

RFSA Board Meeting – May 21, 2024
Meeting Minutes (Holly Thompson)
Approved on 8/13/2024

Attendees:

Bob Lawrence, Holly Thompson, Tany Norwood, Carol Barrett, Lael Hasty, Miles Abernathy, Kathy and Richard Armenta, Sharon Justice, Liz Hastings, George and Barbara Frock, Peggy Mueller, John De La Garza, Robin Jarman, Mary Knight, Alice Reinarz, Alan Friedman
TEAMS: Martha Hilley, Charles Roeckle, Donna Bellinghausen, Federico Subervi

The meeting was called to order by Bob Lawrence at 10:00 AM.

COMPLETE: Approval of March Luncheon/Business Meeting Minutes:

- Added LGBTQ group to the commencement ceremony list (Item K) – request from Donna Bellinghausen. No other additions/corrections requested.
- Holly has corrected the minutes, saved in PDF format and added to the website (RFSA → Meeting Minutes Archives)

ACTION ITEM: Constitution Change Needed (Bob Lawrence):

- Article V, Section 3. Terms of Office
- Current: *The terms of the President, President-Elect and Immediate Past-President shall normally be one calendar year. The terms of the Secretary, Treasurer, Historian and Members-at-Large shall be three years, with Members-at-Large serving three-year staggered terms.*
- Proposed (something like this): *The terms of the President, President-Elect and Immediate Past-President shall normally be one year. The terms of the Secretary, Treasurer, Historian and Members-at-Large shall be three years, with Members-at-Large serving three-year staggered terms. Terms will begin and end at the Spring Luncheon.*

Bob Lawrence's goals are to grow the organization's general membership and to increase participation in committees, with more involvement from the general membership. Thanks were extended to those who participated in the Texas Exes graduation ceremonies.

Association of Retirement Organization in Higher Education (AROHE):

- Bob will attend the 5/31 AROHE meeting.
- January/February Webinars had participation by 49 UT Austin registrants (2294 total for the series, although technical issues impacted the numbers).
- Links to sessions and recordings were made available and had a lot of views. Martha Hilley pointed out that watching the recorded sessions had some benefits (ability to stop, rewind, etc.).
- Barbara Frock suggested that the Membership committee may have interest in the 49 UT Austin attendees. Whether they are retired or are approaching retirement, we can still connect.

Membership Ad Hoc Committee (Liz Hastings, Bob Lawrence):

- Meeting held with Texas Exes in early May.
- Old process: inconsistency in the flow (memberships stored differently than the Texas Exes memberships). New process: There will be three reminders that go out automatically: First

Notice (30 days before expiration); Second Notice (day that membership lapses); Third notice (30 days after membership expired). There will be a renewal confirmation email as well.

- LIFE membership category – board had previously agreed with \$400.00 fee (\$550.00 joint).
- Implementation Timeline: 1 month after start of coding (need to get into development queue). Cost: \$4,000 - \$5,000. No payment plan (too complicated).
- Dashboard with daily info sent to Carol. These reports can be adjusted to fit our needs. Martha Hilley and Liz Hastings (Membership chairs) will review and advise.
- A follow-up meeting was held with IT staff to discuss options and requirements for Life Membership. Attendees: Bob Lawrence, Mary Knight, Martha Hilley, Holly Thompson
- COMPLETE: Board approval of expense: Mary Knight saw no issues with the budget. One-time cost. Expense was approved (Kathy Armenta moved, Lael Hasty seconded, all approved). Carol Barrett informed the IT and Texas Exes staff that we have approved the expense and are ready to get on the Salesforce timeline (email went out shortly after our meeting).
- What to call the lifetime membership... Lifetime, Legacy, Gold/Orange? To be discussed.
- Lifetime Membership benefits: Committee needed to discuss possible benefits. John De La Garza would love to earmark a portion of the dues to go directly to scholarships. Membership cards, tax deductibility briefly discussed. Based on current membership costs, 18 years would cover the lifetime cost (will we live that long? What other benefits might be included?).
- October luncheon would be a great time for us to bring this new membership to the masses.

Meeting held with UT Administration and Provost (Roger Cude & Tasha Beretvas):

