

**UNIVERSITY OF WEST GEORGIA  
ASSOCIATION OF RETIRED FACULTY and STAFF**

**2022-2023 ANNUAL REPORT**

**Submitted by Anne C. Richards, ARFS Coordinating Council President**

**March 14, 2024**

**INTRODUCTION**

On March 22, 2019, The University of West Georgia (UWG) Association of Retired Faculty and Staff (ARFS) Coordinating Council amended its Bylaws to state that the President of the Council should “prepare a report of ARFS activities to submit annually to the Vice President of Advancement and other administrative offices as appropriate” (Article 5, Section 2 (h)). Annual Reports for 2017-18, 2018-19, 2019-20, 2020-21, and 2021-22 were submitted to and approved by the Coordinating Council and then sent on to various offices in UWG. Annual reports can also be found in the Documents section of the ARFS website. This sixth ARFS Annual Report represents the period between the completion of the 2022 ARFS Annual Retiree Reunion and membership meeting (held October 29, 2022) and the completion of both of these events in 2023 on October 7, 2023.

Throughout this reporting period, SARS-COV-2, commonly referred to as COVID-19 continued to affect ARFS members and activities to some extent, but was no longer at pandemic levels. As a result, the group was able to successfully begin in-person events again. Coordinating Council meetings were held in-person throughout this period, and the Annual Retiree Reunion/Reception was held in-person as well. It also became possible for ARFS to regain the support of Alumni & Development personnel (which it had enjoyed for years in the past) in the planning and implementation of our major annual retiree event.

**ARFS OVERVIEW**

The purposes of the UWG Association of Retired Faculty and Staff are to:

- promote the well-being of its members
- support the University of West Georgia retiree community
- foster continued involvement of retirees in the mission of the university
- facilitate communication between the university and its retirees
- seek to promote the scholarly, social, and cultural interests of the retiree community
- address matters related to benefits and resources for retirees

Active membership includes faculty and staff who have retired from UWG and meet the established Board of Regents retirement criteria. There were approximately 623 members receiving electronic or hard-copy communications from ARFS (based on distribution of materials in October, 2023).

Officers of the Association include a president, vice-president, past president, secretary, and treasurer who are elected by the membership at the ARFS general membership meeting (part of the Annual Retiree Reunion) held each fall. The officers and at least six at-large members (also elected at the same event) comprise the Coordinating Council, which provides leadership for the association and directs its activities on behalf of the membership.

An ARFS brochure was prepared in fall 2018 to provide information about what ARFS is, how one becomes a member, and the activities and benefits of membership. It was updated/ revised in 2023 to reflect a variety of changes needed and a translation of the brochure in Spanish (by Cecelia Lee) was also produced. These brochures can be found in the Document Center section of the ARFS website.

## **CONTRIBUTIONS OF RETIREES TO THE UNIVERSITY AND THE COMMUNITY**

Bobby R. Painter, Jr. Database Administrator in University Advancement, reported the following revised/corrected data with regard to UWG retiree giving to the University:

**All-time Retiree Giving:** \$5,913,182.39  
**Retiree Giving from January 1, 2004 to June 30, 2023:** \$4,175,998.08  
**FYE 21 Giving:** \$ 117,213.84  
**FYE 22 Giving:** \$ 81,064.41  
**FYE 23 Giving:** \$1,431,333.96  
**FYE24 to Date** (as of January 19, 2024): \$1,041,887.51

ARFS created and endowed the **UWG Retiree Legacy Scholarship** to benefit in perpetuity deserving University of West Georgia students who are direct descendants or an immediate family relation of retired faculty or staff members. The scholarship (\$1,334) was awarded in 2023 to Madeline Wentworth, grand-daughter of Jimmy Agan, who worked in Continuing Education for 20 years. Information about the scholarship and award criteria can be found at <https://www.westga.edu/hr/arfs/retiree-legacy-scholarship.php>.

Another way in which retirees contribute financially to the University is through establishment of endowments and endowed scholarships by individual retirees or by others in their honor. In 2023 (with the invaluable assistance of Allyson Bretch, MaKena Burns, Ketty Cusick, and Bobby Painter), a list of scholarships or endowments named for or created by retirees was compiled and distributed (at the Annual Reunion). [See Appendix A.] The list shows the broad range of the funding that has come into being over many years by retirees of West Georgia College or the University of West Georgia, or by others who sought to honor notable contributions by persons retired from West Georgia. The vast majority of these designated funds continue to serve as a significant resource for students (even decades after they were first established).

