



# 2015 UIRA Annual Report

**NEWSLETTER OF THE UNIVERSITY OF IDAHO RETIREES ASSOCIATION**

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*The University of Idaho Retirees Association was founded in 1979*

**University of Idaho**  
Retirees Association

# 2015 President's Report

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The University of Idaho Retirees Association Board of Directors focused our efforts this year on trying to ensure that UIRA continues to be relevant to our members and be a vibrant, thriving organization. We began by conducting two surveys in the spring to help us determine how we can better serve our members. I thank each of you who responded to the surveys; we truly value your opinion. The responses were summarized into a slide show and presented at our fall luncheon; if you haven't seen it, please take a few minutes to view the slide show on our website: [www.uidaho.edu/alumni/uira](http://www.uidaho.edu/alumni/uira).

The UIRA directors, led by the social/special programs committee, immediately began using the survey results as a roadmap for planning future activities. New activities that were offered in 2015, as well as the ongoing events, are listed in the social/special programs committee section on page 7 of this report. In particular, I would like to highlight the new Information Fair that was set up during the time slot following the annual business meeting and before the Idaho Treasure Award Luncheon in November. Ten different individuals/organizations were present; UIRA members were able to ask questions and pick up brochures on a wide array of topics, ranging from estate planning to xeriscape gardening. The feedback we received was very positive and UIRA plans to hold the Information Fair again next year. My congratulations go to the board members who worked very hard to make this new event a huge success.

The Calendar of Events on page 5 of this report lists a number of new activities for 2016 resulting from the survey responses, including education events, a wine tasting social, and a bird watching tour. I am excited about these new activities and I hope that you will be able to participate in as many of them as you can. UIRA will continue to hold its traditional luncheons and summer picnic. Please note, however, that the spring event in April will be a brunch instead of a luncheon. If you haven't done so already, mark your calendars now for all of UIRA's 2016 events.

Another initiative that we implemented late in 2015 was the creation of a UIRA Facebook page. We want to utilize the best communication tools that we can in order to stay in touch with our members and to increase our membership. Please join us on Facebook: [www.facebook.com/UIDahoRetireesAssociation](http://www.facebook.com/UIDahoRetireesAssociation)

In May, three UIRA representatives—Joyce Davidson, Ed McBride, and myself—met with President Chuck Staben to review UIRA's activities. We were pleased to inform him that retirees' contributions to the recently completed "Inspiring Futures" capital campaign totaled \$8.9 million. President Staben agreed to commit \$2,000 to our organization for 2015, continuing a practice that was started in 2013. This financial contribution from the president's office enables us to offer dues-free membership to all retirees who wish to join UIRA. We are deeply grateful for his support.

UIRA is also very appreciative of the support we receive from other UI administrators and staff. We have seen a few changes this year: In July, the Office of Alumni Relations hired Whitney Schroeder to be its Marketing and Communications Coordinator. We appreciate the great job that Whitney is doing with UIRA's e-mailings, website maintenance, and Facebook page. In late August, Mary Kay McFadden was appointed Vice President for University Advancement. We enthusiastically welcome Mary Kay's return to her alma mater. In October, Hugh

Cooke retired as Associate Director of Alumni Relations. Hugh was UIRA's "go-to guy" for many years; we miss his guidance, but we congratulate him as a new UIRA member! Finally, as this report is going to press, UIRA is pleased to welcome Kathy Barnard as the new Executive Director of Alumni Relations. We look forward to working with her and seeing her at our events.

It was my privilege as UIRA president to present the 2015 Idaho Treasure Award to Tom and Jo Ann Trail at our annual award luncheon in November. This was the 19th year that the Idaho Treasure Award has been presented. Through this award, UIRA recognizes retirees who have made significant achievements in service. I encourage you to consider nominating a worthy candidate for the 2016 Idaho Treasure Award. A nomination form and instructions are on page 11 of this report.

The 2015 UIRA officers and directors were a great team to work with. Every one of them made significant contributions to our activities throughout the year. My thanks go to vice president Janice Fletcher for her guidance; to secretary Doug Adams for his adept minute-taking abilities; to treasurer Ed McBride for keeping our finances in order; and to past president Jama Sebald for her insights. I am deeply grateful to Joyce Davidson for her diligent work as chair of the social/special programs committee. Assisted by Doug Adams, Dale Gentry, Cynthia Mika, and Linda Williams, the committee did an outstanding job on our event plans. I would also like to recognize Linda Maxwell Silva, who served on the membership committee with Ed McBride and me, for the incredible job she did of compiling and summarizing the results of our surveys. In addition, I thank Linda Williams for handling caring/memorials; and Glenda Gardiner, Janice Fletcher, and Jama Sebald for their work on the scholarship committee. Finally, my sincere gratitude goes to Carol Grupp for serving as our primary representative to the university's benefits advisory group, and to Dave Walker who also served on the benefits committee. We very much appreciate their work on behalf of UIRA.

