



## RETIREES ASSOCIATION

EAST TENNESSEE STATE UNIVERSITY

# Newsletter

VOL.28 ISSUE 4 DEC. 2015

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**Contact ETSURA**  
[etsura@etsu.edu](mailto:etsura@etsu.edu)

## Eat and Chat

SAVE THE DATE for the Eat & Chat on February 17, 2016, 11 a.m. to 2 p.m. at the Golden Corral (3104 Browns Mill Road, behind Logan's Roadhouse). Our speaker will be Dr. Lewis Songer, Associate Professor, Music (retired). Dr. Songer will speak on the "Physics of Music."



## President's Message

Dear Fellow Retirees:

What a great fall we have had this year, not only weather-wise but in all our activities. ETSURA volunteers went to Second Harvest Food Bank on October 7 and again on November 4. Thanks to all who participated, especially those who went to both sessions. Both times we packed plastic bags with food for Backpacks for Kids. We have become real experts at this. 10,000 to 11,000 backpacks are distributed per month. We will be volunteering again on Wednesday, December 9 from 9 a.m. to noon for those interested. This is a very rewarding and enjoyable activity.

On Friday, October 30 we had our 28th Annual Luncheon at the Johnson City Country Club. The luncheon was Halloween themed with wonderful carved pumpkins at the suggestion of Linda Newman of Balloon-A-Tics. Thanks Linda and thanks also to University Advancement who provided these decorations. One of the pumpkins represented the Tweetsie Trail and one the Eastman Credit Union amongst all the ETSU themed ones. We did have Halloween themed food. I hope you noticed the tags. Attendees signed cards for Dr. Bill Fisher (Thank You) and for Mrs. Martha Culp who celebrated her 100th birthday on November 4. Flowers were also sent to Mrs. Culp. Dr. Noland spoke briefly about things going on on campus. On the 29th of November Eastman Credit Union (ECU) donated \$250,000 toward the new football stadium. According to Dr. Noland, there are many other ventures underway including renovations to the Culp Center and construction of the new Performing Arts Center. Mrs. Kelly Price and Mr. Chuck Perry attended the luncheon representing ECU who also generously underwrote our luncheon once again. We thank them for their continuing support. Music was provided by the Appalachian Men's Ensemble, Men of Note, which was very enjoyable. Dr. Daniel Schumaier, Chairman, Tweetsie Trail Task Force, presented a well received talk on the Tweetsie Trail. According to him one of the first decisions made was not to seek any government funding, therefore the trail was completed in record time. This was possible due to many donations of materials and a very enthusiastic group of volunteers. Dr. Schumaier's presentation was a behind the scenes look at the formation of the Tweetsie Trail and we thank him for that. The following four individuals, two new and two re-elected, were named to be on the ETSURA Board for three terms: Judith Story, Candy Stieler, Tod Jablonski and Mike Miyamoto.

On November 8 and 9 Ethel Garrity, Mike and Janis Miyamoto and Tod and Linda Jablonski attended the Eleventh Annual Meeting of the Tennessee Higher Education Retirees Association (THERA) in Fall Creek Falls, Tennessee. (See related article)

It has been an honor to serve as your president for 2015 and I thank the Board for all their help. Next year's president will be Mike Miyamoto and I wish him and you happy holidays and a wonderful new year.

Ethel Garrity,  
*President*



## 2015 Annual Meeting



**The 2015 Annual Meeting and Luncheon was held Friday, October 30, at the Johnson City Country Club. The membership voted by acclamation for our new Board Members: Tod Jablonski, Mike Miyamoto, Candy Stieler, and Judith Story. Dr. Daniel R. Schumaier, Chairman of the Tweetsie Trail, was our main speaker; Dr. Noland provided remarks; and the talented chorus, Men of Note, provided our entertainment.**



## 2016 Board of Directors

Mrs. Ethel Garrity  
 Dr. Jerry Gehre  
 Ms. Georgia Greer  
 Mr. Ted Hughes  
 Mr. Tod Jablonski  
 Dr. David Kalwinsky  
 Dr. Kenneth Mijeski  
 Dr. Mike Miyamoto  
 Mr. Charles Moore  
 Dr. Priscilla Ramsey  
 Ms. Candy Stieler  
 Ms. Judith Story

1 year left in tenure  
 2 years left in tenure  
 2 years left in tenure\*\*  
 1 year left in tenure  
 3 years left in tenure\*  
 2 years left in tenure  
 1 year left in tenure  
 3 years left in tenure\*  
 1 year left in tenure  
 2 years left in tenure  
 3 years left in tenure\*  
 3 years left in tenure\*

*\*Elected at the Organizational Meeting on October 30, 2015.*

*\*\*Filling a vacated two year Board appointment.*

## 2016 Board Officers

*The Board will vote on the 2016 Board Officers following the printing of this newsletter. Please check our ETSURA website for updated information, <http://www.etsu.edu/humanres/etsura/>*

### **ETSURA Mack P. Davis Scholarship Endowment**

The current balance of the foundation account, as of November 17, 2015, is \$192,311.47. The current funds in the endowment are \$18,052.23. This reflects the interest income for fiscal year 2014-15 just ended less one half of obligation to financial aid for the semester just beginning.

