifying whether charter schools have to pay STRS contributions. A few charter schools in Ohio are paying Social Security taxes but not STRS contributions. Legislation is being introduced in the U.S. House to repeal the windfall elimination tax.

In other action the OCHER Board discussed their seven advocacy issues on retirement; the five concerning Ohio public higher education institutions; and the six concerning OCHER. The issues will be monitored.

Given that freezing rain and snow was expected in the Cleveland area later in the afternoon, President Wardwell recommended that the OCHER Board adjourn early. Campus and Association reports will be placed first on the March, 2015 agenda. The meeting adjourned at 2:40 p.m. The next OCHER Board Meeting will be March 17, 2015.