- Attendees: Bob Lawrence, Martha Hilley, Mary Knight, Alan Friedman, Robin Jarman
- Pervasive topics included communication and the importance of maintaining a relationship between UT and RFSA. We hope to hold quarterly (or bi-annual) meetings to continue these discussions.
- Issue with long-term care. UT systems did not communicate as well as we would have liked. Mary Knight pointed out that we need to make our voices heard. We may have made different decisions 11 years ago if we had known that UT systems were not going to back us. The association holds our money, then we must file a claim and they assess whether we qualify. Lack of confidence in this care.
- Move to Medicare Advantage Group plan (UT Care) – John De La Garza was concerned about the lack of information behind the decision to move to the new plan. Suggested that complaints (detailed, blunt, easy to read) are made directly to the chancellor. Robin Jarman stated that she attended an information session held on campus by UT System where system stated clearly that the move was due to financial concerns, particularly prescription costs, and the need to provide the best plan available for the money. Charles Roeckle pointed out that while UT systems did not communicate well, UT Austin has also not been paying attention and could have done a better job on our behalf.
- Peggy Mueller stated that our retirees should have info that makes clear what UT already provides... before you sign up for other things that you are bombarded with. Departments need to own getting this info to their people.
- Wellness Fair: we can recruit and talk to health representatives. Carol has the contact names. Martha Hilley and Liz Hastings are working on it.
- People and Talent (new name for HR) – representatives will be at our October luncheon (1-3 tables). Roger will speak at our luncheon as well. Formal invitation to be sent soon (October 23), but verbal agreement has been made. Enrollment sessions are held annually. General sessions are

held monthly. A retirement checklist is included on our website. Roger will send more info to Bob for further discussion.

COMMITTEES (current, possible future) discussions (Bob Lawrence)

- **Nomination Committee:** Charles Roeckle (chair), Martha Hilley, Bob Lawrence. Charles sent suggestions about nomination committee members to Bob Lawrence. Sharon Justice suggested that if we know a position is available, we could send a note to membership looking for interest or have a card on table at luncheon asking for recommendations or volunteers.
- **Membership Committee Expansion** – Liz Hastings would like to have people associated with different colleges to recruit. Two to four additional people desired (like Travel Committee). Martha Hilley knows of a candidate who may be interested in the committee.
- **Comprehensive Retiree FAQ Committee:** Expand on Alan Freidman’s comprehensive FAQ for new and current retirees. Roger (Office of People and Talent) said that they will help to answer questions. Robin Jarman would like to be on this comprehensive FAQ committee.
- **RFSA Job Descriptions Group/Committee** – revisit and revise current descriptions.
- **Table Topics Group/Committee:** Revisit the Table Topics from 2 years ago. Determine if there are other actions to be taken.
- **Magazine Item Committee** (Donna Bellinghausen, Sharon Justice): Possible feature to include, to recognize members who have received honors, written books, etc. Need volunteers to help with this effort. Examples: “Did you know…” (with rectangles listing items); Takeaway page (last page of magazine) – anybody can turn in something that will interest the membership. Federico Subervi would like to be on this committee.
- **Crafty Group (name TBD):** Possible new Special Interest Group idea (Liz Hastings) – crafts, silversmithing, mosaics, Tany is project manager – this could fall under that umbrella. How do we form a group? How do we pick a chair? Put on table for fall luncheon.
- **“Logistics” group committee for the Fall Luncheon** – Setting up tables, preparing for Office of People and Talent participation. Carol Barrett likes this idea.
- **Committee to Draft a letter to send to systems and chancellor** (based on dissatisfaction with medical and long-term care discussed above in the UT Administration and Provost meeting notes).
- Paper Clutter! Peggy Mueller pointed out that paper clutters up the tables (financial info, etc.). We can put it on the web and direct people who care to look there. We could also have a table with the papers available to pick up. Less clutter, less trash. Federico Subervi suggested providing QR codes to view the information electronically.
- Federico Subervi discussed *Latino Moonlight Serenade*. Great secret – 17 years. Texas Rowing Center fund raiser.
- **UT Connect** – we currently have a ¼ page ad. Peggy Mueller suggested that we add a story about RFSA in the magazine. John De La Garza suggested that we could have another quarter page, not necessarily for a feature story, but a regular drop-in. Tany Norwood could be a candidate for this (she writes well).

Travel Group (Kathy Armenta):

- Criteria for setting up trips in 2025/2026 is coming in the fall.
- The Travel Group is a revenue-generating interest group. \$100.00 is tacked onto each traveler’s fee and goes back to RFSA. What is the budgetary target for the Travel group? \$8,000 budget for 2023/2024 (we are close to that).

- Communication tied to marketing for email blasts every 2 months. Could be improved by switching to MONTHLY email blasts, which Carol Barrett believes can be done. Susan Kessler currently coordinates email blasts every 2 months. The website typically stays up to date, so this is another avenue for communication (as well as our Facebook group).
- Issue with travel companies' short sign-up time before they allow others into our trips. Shows the need for early and efficient communication.
- There are eleven people on our Travel Group committee!

Speaker Series Interest Group:

- Alice Reinarz reminded the group about tomorrow's speaker (Barbara Bergin – KNEES)!

Upcoming 2024 Meeting Dates:

- August 13: Fall Executive Committee Meeting
- September 10: Fall Board Meeting
- October 23: Fall Luncheon
- December 11: Holiday Gathering
- Spring dates are not determined yet. Bob Lawrence/Carol Barrett will work on this.

The meeting was adjourned at 11:40 AM.

Bob Lawrence then met with new board members for Orientation.