Individual retirees continue to be involved with UWG, including serving on University committees and volunteering for activities (e.g., helping with graduation, fundraising, judging competitions, and providing needed information for Faculty Senate committees developing policy affecting retirees). Participation lessened during the pandemic but is slowly recovering. Some retired faculty members stay active professionally through writing, presentations, professional organization leadership, and other activities in their fields, representing UWG as they do so. Information about some of these activities can be found in issues of *The Rejuvenator* (the ARFS newsletter), which are available online at the ARFS website. Many of the activities specifically sponsored by ARFS, which are outlined later in this report, also serve to support UWG and/or the surrounding community.

## **ARFS STRUCTURE**

### **ARFS Bylaws**

The most up-to-date version of ARFS Bylaws can be found in the Document and Resource Center on the ARFS website. Following a discussion of revisions needed since the document was last updated in 2020, a revised version of the Bylaws was unanimously approved at the Coordinating Council meeting held on 9-8-23.

The Coordinating Council is comprised of elected retirees and representatives from relevant UWG administrative areas who serve as ex-officio members. During the time covered by this report, Lauren Niedringhaus continued to serve helpfully and effectively as the official liaison to ARFS from Human Resources, attending Council meetings when available. Since she also served as the Benefits Coordinator working with retirees, this has allowed for more coordination of efforts between ARFS and the Offices of Human Resources. Also, during this time, Beverly Dittmer in HR handled updates for the ARFS website and kept track of financial paperwork for the group. MaKena Burns in Advancement expressed interest in working more closely once again with ARFS and a hybrid collaboration among ARFS, HR, and Advancement was gratefully established following the Coordinating Council meeting held 7-14-23.

Officers, terms beginning in 2022 are as follows:

- Anne C. Richards, President (term 2022-2024), Psychology
- Frank Pritchett, Vice President (term 2022-2024), Development and Alumni Relations
- Meg Cooper, Past President (term 2022-2024), Special Education
- Francesca Taylor, Secretary (term 2022-2024), Academic Testing Services
- Sally Roberts, Treasurer (term 2022-2024), Publications & Printing

Members-at-Large with terms beginning in 2022

- Tricia Durrough (term 2022-2024), Center for Business Excellence
- Kevin Hibbard term (2022-2024), Music
- Cecilia Lee (term 2022-2024), Foreign Languages
- Anita Thomas (term 2022-2024), College of Business
- John von Eschenbach (term 2022-2024), College of Education
- Alice Wesley (term 2022-2024), Graduate School

Members-at-Large with terms beginning in 2023

- Micheal Crafton (term 2023-2025), English and UWG Administration
- Rolanda Farmer (term 2023-2025), Center for Teaching and Learning
- Ann McCleary (term 2023-2025), History, Center for Public History

Current members of the Council are identified on the ARFS website.

#### **ARFS Coordinating Council Committees:**

The ARFS Bylaws establish the following standing committees:

- Nominating Committee – prepares a slate of officers and members-at-large for election
- Programs/Events – organizes the annual reunion and prepares the Tribute Booklet
- Scholarship Committee – oversees the awarding of the Legacy Scholarship
- Widow/Widower Surviving Partner Committee – currently inactive; must be chaired by a non-UWG-retiree who is a widow/widower/surviving partner of a retiree and is charged with enhancing the relationship of persons in the group with ARFS and UWG. When retirees and dependent spouses have lost spouses/partners, they are informed about an on-campus group

coordinated by Julie Dobbs, the Widows/Support Group, and ARFS has helped publicize this group through the ARFS newsletter and ARFS listserv. In addition, during the time covered by this report, the President of ARFS has provided information to surviving partners or family members of retirees that was prepared by the USG Office of Human Resources to assist survivors in reporting the death of a retiree and dealing with related insurance matters. She also distributed to these same individuals a packet of information on coping with grief and loss that was compiled by one of her former students, a professional therapist whose wife died unexpectedly.

- Newsletter Committee – identifies and generates content of interest and relevance to retirees and arranges for production and distribution of newsletters containing such content. Retirees requesting hard copy versions receive these through post office mailing. All other retirees receive their newsletters via email.

## **ARFS ACTIVITIES**

ARFS supports the University's mission and values and seeks to foster closer relations between retirees and the University. ARFS 2022-2023 activities that meet the purposes of the association are highlighted in this report.