Additional giving opportunities and information: contact Ms. Pamela Ritter, Vice-President for University Advancement at 423-439-5381.

## Happy 100<sup>th</sup> Birthday Mrs. Martha Culp



ETSURA celebrates Mrs. Martha Culp's 100th birthday. Board members Ted Hughes and Betty Tester visited Mrs. Culp and brought her a bouquet of flowers on behalf of our membership.

## Congratulations New Retirees

Ms.	Donna L.	Belcher, Human Resources, Coordinator
Mrs.	Valerie	Boger, Surgery, Coordinator
Ms.	Elaine	Brady, Registrar, Clerk-Typist
Dr.	Hiram D.	Brinson, University School, Director
Ms.	Julia Ann	Herwig, Center for Early Childhood,
Ms.	Frances	Hogsed, Facilities Management,
Mr.	David A.	Morrison, Information Technology,
Ms.	Diane B.	Nave, University Relations, Info. Research
Dr.	Thomas	Schacht, Psychiatry, Professor
Ms.	Catherine	Shuttle, Graduate Medical Education,
Dr.	Tony R.	Warner, University Center, Assistant Vice
Ms.	Anneke	Williams, Sherrod Library, Library
Ms.	Sandra	Wilson, Family Medicine, Executive Aide

## Scholarship Donations

Individuals are encouraged to express their sympathy to the family of a deceased retiree or spouse by making a contribution to the ETSURA Scholarship Fund. The deceased's family will be notified by card of the memorial. Make checks payable to: East Tennessee State University and mail to: ETSURA, Office of Human Resources, Campus Box 70564, Johnson City, TN 37614-1707.

## 2015 Tennessee Higher Education Retiree Association Meeting



The Tennessee Higher Education Retirees Association (THERA) is an informal organization of retiree associations from state universities in TN. Its aim is to exchange ideas on problems and solutions of individual associations and suggest new ways of enhancing the life and experiences of the state retiree. The 11th Annual Meeting of THERA was held at Fall Creek Falls State Park on November 8th and 9th. *(Continued on page 6)*





## *Passings*

**Marilyn Campbell** passed away on November 17. She retired from ETSU as a custodian. She is survived by her children and grandchildren.

**Martha Broyles Edwards** passed away on November 8. She had retired as a custodian from ETSU. She was preceded in death by her husband, Edgar. Survivors include two children; four grandchildren; four great-grandchildren; one great- great- granddaughter.

**James G. Frierson** passed away on September 25. He retired from ETSU as a professor of management and marketing. He is survived by his wife, Lynn; and two children.

**Carson R. Gentry, Sr.** passed away on September 13. He has retired from ETSU as an inventory control manager. Survivors include his wife, Alice; two children; three grandchildren; and one great-grandchild.

**Robert “Jack” Higgs** passed away on September 22. He retired from ETSU as a professor of English. He is survived by his wife, Irene; two children; and two grandchildren.

**Nate “Ed” Hyder, Jr.** passed away on October 15. During his career Dr. Hyder had held several different positions with the James H. Quillen College of Medicine. He was preceded in death by his wife, Elizabeth. He is survived by three children, and several grandchildren and great-grandchildren.

**Harold K. Johnson** passed away on September 20. He retired as bursar from ETSU. He was a life member of ETSURA and a prior Board Member. He was preceded in death by his wife, Mary. He is survived by three children; eight grandchildren and five great-grandchildren.

**Anna E. Lacey** passed away on November 21. She retired from ETSU as a professor of English. She is preceded in death by her husband, Robert. She is survived by her daughter and grandchildren. She had been a former ETSURA member.

**Ginger Hawk Rutherford** passed away on November 20. She retired from ETSU as director of institutional research. She was a life member of ETSURA. She was preceded in death by her husband, Frank.

Individuals are encouraged to express their sympathy to the family of a deceased retiree or spouse by making a contribution to the ETSURA Scholarship Fund. The deceased's family will be notified by card of the memorial. Make checks payable to: East Tennessee State University and mail to: ETSURA, Office of Human Resources, Campus Box 70564, Johnson City, TN 37614-1707.