To the departing directors of the Class of 2015 who have worked so very hard during the past three years, I again say thank you and best wishes: Glenda Gardiner, Cynthia Mika, Jama Sebald, and Dave Walker. I also thank 2016 board member alternate, Cynthia Muskat, for her participation. I encourage all of you to continue your involvement with UIRA in the years to come.

I am pleased to turn over the UIRA reins to incoming president Dale Gentry. He will be a strong leader for our organization, and with the help of vice president Ed McBride and the other board members (see list on page 4) I know that UIRA will continue to thrive in 2016. I extend a warm welcome to the new directors of the Class of 2018: Joe Cloud, Jerry Galloway, Pete Haggart, and Cathy Loney. All four are valuable additions to the UIRA board.

UIRA serves a vital role for retirees by providing a way to stay connected with each other and with our university, and it has been my privilege to serve as UIRA president this past year. I hope you will join me in continuing to support UIRA in any way you can.

*Sue Eschen*  
2015 UIRA President

November 19, 2015

Dear University of Idaho Retirees Association Members,

As president I have the good fortune to meet many loyal and committed Vandals. We all share a passion for making a transformative education possible for students, for engaging ideas that matter in research and scholarly activity, and for being a part of a team that helps get things done at our university.

Year in and year out, the dedication of our faculty and staff makes a meaningful impact on students, many of whom come to us as the first generation in their families to seek a college degree.

This year we began to formally look ahead to the university we'd like to be at the end of the next decade. The collective wisdom and individual leadership of our retired faculty and staff will help

shape that effort. With your continued help, we keep growing as a unique institution - Idaho's leading, national research university.

Thank you for your commitment to our mission, and for your belief in the future of this great institution. We are a great university because of your service and loyalty, and we will be a better institution in the years to come as a result of your continued involvement.

Sincerely,



*Chuck Staben*  
Chuck Staben  
President  
University of Idaho



## Meet the 2016 UIRA Officers and the Class of 2018 Directors



**Dale Gentry**  
*President*  
25 years of service to UI; retired July 2002; Dean, College of Education



**Peter Haggart**  
*Secretary and Director, Class of 2018*  
40 years of service to UI; retired 3 different times between 1995 and 2003; Director and Professor, School of Communication and Office of the Faculty Secretary



**Ed McBride**  
*Vice President*  
19 years of service to UI; retired June 2013; Gift Planning Specialist, Development Office



**Cathy Loney**  
*Treasurer and Director, Class of 2018*  
33 years of service to UI; retired February 2003; Supervisor, Billing Unit, Grants and Contracts Financial Administration



**Sue Eschen**  
*Past President*  
37 years of service to UI; retired August 2011; Director, Endowment and Gift Administration, Trust and Investment Office/University of Idaho Foundation



**Joe Cloud**  
*Director, Class of 2018*  
37.5 years of service to UI; retired January 2015; Professor of Zoology, Department of Biological Sciences



**Jerry Galloway**  
*Director, Class of 2018*  
18 years of service to UI; retired September 2015; Manager of Student Support Services, Academic Support and Access Programs

# 2016 Incoming President's Message

Dear Colleagues,

It is a privilege to become President of UIRA for 2016. My purposes in becoming active in UIRA were to establish and maintain contact with the many friends and colleagues I have made over the years, to participate in events and activities that enrich my life, and to support the most noble of the roles of the University of Idaho. I suspect those are some of the reasons that other UIRA members participate as well. Others of you may have other reasons for participating. Whatever the reasons, my hope is that, together, we can all benefit from our UIRA membership.

Last year was a banner year for UIRA, in my opinion, because of the great leadership provided by President Sue Eschen; officers Janice Fletcher, Doug Adams and Ed McBride; committee chairs Joyce Davidson, Linda Williams, Carol Grupp, Jama Sebald, and Sue Eschen; and other members Glenda Gardiner, Linda Maxwell Silva, Cynthia Mika, Dave Walker, and Cynthia Muskat. They were a truly outstanding corps. The coming year's Board members and officers look no less impressive.

As we look forward to the coming year, we plan to continue successful events and activities from past years and new ones that were initiated this year, but also to look for other meaningful opportunities. I hope we can strengthen our most successful efforts as well as to increase our engagement with scholarship recipients and provide additional support for our scholarship efforts.

I would invite all members to contact me or other Board members with inquiries, ideas, and suggestions for improving UIRA. We will be sure to pay attention to every one of them. I look forward to serving you.