### **ARFS Coordinating Council Meetings**

Four meetings, all held in-person, took place during the period of this report:

- January 20, 2023 (held in the Richards College of Business, Room 302). 12 retiree Council members in attendance.
- April 21, 2023 (held in the College of Nursing Room 112) . 7 retiree Council members in attendance, as well as Lauren Niedringhaus, HR liaison to ARFS.
- July 14, 2023 (held in the Neva Lomason Memorial Library, Multi-Purpose Room). 12 retiree Council members in attendance, as well as 3 staff persons (Lauren Niedringhaus, HR; MaKena Burns, Advancement; and Mardel Shumake, ITS). At this meeting a discussion took place regarding the possibility of establishing a hybrid arrangement that could enable ARFS to secure the assistance of Advancement in planning the annual reunion/reception and in accessing more information about university activities and achievements being distributed to current employees.
- September 8, 2023 (held in the Neva Lomason Memorial Library, Multi-Purpose Room). 11 retiree Council members present as well as Lauren Niedringhaus and MaKena Burns.

Meeting minutes are available online in the Document Center section of the UWG ARFS webpage at <https://www.westga.edu/hr/arfs/document-center.php> . (Minutes are posted only after they are approved by the Council at a subsequent Council meeting.)

### **Coordinating Council Projects Related to Benefits and Campus Email:**

**\*UWG Benefits Fair.** ARFS participated in UWG's annual Benefits Fair, held on October 17, 2023 at the Coliseum. The ARFS table displayed a variety of items pertaining to ARFS and preparation for retirement, including the ARFS pamphlet (in both English and Spanish), and the summary pamphlet *Steps to Retirement for Faculty/Staff*. (A copy of this pamphlet - also revised and updated in 2023 - is available in the Document Center section of the ARFS webpage. Council members Meg Cooper, Cecelia Lee, Anne Richards, Francie Taylor, and Alice Wesley took turns staffing the table in pairs.

**\*Other Information Exchanges.** Some ARFS and Council members engaged in peer-to-peer exchanges regarding benefits, supplementing efforts provided on a regular basis by UWG's Office of Human Resources. Information about benefits was also distributed through the ARFS listserv and ARFS newsletter, often based on information shared by Human Resources personnel on campus or at the USG level. (See information below on activities related to communicating with retirees.) A lot of positive feedback has come in from ARFS members to whom we provided such assistance and information. Retirees have also utilized the ARFS listserv to communicate with one another.

**\* "The Great Migration."** On June 29, 2023, the University of West Georgia informed retirees that, effective immediately, UWG would "no longer be offering the retention of university email addresses for retirees at retirement." Although at other institutions retirees have been given up to one year to transition from a campus email address to a personal email address, UWG retirees were given 60 days, with a transition date of August 31, 2023, to retain a personal email account and put this on file with UWG so that it could be used for communication in retirement. Early on, no decision was made as to whether or not this policy included persons awarded emeriti status. Eventually, it was announced that persons with emeriti status, who had continued to use their UWG email address in retirement, would be assigned an emeriti.westga.edu email address going forward.

For the first time in its history, this presented an unprecedented series of challenges to the ARFS organization and to the relationship between the institution and its retirees. The policy change came as a significant shock to retirees who had been told at the time of their retirement that they could (if they wished to do so) retain a campus email address in their retirement. Further, it caused considerable disruption, distress, demoralization and anxiety among retirees and for the leadership of the Association of Retired Faculty and Staff while also adversely impacting the workloads of personnel in HR and ITS. Most retirees had files, photos, correspondence, and other information that had long been associated with UWG email accounts which they wished to retain via transfer to a new personal email address. The decades-long taken-for-granted capacity of ARFS to maintain contact with retirees in order to provide them with critical support and information about a variety of matters of consequence was jeopardized. Many retirees felt dismissed, disregarded, or set aside by an institution they had served with dedication and heart-felt enthusiasm in the past.

Due to its limited resources, ITS personnel were unable to assist most persons on a one-one basis during the migration process. As a result, some retirees found it necessary to hire tech-savvy professionals (at a considerable cost) to ensure that important documents, files, photos, etc. were not lost. In the aftermath, some retirees felt so unappreciated and unsupported by the nature and/or implementation of the policy that they limited or refrained from donations to the institution this year. Some have stated that the situation has caused them to rethink whether or not they plan to contribute to the institution in the future.

