

# The Rejuvenator



Newsletter of the UWG Association of Retired Faculty & Staff

No. 42 March 2022

## 2021 Annual ARFS Meeting and Recognition of New Retirees

After attempting to plan an in-person reunion and reception, the ARFS Coordinating Council opted for a live Zoom meeting to celebrate a new group of retirees and conduct its annual meeting. This was due to the ongoing pandemic, as well as other issues beyond the Council's control. Coordinating Council President Meg Cooper opened the online meeting and shared thoughts from UWG President, Brendan Kelly.



Nathan Davis

Jess Lassetter, Director of Giving, provided an update on the Retiree Legacy Scholarship, awarded to Nathan Davis, who offered his gratitude for having been chosen. He is the fourth recipient of the scholarship and is a sophomore majoring in Health and Community Wellness. Those who want to be part of supporting students through this scholarship in the future can contribute online through the Online Giving Form: <https://giving.westga.edu/arfs/> or by contacting Ketty Cusick at [kcusick@westga.edu](mailto:kcusick@westga.edu) or 678-839-6501. If your relatives are attending West Georgia, please encourage them to apply.

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## NEW HR CONTACT PERSON - Lauren Niedringhaus

We are getting a "two-fer!" Lauren Niedringhaus ("need-ring-house") has become (1) the liaison between ARFS and the Office of Human Resources at UWG and (2) the Benefits Specialist working with retirees and UWG employees transitioning to retirement. Lauren, from Kentucky, has been with UWG since October, 2021, coming from a job in the corporate world, and is the person to contact in HR if you have questions related to retirement. She is happy to talk with prospective retirees early as they are thinking ahead (even way ahead!) about retirement, and is interested in hearing from retirees about how HR can best serve prospective retirees as well as those who are retired.

HR and ARFS would appreciate your input on the following topics:

- \*What worked for you when you were interacting with the Office of Human Resources as you were transitioning to retirement from UWG? What was especially meaningful or helpful?
- \* What was problematic for you during this same time period?
- \* Do you have any suggestions to improve the process for future retirees?
- \* What do you want to see on the ARFS website that would be beneficial to you?
- \* How could ARFS or Lauren be of greater assistance to you as a retiree?



Lauren Niedringhaus

Please provide this information to Lauren Niedringhaus ([lniedringhaus@westga.edu](mailto:lniedringhaus@westga.edu)) or 678-839-1034.

## Other Business at the Annual ARFS Meeting Included the Following:

\* presentation of the slate of candidates for Council positions by the Nominating Committee, chaired this year by Coordinating Council Past President, Kathryn Grams and approved as follows by ARFS members attending the meeting:

### Officers

Council President: Meg Cooper (term 2020-2022)

Vice President: Anne Richards (term 2020-2022)

Past President: Kathryn Grams (term 2020-2022)

Secretary: Francie Taylor (term 2020-2022)

Treasurer: Sally Roberts (term 2020-2022)

### At-Large Members

Jimmy Drew (term 2020-2022)

Anita Thomas (term 2020-2022)

John von Eschenbach (term 2020-2022)

Alice Wesley (term 2020-2022)

Diane Williamson (term 2020-2022)

Micheal Crafton (term 2021-2023)

Ross Miller (term 2021-2023)

Frank Pritchett (term 2021-2023)

Nancy Watkins (term 2021-2023)

\* recognition of 27 faculty and staff members who retired from UWG between July 1, 2020 and June 30, 2021. They are Patricia Brooks, Steven Broome, Denny Chasteen, Becky Cole, Lisa Crafton, Joe Douglas, Kay Farr, Rodney Gibbs, Vedat Gunay, Vicki Hardin, Melba Haynes, Jill Hendricks, Kevin Hibbard, Alice Peal Holland, Lisa Wood Jackson, Deborah Lovvorn, Sheryl Bostwick Marljar, Caroline Martin, Terri Murphy, Alan Pope, Josefina Rangel, Janice Ridgway, James Randall Rollins, Liz Runyan, Dale Walls, Trish Wells, and Ricky Lee West;

\* recognition of UWG retirees who passed away during this same time period: Dr. Paul Baker, Dr. Bruce Brewer, Dr. Fran Chalfant, Romeree Cospy, Joseph Cumming, Dr. Al Duquette, Sandra Edge, Dr. George Keller, Frances Miller, Mary Louise Shackelford, Sylvia Shortt, Dr. Ted Simons, Kenneth Tucker, Archie White;

\* recognition of two ARFS Coordinating Council members completing their terms, Bonnie Bar and Bobby Powell.