*Dale Gentry*  
2016 UIRA President  
dgentry@uidaho.edu

## UIRA ANNUAL REPORT

*University of Idaho Retirees Association  
Founded in 1979*

**Editor:** Whitney Schroeder, *Office of Alumni Relations*

UIRA event updates, membership application form, and other information may be found on our website:  
**www.uidaho.edu/alumni/uira**

Many UIRA communications are delivered via email. Please update us with your new mailing address, phone, email address or other significant changes:

### UIRA

875 Perimeter Drive, MS 3232  
Moscow, ID 83844-3232  
Email: uira@uidaho.edu  
Phone: (208) 885-6154

# 2016 UIRA Committees

**Benefits:** ..... Carol Grupp  
..... Janice Fletcher

**Caring and Memorials:**..... Linda Williams, Chair  
..... Jerry Galloway

**Communications:** ..... Dale Gentry, Chair  
..... Pete Haggart

**Membership:** ..... Sue Eschen, Chair  
..... Ed McBride  
..... Linda Maxwell Silva

**Scholarship:** ..... Doug Adams, Chair  
..... Jerry Galloway

**Social & Special Programs:** ..... Joyce Davidson, Chair  
..... Joe Cloud  
..... Cathy Loney  
..... Linda Maxwell Silva

**Alumni Association Representative:**..... Dale Gentry

# 2016 Board of Directors

## CLASS OF 2018

Joe Cloud  
Jerry Galloway  
Peter Haggart  
Cathy Loney

## CLASS OF 2016

Janice Fletcher  
Doug Adams  
Sue Eschen  
Joyce Davidson

## CLASS OF 2017

Ed McBride  
Dale Gentry  
Linda Maxwell Silva  
Linda Williams

## PERMANENT

Carol Grupp

# UIRA Past Presidents

2015 – Sue Eschen	1996 – Floyd Peterson
2014 – Jama Sebald	1995 – Everett Samuelson
2013 – Carolyn Riggs	1994 – Ann Goff
2012 – Kathleen Johnson	1993 – Glen Lewis
2011 – Earl Bennett	1992 – Art Gittins
2010 – Bill Shane	1991 – Bert Cross
2009 – Lois Pritchett	1990 – Floyd Frank
2008 – Doug Pals	1989 – William Parish
2007 – Kathleen Johnson	1988 – Elbert Barton
2006 – Jerry Adams	1987 – Ken Hungerford
2005 – Bill Belknap	1986 – Nancy Atkinson
2004 – Dick Bull	1985 – Bernard Borning
2003 – Larry O’Keeffe	1984 – Charles Decker
2002 – Joyce Presby	1983 – James Kraus
2001 – Flip Kleffner	1982 – Dwight Kindschy
2000 – Maurice Johnson	1981 – Vernon Burlison
1999 – Peter Haggart	1980 – William Moore
1998 – Ken Laurence	1979 – Kenneth Dick
1997 – Duane LeTourneau	

# 2016 Calendar of Events

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*(Subject to change – please watch the UIRA website and Facebook for updates)*

## January 12, 2016 – Tuesday

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### COFFEE HOUR AT STARBUCKS AT PALOUSE MALL

10:00 a.m. – Let's Talk Travel

## February 18, 2016 – Thursday

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### UIRA WINTER LUNCHEON

Best Western Plus University Inn

11:30 a.m. – Social

12:00 p.m. – Luncheon *(program to be determined)*

## March 2016

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### EDUCATION EVENTS FOCUSED ON SURVEY REQUESTS

Including :

Cell phones, tablets and personal devices

Social Media

Estate planning, Powers of Attorney for Assets,

Wills and Trust

*(Dates, locations and times to be announced)*

## March 26, 2016 – Saturday

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### DANCERS, DRUMMERS, DREAMERS

Hartung Theatre

Matinee performance - 2:00 p.m.

\$5.00 admission for UIRA members and caregivers

*(other guests pay regular admission)*

## April 2016

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### WINE TASTING SOCIAL

Colter's Creek Tasting Room in Moscow

*(date and time to be determined)*

## April 21, 2016 – Thursday

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### UIRA SPRING BRUNCH

Best Western Plus University Inn

9:30 a.m. – Social with coffee and tea

10:00 a.m. – Brunch *(program – to be determined)*

## May 18, 2016 – Wednesday

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### SPRING ARBORETUM TOUR

UI Arboretum Red Barn

2:00 p.m.

## June 20, 2016 – Monday

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### WELCOME SUMMER WITH ICE CREAM

Baskin and Robbins

2:00 p.m.