Fortunately, due in large part to the quality of relationships built in the past among current and former employees, ARFS was able to survive this crisis. Significant to this outcome was the diligent work of Lauren Niedringhaus (HR), Jan Cooke and Taylor Roberts (ITS), along with the follow-through by Meg Cooper and myself, and the assistance of a company originally entitled TechSmart for Seniors designed to assist older adults with computer issues (provided via a Zoom meeting on August 29, 2023). Thankfully, we were eventually able to sustain communication with the vast majority of retirees following the August 31<sup>st</sup> deadline and help many preserve records, files, and documents they considered significant. It became evident in the process, however, that problems associated with changing email addresses for

retirees this year would be recurring going forward, and that those retiring from the institution in the future would benefit from more organized-in-advance assistance in their transition from a campus email address to a personal email address. Along these lines, a discussion was held with Dr. Anja Remshagen, Coordinator of the Department of Computing and Mathematics, about the possibility of that department finding ways to assist retirees with the transition process in the future (assuming ITS personnel would continue to be without the resources to do so), perhaps by dedicating a portion of a Computer Science graduate assistant's responsibilities to providing this assistance.

Once it was decided that emeriti faculty would be permitted to utilize an emeriti.westga.edu email address, it soon became evident that **records of those who had emeritus status** and those who didn't were incomplete and confusing. A list of those with emeriti status was first published in the 1983-1984 West Georgia College undergraduate catalog. Over the years, it was customary to find a listing of emeriti at the back of each printed campus undergraduate catalog. Subsequently, the list was printed in each online undergraduate catalog. In some years, once an emeritus/emerita person died, it was understood that the person's name would be removed from the list. Despite this understanding, many retirees died whose names continue to appear on the list to this day. Some names were removed from the list, then put back on the list, then removed again. One individual was on the list for 4 years and then removed despite the fact that, at age 93, she is still an active and appreciated presence in the Carrollton community (and beyond). And some persons awarded emeritus status inexplicably never appeared on the list.

After a lengthy process of tracking those awarded this status, a detailed summary of the aforementioned records was prepared and shared with Suzanne Garrett in the Provost's Office (who has oversight over the list at the present time) and Amy Cuomo, current chair of the Faculty Development Committee of the Faculty Senate which has been charged (in accordance with USG changes in guidelines regarding emeritus status) with developing UWG policy on emeritus status. [See Appendix B] One of the questions the FDC will consider is whether or not a listing of emeriti should be treated as an historical document (in which case all those awarded the status would stay on the list in perpetuity) or as a document intended to list only living retirees.

#### **Activities Related to Maintaining Communication with Retirees.**

- As indicated above, a sustained and productive effort focused on retaining communication with UWG retirees following their migration off of campus email.
- **ARFS Website:** UWG's Office of Human Resources hosts the ARFS website (found at <https://www.westga.edu/hr/arfs/>)

This contains a lot of information about ARFS and its components, including copies of *The Rejuvenator*, some information about retiree accomplishments, meeting minutes, and various resources for retirees.

Following expressed concerns by Past-President of the Coordinating Council, Meg Cooper, the image presented on the homepage of this website was changed this year to a brighter and more uplifting one.

- **Email Listserv.** Inclusion on the ARFS listserv provides retiree members with important reminders and university news (when available to us). Obituaries are also shared when those on the listserv learn of the passing of a UWG retiree. ARFS members also use the listserv to exchange information, raise questions or concerns, and make announcements of interest to their fellow retirees. The former Coordinating Council Vice President and now President, Anne Richards, maintains and updates listserv membership. Approximately 415 retiree members were included in this listserv at the end of this reporting period.

- Newsletter: ***The Rejuvenator***. Three issues of the ARFS newsletter were published and distributed to retirees via electronic means (for those with active email addresses) and regular mail (for those not using a computer or who expressed preference for same) during the time period covered by this report [(March 2023, No. 45), (Summer, 2023, No. 46), and (Fall, 2023, No. 47)]. The newsletter committee wrote and assembled the newsletter content. Formatting, printing, and distribution of hard copies of the newsletter were handled by UWG's Print Services. Approximately 420 Individuals on the ARFS listserv received the newsletter electronically, and approximately 200 persons not using email received their copies via postal mail. Issues of *The Rejuvenator* can be seen on the USG ARFS website at <https://www.westga.edu/hr/arfs/rejuvenator-newsletter.php>.