The slide show of retirees presented at the reunion can be viewed at [http://www.westga.edu/hr/arfs/Retiree\\_Slideshow\\_2021.pdf](http://www.westga.edu/hr/arfs/Retiree_Slideshow_2021.pdf)

The entire meeting is available on the YouTube channel. Contact either Meg Cooper (mcooper@westga.edu, 770-880-5078) or Anne Richards (arichard@westga.edu, 770-834-8143) to obtain the url. Commemorative tribute booklets and medallions were mailed out to retirees. The 2020-2021 tribute booklet can be viewed on line at [https://www.westga.edu/hr/arfs/2021\\_Reunion\\_Tribute\\_Booklet.pdf](https://www.westga.edu/hr/arfs/2021_Reunion_Tribute_Booklet.pdf)

## SUPPORT GROUP FOR WIDOWED PERSONS WELCOMES RETIREES

After her husband passed away in January of 2018, Julie Dobbs, Administrative Manager in the Ingram Library, contacted HR to see if UWG offered any type of support group for persons who had lost a life-partner, or knew of related resources. When she learned no such group existed on campus and HR personnel had no suggestions for the kind of resources she was looking for, she decided on her own to organize a support group in 2019.



Julie Dobbs

The UWG group for widowed persons aims to provide a safe environment to meet with others who have lost a spouse. The group supports widowed persons by educating them with information that will help them move through the stages of grief while facing daily challenges. Outside speakers and medical staff are invited to attend as needed to assist and Julie has also organized activities to help persons transitioning through their losses.

The group is relatively small at this time and retirees are welcome to join. Several speakers have come to campus, including one from Tanner Medical Center in September of 2020, as some in the group had reached the two year anniversary of their loss. During football season, Julie also hosted a tailgate for all widowed persons. No event has yet been planned for 2022 due to the increase in pandemic cases. The possibility of meeting virtually on Zoom or Google Meets, to talk or play trivia or other games, is being considered.

For further information, contact Julie at [jdobbs@westga.edu](mailto:jdobbs@westga.edu) or 678-839-6498.

## HAVE STORIES TO TELL ABOUT YOUR YEARS AT WEST GEORGIA?

The Center for Public History has been collecting and sharing the university's stories for the past two decades, and welcomes information retirees might have to contribute to their efforts. Given that former UWG employees have had a significant role in the history and stories of the university, Dr. Ann McCleary and Keri Adams, directors of the Center's University History Project, have contacted ARFS about their interest in connecting with retired faculty and staff.

One specific project (funded at least in part by a grant through Georgia Humanities)

involves expanding the Center's work documenting and sharing Black experiences at UWG across time.

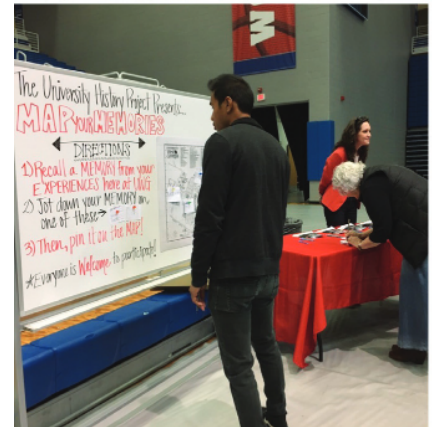
Coordinating Council members Meg Cooper and Micheal Crafton

will be meeting with

Center personnel to discuss opportunities for ARFS members to contribute to Center for Public History projects. More information will be provided about this later. In the meantime, you can read more about the Center and the University History Project on the following websites:

<https://uwgcph.org/> and

<https://uwgcph.org/university-history-project/>



## DID YOU KNOW?

\*The Georgia Constitution provides that Georgia residents age 62 and above may take classes free of charge on a space-available basis at any of the institutions of higher education in the University System of Georgia. Eligibility for enrollment under this provision requires that persons