## July 21, 2016 – Thursday

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### UIRA SUMMER PICNIC

Ghormley Park

5:00 p.m. – Meal and Entertainment *(to be announced)*

## August 2016

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### BIRD WATCHING TOUR

*(date and time to be determined)*

## September 22, 2016 – Thursday

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### UIRA FALL LUNCHEON

Best Western Plus University Inn

11:30 a.m. – Social

12:00 p.m. – Luncheon *(program – to be determined)*

## October 2016

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### UIRA NIGHT AT THE PRICHARD GALLERY

*(date and time to be determined)*

## November 17, 2016 – Thursday

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### UIRA ANNUAL MEETING

Best Western Plus University Inn

9:30 a.m. – Business meeting

10:30 a.m. – Information Fair

11:30 a.m. – Social

12:00 p.m. – 20th Annual Idaho Treasure Award Luncheon

## December 2016

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### UIRA NIGHT AT THE HARTUNG THEATRE

7:30 p.m. – Curtain

*(date and production event to be determined)*



**JOIN UIRA  
ON FACEBOOK**

[www.facebook.com/IdahoRetireesAssociation](http://www.facebook.com/IdahoRetireesAssociation)

## 2015 Idaho Treasure Award Honors Tom and Jo Ann Trail

Recipients of the 2015 Idaho Treasure Award, Thomas F. and Jo Ann S. Trail, were honored at UIRA's annual Idaho Treasure Award Luncheon on November 19 in Moscow. Both former UI employees and loyal Vandals, the Trails were presented with the award by University Provost John Wiencek and UIRA President Sue Eschen.

Tom Trail is a native of Moscow and alumnus of the University of Idaho. He graduated in 1957 with a bachelor's degree in animal science. He later went on to receive a master's in rural sociology and extension education from the University of Maryland and a doctorate in educational psychology from Montana State University. He completed a post-doctorate in organizational development at Colorado State University.

Tom Trail's robust resume includes work as a 4-H Extension agent for UI in Canyon County; two years of Peace Corps service in Ecuador with the Heifer Project; more than a decade working overseas; 20 years of volunteer work as a 4-H leader for the Mountain View 4-H Club in Moscow — which he and his wife founded with Tom's late brother, David, and his wife, Suzanna; the Pearl Clover Award for 15 years of service to 4-H; and 16 years of service in the Idaho House of Representatives.

Jo Ann Trail is from the Shenandoah Valley. She graduated from Virginia Polytechnic and State University with a degree in home economics extension and worked for two years as a home demonstration agent. In June 1956, she went to Sweden as a representative of Virginia 4-H. Jo Ann Trail received a master's in home economics from Montana State University in 1962. While the couple was living in Malawi, she taught at and raised money for a school.

She joined UI in 1991 as the International Friendship Association coordinator. In 2000, she was one of 32 people nationwide to receive the Millennium International Volunteer Award from the U.S. State Department and USA Today for her contributions to international education and cultural exchange. As part of the award, \$5,000 was contributed to the culture kit loan program she developed at UI. She was part of the growth and/or development of the Conversation Partners Program, the International Learning Program, the International Flag Project, the International Women's Association, the Friendship Family Program and many other services for international students during her tenure at UI. Outside of the university, Jo Ann Trail served as the chair of Compassion Ministries, which has grown into the local Hope Center.

In retirement, the Trails continue to devote their time to serving others. Jo Ann Trail is a founding member of the Kenworthy Board of Directors. The couple continue to dedicate their time to community events involved with the Kenworthy, as well as continue to make contributions to the Hope Center. Jo Ann Trail is an active participant in the Moscow Garden Club and various book clubs. She remains active with the UI culture kits as a volunteer curator. Tom Trail is president of the Idaho State AARP, active on the Gritman Medical Center board and involved with various community organizations.



(left to right) Provost John Wiencek, Thomas F. Trail, Jo Ann S. Trail, Sue Eschen.

## 1997-2015 Idaho Treasure Award Recipients

*“Established in 1995 to recognize living retired University of Idaho faculty, staff and/or family members who, in their retirement, have made significant achievements in service and leadership to the university.”*

James Lyle .....	1997
Carol and Malcolm Renfrew .....	1997
H. Eugene Slade .....	1997
Fred and Ginny Johnson .....	1998
Duane and Phyllis LeTourneau .....	1998
Amy and Erling Johannesen .....	1999
Alfred Dunn .....	1999
Betty Gibb .....	1999
Carl and June Kiilsgaard .....	2000
Shirley Newcomb .....	2000
McGee and William Parish .....	2000
Dick and Barbara Bull .....	2001
Margaret and Maynard Fosberg .....	2001
Elbert and Elna Barton .....	2002
Laura Miller .....	2002
Bert Cross .....	2003
Elna Grahm .....	2003
Maynard Miller .....	2003
Maurice Johnson .....	2004
Peter and Margaret Haggart .....	2004
James and Pat Peek .....	2004
Dale and Darlene Everson .....	2005
Everett and Lois Samuelson .....	2005
Elsie Mann .....	2006
Ed Chavez .....	2006
Flip and Jo Ella Kleffner .....	2007
Shirley Caldwell .....	2007
John and Winifred Dixon .....	2008
Richard J. Naskali .....	2009
Matt and Karen Telin .....	2009
S.M. “Ghazi” Ghazanfar .....	2010
Jeanne Stout .....	2010
Diana and Doug Pals .....	2011
Carol Grupp .....	2012
William Shane .....	2013
Earl Bennett .....	2014
Kathleen and Ken Johnson .....	2014
Tom and Jo Ann Trail .....	2015