### **Collaboration with the Center for Public History**

Alumni & Development facilitated initial interactions between ARFS and UWG's Center for Public History (<https://uwgcph.org/>) in January 2022. Suggestions as to potential retirees to contact were made at a meeting held in February, 2022 and options for collaboration were discussed. Center activities and requests for involvement of retirees have been discussed several times in the ARFS newsletter. At the annual reunion and ARFS membership meeting in October of 2023, the Center was again represented by Mark Janzen, who spoke to the group about ways in which retirees might contribute to on-going public history projects.

### **INTERFACE WITH NATIONAL AND STATE RETIREE ORGANIZATIONS**

ARFS is an official voting member of the Georgia Association of Higher Education Retiree Organizations (GA-HERO) and the University System of Georgia Retiree Council (USGRC) and is a member as well of the international Association of Retirement Organizations in Higher Education (AROHE).

- **Georgia Association of Higher Education Retiree Organizations (GA-HERO)**  
Mitch Clifton, former ARFS Coordinating Council Past President, was the official UWG Representative for GA-HERO during the time of this report. Anne Richards, Council President, is the Secretary for this organization.  
\*Anne Richards, Mitch Clifton, and Meg Cooper attended the GA-HERO meeting held on Zoom 2-1-23. Discussion focused on the meet-up of retirees held 11-3-22 in Cartersville, GA and the possibility of supporting the establishment of a new retiree association or retiree center at Albany State University. A project focusing on end-of-life planning, or "Planning for the Inevitable" was proposed.  
\*Mitch Clifton and Anne Richards attended the GA-HERO meeting held on Zoom 4-5-23. Discussion focused on communication issues facing the organization in its efforts to reach out to retirees and engage more of them so that additional support services can be provided in their retirement. Other issues addressed were planning for succession for those serving in leadership positions in the organization and problems some retiree organizations were having in getting email access to their retirees.  
\*Mitch Clifton and Anne Richards attended the GA-HERO meeting held on Zoom 9-6-23. Discussion focused on a proposed meet-up of the organization at Albany State University in October of 2023. Questions were raised about what the ASU group wanted to learn from those in GA-HERO, and what their concerns were.

\*Mitch Clifton and Anne Richards attended the GA-HERO meeting held on Zoom 10-4-23. This meeting served as a working discussion with ASU representatives about what can be involved in starting a retiree organization. Representatives of existing retiree organizations in GA-HERO (including UWG's) shared their experiences.

Two meetings of the **University System of Georgia Retiree Council (USGRC)** were held during the period covered by this report. Both were held online. All meetings were attended by Mitch Clifton, (former Chair of the USGRC), Meg Cooper, and Anne Richards. These meetings typically provide an opportunity to learn about changes in healthcare benefits and USG policy changes affecting retirees. Attendees have an opportunity to raise significant questions and concerns of retirees and get responses to same from authoritative sources.

\*At the meeting held March 31, 2023, a new policy adopted by the Board of Regents of the USG on guidelines related to Emeriti policy and a document designed by USG HR personnel to assist survivors of the death of a retiree in reporting that death were shared.

\*At the meeting held October 6, 2023, attendees raised questions and concerns about a change in USG policy to reduce the amount of the allotment provided to retirees in support of the healthcare they receive through ALIGHT Retiree Health Solutions from \$2,736 to \$2,640 annually.

Some resources provided by **AROHE** (e.g., webinars, information on the AROHE Matters newsletter) are shared with ARFS members through the ARFS listserv.

## **ANNUAL REUNION AND ARFS GENERAL MEMBERSHIP MEETING**

The Programs/Events Committee (Meg Cooper, Francie Taylor, and Alice Wesley) did the bulk of the planning for and implementation of ARFS' big annual event, held this year on October 7, 2023. The event consists of a retiree reunion, recognition of recent retirees, and ARFS general membership meeting. This event was held in person in the Education Center on campus for the first time. Print Services did a good job providing their services and MaKena Burns (Advancement) provided helpful support in handling various logistics. Photographs were taken by Steven Broome of Jastesa Photographic Resources, himself a retiree.

Five UWG personnel addressed the group: (1) Logan Arrington, Interim Department Chair of the Department of Educational Technology and Foundations, welcomed the group on behalf of Dr. Mike Dishman, Dean of the College of Education; (2) MaKena Burns, ARFS liaison with Advancement, introduced the 2023-2024 winner of the UWG Legacy Scholarship (Madeline Wentworth, who also addressed the group), grand-daughter of Jimmy Agan; (3) Mark Janzen, Assistant Professor and public historian, Department of Art, History and Philosophy, spoke about the projects at the Center for Public History and ways in which retirees could share their perspectives on same; (4) Lauren Niedringhaus, HR Benefits Specialist, provided information about retiree healthcare benefits; and (5) Mardel Shumake, Information Security Officer with ITS, shared information about cybersecurity challenges and how to avoid falling victim to cybercrimes.