## *Annual Giving Campaign*

This year 29 ETSURA members donated \$10,384 to the ETSU Giving Campaign. The University's goal of \$80,000 was reached with donations totaling \$82,060.72 as of November 30. University retirees play a huge part in making the campaign successful, and in helping those who are in need. Thank You!



*Pictured (Left to Right): Diana McClay, Arielle Sorrell, and Lori Erickson from Human Resources; and Brian Ferrell from Facilities.*

## ***2015 Tennessee Higher Education Retiree Association Meeting (Continued)***



Attending were representatives from The University of Tennessee (Knoxville) Retirees Committee (UTRC), Austin Peay State University Retirees Association (APSURA), the University of Memphis Association of Retirees (UMAR), and East Tennessee State University Retirees Association (ETSURA). Ethel Garrity, Tod and Linda Jablonski, and Mike and Janis Miyamoto represented ETSURA, and the host association was UMAR.

**Display Boards.** The meeting started on Sunday at 4 p.m. with a meet-and-greet wine and cheese party and a viewing of display boards set up beforehand. Most displays showed events that took place this past year. People were impressed with our 3-panel display board, which showed our membership information and many of our events and was put together by our Human Resources. We also provided ETSU pins, pens, cup holders, tape measures, and bottles of Dr. Enuf (emblematic of Johnson City). Fellowship continued where everyone sat at one long table.

**Service Projects.** After dinner each association spoke about one service project. **UMAR** spoke of their scholarships, Garden Club projects, and their Teddy Bear Picnic (attendees bring teddy bears for the Child Advocacy Center where they are given to abused children). **APSURA** spoke on their water station operation for the Rotary Club Century Bike Ride for which they receive \$1,000. They also had their annual 2-hour seminar which covers 7 issues, aimed at employees planning to retire within 5 years. **UTRC** spoke on becoming an affinity group of Alumni Affairs, which they feel will smooth over some of the strong differences among colleges at UT-K. They do not charge dues, and one automatically becomes a member on retirement. The Chancellor of UT-K has given UTRC \$10,000. **ETSURA** presented information on volunteering at the 2nd Harvest Food Bank. As an aside, there was discussion of Emeritus Colleges, open source colleges (on-line), and organizations such as ETSU's Alliance for Continued Learning. This program is administered by ETSU's Professional Education Department, the cost is \$40 for spring or fall semester, and lectures last 2 hours.

**Communications.** Jim Clemmer (APSURA) gave a presentation on newsletters. He said that first impressions happen quickly and outlined 4 principles: 1) know your audience—are they members, or retirees who are not members?, 2) create a persona or avatar for your organization—a byline is not a persona, 3) determine purposes and formats for different communications—brochures, online or printed newsletters, flyers, e-mails for special events, or bylined articles, 4) design—show the reader how to read the page or screen, do it big, be consistent throughout or be different throughout, avoid blank spaces, and use photos/inventive graphics.

**Membership.** Ethel Garrity (ETSURA) gave a presentation on association membership: in the month following their retirement, membership packets (contents of which were included on our display board) are sent to ETSU retirees. Additionally, phone calls are made inviting them to join. Board Members may also be asked to have prospective members call them about any questions. Attendees from other institutions were impressed with our personal outreach to new retirees. After these two presentations, breakout sessions on these topics were held by each university represented. ETSURA members thought that that our newsletter might merit a revisit in light of the new information above but that its membership practices appeared to be adequate...*Continued on Page 6*

**Service.** After breakfast on Monday, the first session was on service, i.e., what do we offer our members that is important in their retirement lives? UTRC's goals are scholarships, Employee Assistance Programs, and Service. Membership promotes enhanced benefits and opportunities to socialize. In return, retirees act as resources for universities, and affiliation with Alumni Affairs facilitates the funding of endowments. At this time credit was given to the "Legacy of ETSU's Bill Fisher" who was instrumental in the beginnings of THERA. In summary, it was suggested we look at our mission statements every year to see if they need revisions. Retiring is a negative term; renewal should be the goal.

**THEC Benefits Information.** After hotel check-out, a presentation was made by Sandra Klukes of the State of Tennessee Department of Finance and Administration, Benefits Administration, Retirement Insurance Administration. In January 2016 a Consumer Driven Health Plan (CDHP) with an HSA will be added as a group health option. (By law, HSAs cannot be used with Medicare.) This option has a high deductible and lower premium. Those with Dental and Vision Insurance will have plans administered by different vendors in 2016. Vision insurance is not for POMCO enrollees. Medicare Supplement vendors operate under 5-year contracts with the state, and contracts will be rebid for January 1, 2017. State employees hired after July 1, 2015 will not be eligible for group health or Medicare Supplement insurance when they retire. The date of first employment determines coverage, so if you worked for a state entity before July 1, 2015, stopped but was later rehired, you would be eligible for coverage.