# 2015 Annual Meeting Summary Minutes

November 19, 2015 • Best Western Plus University Inn - Moscow

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## Call to Order

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- The meeting was called to order at 9:50 a.m. with 31 members in attendance.

## Treasurer's Report

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- Noted: UI President Chuck Staben renewed the support of the UI President's Office in the amount of \$2,000 for 2015.
- Also noted: As a result of negotiations led primarily by Joyce Davidson, UIRA has been able to keep luncheon meal prices at \$12.00 for the foreseeable future.
- A complete financial report can be found on page 9.

## Scholarship Committee

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- Three student scholarships of \$2,000 each were awarded in 2015.
- There are sufficient funds to award three \$2,000 scholarships in 2016, but more contributions to the endowment will be needed for ongoing sustainability at that level.
- The three scholarship recipients were invited to attend the September luncheon, but none were able to attend. A suggestion was made from the floor that should the recipients be unable to attend in the future, they will be asked to provide a short video of themselves for the benefit of UIRA members.
- View the complete scholarship report on page 8.

## Caring and Memorials

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- Forty-four retirees and four spouses have died since the last UIRA annual meeting (as of November 19). A moment of silence was observed in their honor. The complete list (updated through December 31) can be found on page 9.
- UIRA members hearing of deaths of retirees are encouraged to inform Linda Williams (lwms@uidaho.edu) so a timely expression of sympathy can be sent to the family.

## Membership/Communications Committee

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- Members are encouraged to volunteer to serve on a committee and help reach out to new retirees.
- As a result of the support from the President's Office, UIRA membership continues to be complimentary.
- Two surveys conducted in 2015 and the responses have greatly helped in identifying members' interest areas, and will serve as a roadmap in determining new social and special programs.
- A membership report can be found page 8.

## Social/Special Programs Committee

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- New events in 2015 included: Pizza and wine/beer tasting at Maialina; UIRA evenings at the Prichard Gallery and at Essential Glassworks Gallery; walking tours of downtown Moscow and Fort Russell area, led by Nels Reese; coffee and conversation at several venues.

- Ongoing events included: "Dancers, Drummers & Dreamers" in the spring and the opening night of "A Christmas Carol" in December, both at the Hartung Theatre and both at a reduced rate for UIRA members; fall and spring tours of the UI Arboretum and Botanical Garden.
- New feature at annual meeting: An Information Fair was held after the business session and preceding the luncheon. There were 10 vendors participating and the fair was very well received; plans are to expand and improve upon it in coming years.
- A list of planned events in 2016 can be found on page 5.

## Benefits Committee

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- Health insurance benefits will remain unchanged in 2016.
- 2016 contribution rate changes:
  - Plan A, Tiers I, II and III: 10% increase
  - Pre-Medicare retiree dependents: 10% decrease
  - Medicare retiree dependents: 3.5% increase
- Cost of prescription drugs continues to increase at a significant rate.
- Both employees and retirees in the UI Health Plan use generic drugs at a higher rate than other peer groups; thus no further savings can be expected by promotion of generics.
- Blue Cross of Idaho has developed a Cost Advisor Program, available for members through bcidaho.com.
- UIRA plans to expand its role as a clearinghouse for health insurance information for retirees.
- A complete benefits report can be found on page 10.

## UIRA Year in Review

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- Sue Eschen announced that in the UI's recently completed capital campaign "Inspiring Futures", \$8.9 million had been given by retirees. She shared this figure with President Staben when she, Ed McBride, and Joyce Davidson met with President Staben in May. She reiterated UIRA's appreciation for President Staben's financial support of \$2,000.
- A UIRA Facebook page has been created; it is hoped that this will be a useful communication tool for UIRA members to get news and information about UIRA events.
- Looking to the future, she said that the question of automatic membership in UIRA upon retirement would be a topic of investigation and discussion of next year's UIRA board.

## New Business

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- Elected to the UIRA Board of Directors as the Class of 2018: Joe Cloud, Jerry Galloway, Pete Haggart, and Cathy Loney.