Cecilia Lee, Professor Emerita of Foreign Languages, writer, bilingual poet, literary critic and translator who has received many awards for her teaching and scholarship and was a finalist Georgia author of the year in 2023 for a book of poetry, congratulated new retirees, wished them a rich life and happy times



ahead in poetic form, and assured them there was life after retirement. The text of her remarks will be included in the Spring 2024 issue of *The Rejuvenator*.

Copies of the scholarships or endowments named or created by retirees (Appendix A) were distributed. Copies of a handout informing retirees of opportunities to provide service to the institution and to students, along with other ARFS brochures, were made available.

This event was attended by 57 individuals this year, including speakers, late registrants, and honorees. 55 people registered in advance, 6 of whom did not attend. Lauren Niedringhaus arranged for retirees (who provided necessary information in advance of the event) to be able to pick up campus parking hang tags at this gathering. Several retirees did so.

During the ARFS general membership meeting portion of the event, the slate of candidates for the ARFS Coordinating Council, both officers and at-large members, was presented and approved. The formal portion of the event was preceded and followed by opportunities for socializing and interacting. All attendees received a copy of the 2023 commemorative tribute booklet, and 2022-2023 retirees were introduced by ARFS past-president Meg Cooper and were presented their medallions by current ARFS President Anne Richards. Retirees and tribute writers who did not attend, as well as pertinent UWG administrators, were sent copies of the booklet, thank you notes, and medallions (as individually appropriate). Photos from the event and the commemorative tribute booklet are available on the ARFS website.

After experiencing some complications in planning for the event that were a consequence of the absence of support from Advancement in recent years, this year ARFS members enjoyed the support of both HR and Advancement (thanks to MaKena Burns) in planning for this major in-person event. Problems associated with lack of direct access to UWG support resources that had been experienced in the recent past were resolved this year. A suitable space in the College of Education was offered to the group and an anonymous donor covered the cost of the food provided at this event, a welcome gracious gesture after retirees slogged through the necessity of establishing new email addresses. Food was provided by LG's Magical Affairs and enjoyed by attendees. It was supplemented with ice, coolers, bottled water and tea provided by Coordinating Council members. The setting was an optimal one and, as a consequence, we are looking forward to holding subsequent reunions at this location.

## **FINANCIAL INFORMATION**

The ARFS Coordinating Council decided early in 2022 that we should include financial information in the annual report. We do not routinely handle funds and were not always apprised of the amount of expenditures for the annual reunion, with the exception of those associated with engraving of the medallions as well as production of the invitations and Tribute booklets for this event.

Financial contributions of and related to retirees were addressed earlier in the CONTRIBUTIONS OF RETIREES TO THE UNIVERSITY AND THE COMMUNITY section of this report (see p. 2 and Appendix A).

ARFS Treasurer, Sally Roberts, is now tracking financial expenditures related to ARFS activities. Below is an accounting of the financial contributions made to ARFS and UWG retirees by the University. **The total is approximately \$4,756.33 based on all information available to us at the time this report was written.**

\***AROHE** – The UWG Association of Retired Faculty and Staff ..... \$120.00  
 is a member of AROHE. Cost is \$120/year.  
 Membership fee last paid 5/16/23.

\***The REJUVENATOR** – Three issues of our newsletter were published during the time period covered by this report. Services provided by UWG Print Services related to the newsletter include set-up and printing of the newsletter, mailing of hard copies to a portion of the membership, and printing of addressed envelopes used in mailing the printed copies. Costs for issues 45, 46, and 47 respectively were:

March, 2023 275 newsletters printed .....	\$446.71
Envelopes printed for mailing .....	\$193.03
Postage costs .....	<u>\$ 44.68</u>
Total = .....	\$ 684.42

August, 2023 275 newsletters printed .....	\$446.71
Envelopes printed for mailing .....	\$166.50
Postage costs .....	<u>\$ 46.10</u>
Total = .....	\$659.31

October, 2023 275 newsletters printed .....	\$257.05
Envelopes printed for mailing .....	\$121.69
Postage costs .....	<u>\$ 48.02</u>
Total = .....	\$426.76

TOTAL EXPENDITURE for NEWSLETTERS during the time covered by this report: \$1,770.49

\***Annual Reunion/Recognition of Retirees/Reception/ARFS membership meeting COSTS**

**Gifts for departing Coordinating Council Members.** The cost of gifts selected from McEver’s and Ozier Products for each of the three retirees was covered by President Richards in 2023.