1. Must be residents of Georgia, 62 years of age or older at the time of registration, and shall present a birth certificate or other comparable written documentation of age to enable the institution to determine eligibility.
2. May enroll as a regular or auditing student in courses offered for resident credit on a "space available" basis without payment of fees, except for supplies, laboratory, or shop fees.
3. Shall meet all USG and institution undergraduate or graduate admission requirements. However, institutions may exercise discretion in exceptional cases where circumstances indicate that certain requirements such as high school graduation and minimum test scores are inappropriate. In those instances involving discretionary admission, institutions will provide diagnostic methods to determine whether or not participation in Learning Support will be required prior to enrollment in regular credit courses. Reasonable prerequisites may be required in certain courses.
4. Shall have all usual student and institutional records maintained. Institutions will not report such students for budgetary purposes, however.
5. Must meet all USG, institution, and legislated degree requirements if they are degree-seeking students.
6. May not enroll in dental, medical, veterinary, or law schools under the provisions of this policy.

\*The USG has contracted with **CAPTRUST** to assist active employees and retirees with their investments in 401K and 403B plans. **The services of this organization are also available to retirees free of charge.** They include advice and counsel on how to spend your money, and how to make choices that sustain sufficient funds for the course of your retirement. [Phone: 919-870-6822]

## RESOURCES for RETIREES 65 and OLDER:

**Aon** offers **webinars** on **Managing Your USG Health Reimbursement Account (HRA)**. They are offered periodically by the University System of Georgia on WebEx, which is not as easy to use as Zoom. Some retirees have had technical difficulties with WebEx. Let us know if this happens for you. The link to the HRA Webinar takes you to the WebEx home page. You'll then need to put in the meeting number and the password, both found in the email you get about the webinar. The webinar lasts about half an hour, followed by a live Q&A session. If you can't attend a live webinar, an earlier presentation of the HRA Webinar is available at: [Youtube.com/watch?v=EvKQ3LKHZQA](https://www.youtube.com/watch?v=EvKQ3LKHZQA)

The USG Benefits webpage (<https://benefits.usg.edu/>) has subpages for retirees. Here are their instructions for accessing your HRA online:

- \* Go to Aon Retiree Health Exchange at <https://retiree.aon.com/usg>
- \* Log into your account using your username and password
- \* Click **My HRA** to go to the HRA tab on the Aon website where you can view summary HRA information and important eligibility rules.
- \* Click **Manage My HRA** to go to the Your Spending Account (YSA) website where you can manage current available balances, submit claims, and more.

See also: <https://benefits.usg.edu/benefits-resources/planning-for-retirement>



## WHAT'S HAPPENING IN YOUR RETIREMENT?

**Steven Broome** (Campus Photographer, University Communications and Marketing, 2021 retiree) has been able to devote more time to his business, Jastesa Photographic Resources, since his retirement. The name is a mouthful, but he believed it needed to be something that covered all the different types of business he now does. That includes photography, video production, and teaching. The past year has been especially fruitful as he's done a significant amount of work for West Georgia Technical College - producing a video campaign featuring their best and brightest students and programs. His years at UWG prepared him well for this work and he is "forever grateful for the experience." In addition to this, he continues to teach photography through the UWG Continuing Education program - offering classes in Carrollton and Newnan, as well as teaching virtual classes for Georgia EMC. "Retirement" has certainly not been boring as a result.

**Annelle Colevins** (Information Analyst, Student Information System, 2004 retiree) is serving a two-year term (2021-2023) as the Secretary of the State Board of the League of Women Voters of Georgia.