## Adjournment

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- Meeting adjourned at 11:00 a.m.

*Submitted by Doug Adams, Secretary*

## 2015 Scholarship Committee Annual Report

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Thank you for your donations to the UIRA Scholarship Endowment throughout 2015 which enabled us to award three scholarships of \$2,000 each for the third straight year. The 2015 Scholarship Committee members were: Janice Fletcher, Glenda Gardiner and Jama Sebald (Chair).

We again targeted the underrepresented grade level of sophomores and GPA of 3.0 - 3.5 with Student Financial Aid Services doing the selection. Unfortunately, all three recipients had class conflicts this year and were unable to attend our September luncheon. All three students did very well their freshman year, have significant financial need, and our scholarship was the only one they received this year. Our recipients are: Macie Bakken from Moscow HS, majoring in Early Childhood Development and Education; Savannah Cardon from Eagle HS, majoring in Animal & Veterinary Sciences; and Quinn Cummings from Bonners Ferry HS, majoring in Sociology-Criminology and Psychology.

We again plan to award three \$2,000 scholarships in 2016 as there is sufficient funding to accomplish this. We thank you again for your generous donations in 2015 to assist deserving students! Thanks to an anonymous donor our contributions are being matched up to \$2,500 this year.

The market value of the UIRA Scholarship Endowment as of June 30, 2015 was \$121,430 and the cost basis was \$113,215. We would like to grow our endowment to \$150,000 so we can sustain our three scholarships per year. The surest way to be able to continue awarding significant scholarships is to grow our endowment. Please consider making a contribution, if you have not already done so!

*Submitted by Jama Sebald, Scholarship Committee Chair*

## 2015 UIRA Membership Committee Report

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The primary goals of the UIRA Membership Committee are to increase membership in UIRA and to increase participation in UIRA-sponsored activities. The 2015 committee (Sue Eschen, Linda Maxwell Silva, Ed McBride) focused on two activities: 1) recruiting new members by way of mail and through personal contact, and 2) conducting activity surveys of current membership.

Membership update as of November 15, 2015:

Total Membership in UIRA as of November 20, 2014 .....	545
Less: Members deceased/corrected since November 2014 .....	(18)
Plus: New members since November 2014 .....	21
Total Membership in UIRA as of November 15, 2015 .....	548
UIRA Members in Latah, Nez Perce, Whitman, and Asotin Counties .....	360
UIRA Members in above four counties with good e-mail addresses .....	258

For comparison purposes:

Total living University of Idaho retirees nationwide, including both UIRA members and non-members..... 1,067

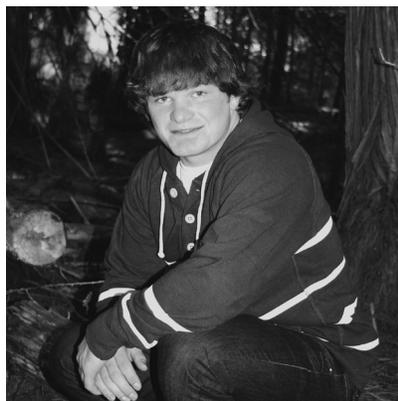
*Submitted by Sue Eschen  
Membership/Communications Chair*

## 2015-16 UIRA Scholarship Recipients

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**Savannah Cardon,**  
Animal and Veterinary Science major  
with both Business and Pre-Vet  
option from Eagle, Idaho



**Quinn Cummings,**  
Psychology and Sociology major  
with Criminology emphasis from  
Bonners Ferry, Idaho



**Macie Bakken,**  
Early Childhood Development  
and Education major from  
Moscow, Idaho

## Financial Report: January 1- December 31, 2015

### RECEIPTS AND EXPENDITURES

**Beginning Cash Balance (1/1/2015) \$7,288.57**

#### Receipts

University of Idaho President's Contribution	2,000.00
Luncheons and Picnic Proceeds	3,754.00
Total Receipts	<u>5,754.00</u>

#### Expenditures

Luncheons and Picnic - Refreshments, Set-up, Entertainment	3,892.03
Printing and Postage - Event Publicity	492.95
Hosted Events - Refreshments and Host Gifts	542.83
Arboretum Tours - Donations to Arboretum	200.00
Prichard Gallery Event - Donation to Gallery	200.00
Donation to UIRA Scholarship Endowment	100.00
Board of Directors Operating Expenses	232.78
Total Expenditures	<u>5,660.59</u>

**Net Cash Increase 93.41**

**Ending Cash Balance - US Bank (12/31/2015) \$7,381.98**

### INVESTMENT BALANCES

#### Latah Federal Credit Union

Savings Account	\$25.00
24 Month CD Maturing April 9, 2016	5,048.99
36 Month CD Maturing April 9, 2017	5,075.54
Total LFCU Savings Account and CDs as of 12/31/2015	<u>\$10,149.53</u>