**Invitations, commemorative tribute booklets and medallions:** Commemorative tribute booklets are printed through UWG Print Services for each retiree, each tribute writer, and attendees at the annual reunion and recognition of retirees event. Copies are also sent to the UWG Archives and to pertinent administrators, with any extras shared with prospective retirees.

Cost of 223 <b>invitations</b> mailed via post office mail to retirees .....	\$108.31
Envelopes for this mailing .....	\$171.94
<b>Postage</b> costs .....	<u>\$ 52.56</u>
Total cost for invitations.....	\$332.81
Printing cost for 120 <b>retiree tribute booklets</b> .....	\$219.34
Printing cost for 6x9 <b>envelopes used to mail booklets and/or medallions</b> to 18 campus addresses for those not attending the annual reunion .....	\$ 27.12
Printing cost for 6x9 <b>envelopes used to mail 22 booklets and/or medallions to 22 off-campus addresses for those not attending the reunion</b> .....	<u>\$ 31.37</u>

Total costs for printing envelopes for sending out post-reunion materials = \$ 58.49  
 Total postage cost for sending these post-reunion materials out (ESTIMATE) \$110.00

**Engraving of 23 medallions by McEver's** ..... \$263.22  
 [\$236.00 for 17 medallions with 3 lines of type (\$10.00 each) and  
 6 medallions with 4 lines of type (\$11.00 each) plus  
 1 extra medallion ordered later (\$10.00).  
 Amount Includes tax of \$17.22 – required because payment  
 was made by the Foundation.]

Costs for printing the **agenda for the annual meeting** ..... \$16.25  
**Yard signs** from Print Services purchased in 2022 were re-used in 2023 ..... \$ 0.00  
 Jastesa Photographic Resources (for photography  
 associated with the event) .....\$ 350.00  
 The **food served** was provided by LG's Magical Affairs.....\$ 1,447.20  
 (covered in 2023 by an anonymous donor).

TOTAL EXPENDITURES FOR COSTS OF  
 ANNUAL RETIREE REUNION/RECEPTION/RECOGNITION was \_\_\_\_\_ \$ 2,797.31  
 [less \$1,447.20 covered by the anonymous donor = **\$1,350.11**].

**\*Printing of revised ARFS brochures through UWG Print Services**  
 30 brochures printed in English (in color, on photographic paper) ..... \$46.64  
 10 brochures printed in Spanish (in color, on photographic paper) ..... \$18.51  
 Total ..... \$65.15

**\*Revision of STEPS TO RETIREMENT, printed through UWG Print Services**  
 15 copies printed for Lauren: ..... \$ 3.38  
 (cost considerably reduced over previous brochure since this  
 one was printed only in black and white on plain paper).  
 85 copies printed for Anne's use – for distribution to Coordinating Council  
 members and others seeking information as they consider  
 moving toward retirement (cost of \$19.15 covered by Anne)

Respectfully submitted,  
 Anne C. Richards, ARFS Coordinating Council President (2022-2024)  
 Association of Retired Faculty & Staff  
 University of West Georgia

## SCHOLARSHIPS or ENDOWMENTS NAMED FOR OR CREATED BY RETIREES

Retirees at West Georgia have long been strong supporters of the (former) College and (current) University. Numerous scholarships or endowments providing financial support and academic opportunities to students have either been created by or named for retirees in the history of this institution. The attached list shows the broad range of the funding that has come into being over many years by retirees of this institution, or by others who sought to honor notable contributions by persons who retired from West Georgia.

The vast majority of these designated funds are endowed and continue to serve as a significant resource for students (even decades after they were first established). A few did not achieve endowment status, and eventually became inactive. These could be re-activated, however, if persons wish to honor former colleagues who had a memorable impact on them, the campus, and the surrounding community.

This summary is being distributed for two reasons:

To remind persons of the ways in which retirees continue to serve this institution; and

To ask for assistance in determining if any additional West Georgia retiree-related scholarships or endowments exist that do not appear on this list.