**Joseph Tyler** (Professor Emeritus, Spanish, 2004 retiree) published an essay "Carta abierta a Don Carlos Rojas (En torno a Auto de fe), and a poem "Curiosidad o Souvenir?" (inspired by one of the covers of the novel *El bastardo el rey*) included as part of an In Memoriam for Carlos Rojas in *Puente Atlántico*, a publication of ALDEEU ISSN 1989-8394 directed by Antonio Román Román. Volumen 2 (Agosto 2020), pp. 15-22. In addition, his essay "Artistic References and topographical markers in 'La noche de las amigas' of Julio Cortázar" has been published by *Cuadernos de ALDEEU* Vol. No. 35, pp. 309-324. Most recently, he has had two publications accepted for Volume 36 of *Cuadernos ALDEEU* (Spring 2022): "Speech Acts' o las voces del discurso en Juan Rulfo" (pp. 147-155) and a poem, "Plaza Mayor," (p. 203). A member of the Asociación Internacional de Hispanistas, Joseph has published on a continuing basis since his retirement.

**Anne C. Richards** (Professor Emerita, Psychology, 2001 retiree) published a monograph in 2021 entitled *Connecting the Dots: Rethinking Understandings of Mediator Effectiveness*. For many years, the search for understandings of mediator effectiveness has been approached by examining strategies, techniques, methods, or **behaviors** of mediators. Yet research along these lines has been unable to distinguish practices reliably associated with mediator effectiveness. *Connecting the dots* found in a variety of sources, Anne argues that greater success seems likely to be found by grounding future research in theory focusing on exploration of the **perceptions** mediators bring to their work, including those about themselves, others, their understanding of the purposes of mediation, and their general approach to people - variables that have consistently and reliably been identified as indicators of effectiveness in studies of other helping professions. Copies are available free of charge in either PDF format or published form from the [fieldpsychtrust.org](http://fieldpsychtrust.org).

### Let us Know What's Happening in YOUR retirement.

Getting a second wind? Feeling like you have a new lease on life? Taking on new responsibilities? Pursuing a new hobby? Learning another language? Volunteering for a service-project? Undertaking a professional project? Writing poetry, letters to the editor, a new book? Going back to work (full-time or part-time)? Becoming a Master Gardener? Doing home-repair or home renovation projects? Whatever you've been doing in retirement, we'd like to hear about it and hope to highlight what we learn in future newsletters. To let us know your experience, please write, call, or email. Contact: Anne C. Richards, 301 Dixie Street, Carrollton, GA 30117, 770-834-8143, or [arichard@westga.edu](mailto:arichard@westga.edu).

## DETAILS, DETAILS - IMPORTANT TO KEEP IN MIND:

Working Spouse Surcharge and related issues. If the spouse of a UWG employee is working somewhere other than UWG, and wishes to have healthcare coverage through the USG, a surcharge [of \$100/month] must be paid. If a working spouse stays on the USG healthcare plan and regularly pays this surcharge, that spouse can continue with it and go on Aon at age 65. That spouse is then eligible for the \$2,736/year provided in support of retiree health coverage. If a spouse leaves the USG healthcare plan or goes with another employer's healthcare plan, however, when the UWG employee becomes eligible for Aon the spouse is **not** similarly eligible. There are certain "qualifying events," however, that allow a retiree to add a spouse to USG coverage - such as a marriage. Another is if the spouse loses coverage at the time that spouse retires. Documentation of proof of loss of coverage or of a marriage must be submitted to the OneUSG Benefits Connect Call Center and to Anessa Billings in HR at the USG. A spouse who has not previously been added to the USG plan can only be added through marriage or if coverage is lost upon that spouse's retirement **and documentation of the loss of coverage must be submitted within 30 days of that loss of coverage. After 30 days, the opportunity to sign up with the USG for coverage is lost.**

**If you drop or cancel healthcare coverage provided through the USG for any reason, you will lose your USG retiree benefits now and in the future. Any dependents on your plan will also lose their coverage.**

**When a retiree dies who is a part of Aon**, the amount of money remaining in that retiree's HRA can be used **for a period of six months** to cover the healthcare expenses of the deceased. **If a spouse is covered on this plan at the time of the retiree's death**, the balance in the retiree's account will go into the spouse's account. Once the spouse passes away, however, **six months** are provided after the spouse's death for any medical claims that have yet to be reimbursed. Whatever funds are left in the HRA account at that point come back to the University System of Georgia.

TO ACCESS THE ARFS WEBSITE  
GO TO  
<https://www.westga.edu/hr/arfs>