#### University of Idaho Foundation, Inc.

UIRA Scholarship Endowment - Cost Basis as of 6/30/2015	<u>\$113,215.26</u>
UIRA Scholarship Endowment - Market Value as of 6/30/2015	<u>\$121,429.53</u>

*Submitted by Ed McBride, Treasurer*

## 2015 In Memoriam Report

<u>NAME</u>	<u>DECEASED</u>
Clifton Anderson	5/11/15
Donald Baldrige	4/13/15
James Black	7/2/15
Frank (Bruce) Bumgarner	4/19/15
Nancie Ellen Burns-McCoy	3/26/15
John Cobb	2/17/15
Raynold Davis	4/26/15
DeLyle Eastwood	10/30/15
Fred Edmiston	7/20/15
Rosario Fasolino	5/11/15
Felix Fletcher	1/31/15
Karen Gatlin	1/11/15
Betty Gibb Maley (spouse of Pres. Gibb)	7/10/15
Kerma Griffiths	9/17/15
George Grobmeier	12/7/15
Allen Guerber	12/8/14
Gerald Halen	12/10/15
Betty Jane Hammerberg	9/30/15
Paul Hedler	2/20/15
Maud Hedler (spouse of Paul)	10/15/15
Mary Cauffield Hinman	10/25/15
Sue Hovey	1/13/15
June Hull	6/19/15
Keith Ickes	12/8/15
Roland Isaak	1/21/15
Hara Kikuye	5/30/15
Mose Kimberling	8/16/15
Fred Kohl	12/19/15
Kenneth Johnson	4/24/15
Martha Judson	1/2/15
August "Gus" Leavitt	6/25/15
Margaret Littlejohn	3/17/15
Elaine Meyer	7/28/15
Kay Montgomery (spouse of Monty)	11/3/15
Wallace Ogden	11/6/15
Dorothy Parton (spouse of Bob)	3/26/15
Kenneth Quick	1/30/15
Kirk Rush (spouse of ImoGene)	4/21/15
Lois Samuelson (spouse of Everett)	11/25/15
Arnie Schaid	10/21/15
Teoman Sipahigil	11/29/14
Edward Steele	5/14/15
Jon Warren	12/29/15
Larry Weber	3/8/15
Homer Wells	3/26/15
Bradley Williams	5/23/15
Lucia Williams	11/4/14
Byron Wise	12/9/14
George Wise	12/9/14
Gary "Wood" Wooden	2/24/15
Mary Margaret Wright	9/25/15

# 2015 Annual Meeting Benefits Report

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## Current Year Contributions from Retirees

- Medicare retirees experienced no change in contributions in 2015 compared to 2014.
- Pre-Medicare retirees in Tier I experienced a 10% contribution increase in 2015.

## Contribution Increases for 2016

Information was mailed to retirees in October. In general:

- Retirees in Plan A, Tiers I, II and III will see a 10% increase in contribution rates.
- Pre-Medicare retiree dependents will see a 10% decrease in contribution rates.
- Medicare retiree dependents will see a 3.5% increase in contribution rates.
- Benefits remain unchanged for 2016.

## Overall Costs of Claims

Claims experience has been variable over the past year and a half. The 2nd half of Calendar Year 2014 finished in a deficit position with costs exceeding contributions. These claims occurred after the contribution rates for Calendar Year 2015 were set, so did not cause a rate increase in 2015.

While spikes in claims costs are not unusual, they are of concern—especially until it can be determined whether these spikes are a one-time situation or represent a trend. As always, the University continues to take a conservative approach to setting overall near-term contribution rates and makes notice of variations in claims experience among specific sub-groups of participants.

## Prescription Drug Costs

Cost of prescription drugs continues to increase at a significant rate. Since reimbursements for pharmaceuticals represent at least 65% of costs for participants on Medicare, and since approximately 80% of retirees and their dependents are on Medicare, costs of pharmaceuticals are of special concern for the retiree sub-group within the U of I Health Plan.

Costs of specialty pharmaceuticals continue to increase significantly. Specialty pharmaceuticals are generally drugs that have recently been developed—and therefore no generics are available or anticipated within several years—and which are designed to treat very serious illnesses. While many do not require a specialized clinical setting for administration—such as in a chemo center—specialty pharmaceuticals often have very specific requirements for administration and can induce potentially serious side effects. They are also very, very expensive.

The University of Idaho group—employees and retirees—already use generic drugs at a higher rate than other peer groups; therefore, a significant cost saving cannot be gained by increasing either incentives or requirements for use of generics. Furthermore, the cost saving of generic drug use is decreasing. Generic drugs have shown a 50% cost increase due in part to product shortages in the market.