**The Upside of Aging.** After the THEC information session, there was a brief discussion of the book, *The Upside of Aging* edited by Paul Irving and written by 16 contributors. Some of the topics include finances, technology, human effort, access to education, personal health, and healthy communities. It was an interesting book, but I had read about many of the topics elsewhere. During the discussion the following ideas were expressed: retirees will have to increasingly deal with mobility issues and the discrimination that comes with them; retirement should include fun, travel, focus, closer family ties, education, service, and advocacy; and remember, retirees are not without merit but are rather untapped resources!

**Business Meeting.** UT-K agreed to host the 12th annual THERA meeting in 2016. Also discussed was membership in the Association of Retirement Organizations in Higher Education (AROHE). This is the organization of retirees associations at the national level. Its next biennial meeting will be held August 14-16, 2016 on the University of Washington campus in Seattle, WA. On the agenda is "Transforming Retirement: Re-Writing Life's Next Chapter." Sheryl Maxwell of UMAR is a current board member and urged all to consider joining. Up to eight people within an organization are eligible to become AROHE members. UTRC, APSURA and UMAR are members. The meeting was adjourned at 12 noon.



Respectfully submitted,  
Ethel Garrity,  
*President*



**ANNUAL MEMBERSHIP FORM ETSU RETIREES ASSOCIATION**

NAME: (Last)\_\_\_\_\_ (First)\_\_\_\_\_ (MI)\_\_\_\_\_ (Title)\_\_\_\_\_

SPOUSE'S NAME: (Last)\_\_\_\_\_ (First)\_\_\_\_\_ (MI)\_\_\_\_\_ (Title)\_\_\_\_\_

ADDRESS: (Street)\_\_\_\_\_

(City)\_\_\_\_\_ (State)\_\_\_\_\_ (Zip)\_\_\_\_\_

TELEPHONE: (\_\_\_\_)\_\_\_\_-\_\_\_\_ EMAIL:\_\_\_\_\_ Make separate check payable to ETSU and mail to:

FORMER STATUS WITH ETSU: ☐ FACULTY ☐ STAFFAMOUNT PAID (\$10 PER PERSON): ☐ \$10 ☐ \$20**East Tennessee State University  
ETSURA, Human Resources  
Box 70564****Johnson City, TN 37614-1707**

(Your check will be your receipt)

ACCOUNT NO: FUND 821350, ORG 79998, Banner Account: 29300 PROGRAM 999; CHART: E

**LIFE MEMBERSHIP CONTRIBUTION FORM**

Enclosed is the applicable life membership fee. It is understood that this is a nonrefundable deferred gift to the ETSURA Endowed Scholarship Fund in the ETSU Foundation. The funds will be invested by the university with the income being used for current expenses of the association until my (our) death at which time it (one half if husband or wife) will be transferred to the Endowed Scholarship Fund. It is understood that any benefit received from ETSURA, the university or its foundation or this contribution will be of nominal value and it is fully deductible for tax purposes in the year paid.

NAME OF MEMBER\_\_\_\_\_ SPOUSE'S NAME:\_\_\_\_\_

ADDRESS: (Street)\_\_\_\_\_

(City)\_\_\_\_\_ (State)\_\_\_\_\_ (Zip)\_\_\_\_\_

TELEPHONE: (\_\_\_\_)\_\_\_\_-\_\_\_\_ EMAIL:\_\_\_\_\_

INDIVIDUAL MEMBER: ☐ \$100HUSBAND & WIFE: ☐ \$150

Make separate check payable to ETSU and mail to:

**East Tennessee State University  
ETSURA, Human Resources  
Box 70564****Johnson City, TN 37614-1707**

(Your check will be your receipt)

ACCOUNT NO: FUND 821410, ORG 79998, Banner Account: 29300;  
PROGRAM 999; CHART: E**CONTRIBUTION FORM ETSURA SCHOLARSHIP ENDOWMENT**

NAME OF MEMBER\_\_\_\_\_ SPOUSE'S NAME: \_\_\_\_\_

ADDRESS: (Street)\_\_\_\_\_

(City)\_\_\_\_\_ (State)\_\_\_\_\_ (Zip)\_\_\_\_\_

TELEPHONE: (\_\_\_\_)\_\_\_\_-\_\_\_\_ EMAIL:\_\_\_\_\_

AMOUNT PAID: \_\_\_\_\_

Memorial To or In Honor Of: \_\_\_\_\_

PLEASE NOTIFY OF THIS GIFT: \_\_\_\_\_

Investment Account: Banner 653110/2552/550

Make separate check payable to ETSU and mail to:

**East Tennessee State University  
ETSURA, Human Resources  
Box 70564****Johnson City, TN 37614-1707**

(Your check will be your receipt)