If someone knows of the latter, please notify Anne Richards at 770-834-8143 or via email: [arichard@emeriti.westga.edu](mailto:arichard@emeriti.westga.edu)

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## **UWG RETIREE-RELATED SCHOLARSHIPS/ENDOWMENTS - 10-05-23**

**Either Named in Honor of Retirees or Created by Retirees**

### **Mike Arons Humanistic Scholarship**

For graduate student majoring in Psychology who demonstrates knowledge of major thinkers/concepts of Humanistic Psychology and creativity in extending this knowledge to a social/cultural context.

### **Art Department Student Study Abroad Fund**

A merit and need-based scholarship in support of students majoring in Art who are planning on attending a UWG Art Summer Study Abroad Program. Preference given to those planning to travel to Bayeaux, France, and those with financial need.

### **Art Foundations Endowment Award**

Merit and need-based award in support of outstanding undergraduate Art Majors as seen in Art Foundations works presented in an Art foundations portfolio showing strong promise for progression. This award reimburses a student with unmet financial need for expenses associated with Art coursework. May be awarded to one or more recipients if more than one meets the criteria.

### **Paul Baker Honorary Scholarship Fund**

For undergraduate Accounting major with 3.0 minimum GPA

### **Latha M. Barnes Award**

For one or more UWG students based on numerical average for an academic year (in stipulated general Chemistry courses).

### **Major General John A. Beall Scholarship**

For Business School major in RCOB based on academic success and financial need.

### **Charles Beard Scholarship for Study Abroad [Deactivated 12.4.15]**

### **Priscilla Bennett Family Scholarship**

For part-time or full-time student in School Media Certification (Master's or Add-on). Preference given to female students. Awarded after completion of one term.

### **Dr. Jeanette C. Bernhardt Merit Scholarship**

Awarded annually to full-time Nursing student (pursuing a BSN or MSN) with 3.2 GPA or higher who exhibits academic excellence and leadership qualities necessary to provide compassionate and competent nursing care.

### **Edwin M. Blue Scholarship**

For student in education leadership who shows scholastic and professional promise.

### **Bruce Bobick Artist Scholar Endowment [Deactivated 8.6.21]**

Given the recent reorganizational changes within the College of Arts, Culture, and Scientific Inquiry, Bruce has decided not to sign the Bruce Bobick Artist Scholar Endowment.

### **Bruce Bobick Scholarship Endowment Fund**

For current outstanding Freshman Art Major planning to major in studio art.

**John & Helen Bobick Scholarship [Deactivated 1.14.16]**

**Emory & Rosa Boyd Scholarships**

For worthy students with preference given to residents of Wilkes, Greene, or other nearby Georgia counties.

**James E. Boyd Scholarship (Freshmen)**

For incoming freshman who is a graduate of Bremen High School based on merit and financial need.

**James E. Boyd Scholarship**

Awarded annually to students with minimum High School GPA of 3.5 and combined SAT of 1200 who participate in Honors courses and maintain a minimum UWG GPA of 3.2. Minimum criteria subject to change. Preference given to student from Bowdon High School who meets minimum criteria.

**Dr. Judy D. Butler Endowed Scholarship for UWG Bands**

For students majoring in Music Education who have financial need, are members of UWG bands. Preference given to students eligible for Hope and Zell Miller with demonstrated involvement in volunteer activities in the community and on campus (including in high school) in addition to their band commitments

**Dr. Judy D. Butler Outstanding Mentor Teacher Award Fund (No description found in Scholarship Portal)**

**Dora Byron Memorial Scholarship**

For female student with declared major in Mass Communications committed to publishing at least one article per semester in one of UWG's collegiate media outlets and a sophomore interested in journalism. Must maintain B average or better while at UWG.

**Chemistry Workshop Leader Scholarship**

Awarded to chemistry major who has served two or more semesters as a chemistry workshop leader. Preference given to those who have served longer and undertaken greater responsibility in the workshop program. Limited to those with known financial need.

**Janet Clark Endowment Fund**

Annual student essay competition for students who have been enrolled the previous year as an undergraduate with a declared major in Political Science or Planning, and a graduate student in the MA of Public Administration or Planning

**Robert Ray & Bula Claxton Endowment Fund**

For an undergraduate history major with a 3.0 GPA or better who is seeking or planning to seek teacher certification and has an interest in one or more of the world fields of study. Amount of the award varies. If possible, recipient should attend the awards ceremony where the award is announced.

**Karen Clevenger Cheerleading Endowment**

For UWG cheerleader with financial need pursuing a UWG degree

**Karen Clevenger Varsity Cheerleading Scholarship**

[Same as above endowment but for Varsity cheerleader?]