The University's decision several years back to transfer Medicare retirees to a modified Medicare Part D prescription drug plan generated a net savings of about \$300,000 during FY2015.

## Workshops and Other Sources of Information

The proliferation of health insurance plans available in the open market has resulted in a gradual increase in workshops and information sessions for consumers. UIRA plans to expand its role as a clearinghouse for information for retirees. Workshops and information sessions publicized by UIRA during 2015 include:

- **A Medicare workshop** offered September 23 from 12:00 to 1:00 p.m. at the Gritman Federal Building (Moscow Post Office Building), Second Floor Conference Room, sponsored by Senior Health Insurance Benefits Advisors (SHIBA), focused on Medicare information for employees approaching retirement and for pre-Medicare retirees. Services through SHIBA can be found at <http://www.doi.idaho.gov/SHIBA/shwelcome.aspx>.
- **A Smart Choice Health Insurance Workshop** was presented by the Latah County UI Extension Office on Thursday, September 24th, 11:00-12:00 at the Bruce Pitman Center. This workshop was designed to help folks through the process of selecting health insurance coverage by explaining the primary differences in types of health insurance plans and the factors that may help people in making their decisions.
- Blue Cross of Idaho has developed the **Cost Advisor Program**. Available for members through [bcidaho.com](http://bcidaho.com), this program will improve the ability of consumers of medical services to obtain an advance estimate of what a procedure or drug might cost. As the database grows, it is designed to enable members to compare costs of routine medical procedures between providers, and to supply information on patient satisfaction with providers. Hopefully by informing health care consumers, the market for healthcare services will operate more efficiently and result in lower costs.

## Communications

Improving communications has been a recent area of focus for Human Resources staff and for the university's medical insurance consultants. The crisp writing style of this year's "Creditable Coverage" document mailed to retirees in October reflects this effort. Also, the University of Idaho Benefit Enrollment Guide for employees won a Gold Quill award from the International Association of Business Communicators.

## 2016 and Beyond

**Planning for benefits enhancements**, subject to availability of funds, will be guided by a recent questionnaire surveying employee preferences and criteria developed by the Benefits Advisory Group to develop recommendations for benefit enhancements that provide the best value for the most people while considering budgetary constraints and inflationary increases in costs for current benefits.

**Cost Containment for Specialty Pharmacy** will continue to be studied during 2016 with possible recommendations for plan changes in 2017. Options being considered include sourcing options that will achieve the lowest available price and will also offer the patient and/or his or her physician direct access (via a dedicated call line) to pharmacists with specialized knowledge of treatment protocols, side effects and potential interactions with other drugs. Modifications to pre-authorization requirements will also be evaluated.

*Respectfully Submitted, David Walker and Carol Grupp,  
Benefits Representatives*

# Idaho Treasure Award

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## **PURPOSE: An Award Presented by UI Retirees Association**

Recognizes living retired University of Idaho faculty, staff and/or family members who, in their retirement years, have made significant achievements in service or leadership to the university.

## **NOMINATION FORM - MUST ACCOMPANY NOMINATION MATERIAL**

*Please print or type and submit to University of Idaho Alumni Office **prior to April 1***

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Nominee

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Address

---

Home phone

Business phone

E-mail

---

Nominee's University of Idaho Class Year (*need not be University of Idaho alumnus/alumna*)

College

---

Nominated by

Nominator's University of Idaho Class Year (*if applicable*)

---

Address

---

Relationship to Nominee

---

Home phone

Business phone

E-mail

## **NOMINEE'S HISTORY** (Please attach separate sheets)

As this information is the basis for the evaluation of the candidate, please be complete and thorough.

**Provide details regarding the following criteria for nominee(s):**

- Volunteer service to the University of Idaho; including but not limited to colleges, departments, alumni groups, student organizations, living groups or campus service groups.
- Community and civic service may be considered in the evaluation, but is scored as secondary to "university and campus service."

**Include the following data with nominations:**

- Letters of support or reference (2-5 submissions) that detail the nominee's achievements.
- Media or web references are helpful, but not required, to support the nomination.

*Couples nominated should include the individual service record of each living person.*

*Attach additional sheets detailing specific accomplishments of nominee. Nominees must have been retired from full-time University of Idaho employment for a period of five years or more to be eligible for nomination.*

**Return to:**

**University of Idaho Retirees Association • 875 Perimeter Drive MS3232 • Moscow, ID 83844-3232**

# University of Idaho

Retirees Association

Office of Alumni Relations  
875 Perimeter Drive MS 3232  
Moscow, ID 83844-3232



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