2016 President’s Report

As 2016 President, I want to thank all of the members of UIRA, the individual members of the Board of Directors, and University personnel who worked extensively to make this a good, fun, and successful year. More about their contributions later.

The University of Idaho Retirees Association and its Board of Directors focused on maintaining and expanding the excellent work and progress of previous years’ Boards and members.

We continued to build on the special programs and social events that were identified in the 2015 survey of members. In brief, the survey asked the members what they wanted UIRA to do and to accomplish. That survey and a summary of the results are still available on the UIRA website.

During the year we had a rich calendar of events, some provided directly by UIRA, and some in partnership with other University and community entities.

Exceptionally strong support was provided UIRA by the Office of Alumni Relations. Even though she was new to the job, Kathy Barnard, Executive Director of Alumni Relations attended most Board meetings and provided strong support throughout the year, and engaged her staff in support of UIRA. Without her help, it would have been a tough year.

One of our goals was to expand the engagement of retirees from outside the Palouse region. In the interest of that goal, we invited retirees to meet with Vice President Mary Kay McFadden, and OAR Executive Director Kathy Barnard, as they conducted a listening tour throughout the state. A number of retirees attended each event, including Boise, Twin Falls, Idaho Falls, and Coeur d’Alene. As a follow-up, we held a UIRA retirees meeting in Boise in November, and event attended by about 25 people, with much enthusiasm on the part of all.

A highlight of the year was a walking tour of New York City led by Nels Reese, emeritus professor of architecture, with 18 retirees, spouses and friends participating. The trip was universally acclaimed by participants, and discussion is in the works for similar trips in the future. By the way, participants paid their own way.

We continued traditional events such as an arboretum tour and bird watching hikes, a Prichard Gallery art event, UI Theatre events, the summer Bar-b-Que, several coffee hours at different venues, and an ice cream social. Our luncheons had exciting speakers who based their presentations on their research: Holly Wichman on the new UI research Center for Modeling Complex Interactions, SeAnne Safaii-Waite on eating to be 100, and Amin Ahmadzadeh on truths and myths about dairy products.

We experimented with a few other events. We promoted the lunch and learn series offered by Latah County extension and the University of Idaho. We took a brief wine tasting trip to the Coletor's Creek Winery at Juliaetta. We sponsored an iPad training class for those of us who are a little slow on the technology uptake. We also had guided tours of the new College of Education Building and the new First Floor of the UI Library.

President Chuck Staben continued his strong support by contributing $2000 to the UIRA fund to help support membership.

We supported four students this year: Julianne Bledsoe, Advertising; Cameron Breuner, Sociology; Sophie Everett, Elementary Education; and Jamie Waters, Management & Human Resource Management. Two of those students, Julianne Bledsoe and Jamie Waters, spoke at our annual meeting luncheon, and impressed the audience with their poise and grace, passion for helping others, and their academic accomplishments.

Areas that received some focus this year, but which still need attention, include fund-raising for scholarships, development of the Directors Manual, updating documentation of the history of UIRA, and documentation of procedures for working within the Office of Alumni Relations. Particularly in the coming year, I would like to see us focus more attention on increasing the UIRA endowment for scholarships.

Our annual meeting luncheon was attended by about 125 people, and we honored Maureen Taylor Regan for her contributions to the University, UIRA and the community since her retirement. She is a shining example for the rest of us in her commitment to continuing productivity and service to others. Her accomplishments are detailed later in this report.

I deeply appreciate working with each member of the UIRA Board of Directors: Doug Adams, Joe Cloud, Joyce Davidson, Sue Eschen, Janice Fletcher, Jerry Galloway, Carol Grupp, Pete Haggart, Cathy Loney, Ed McBride, Linda Maxwell Silva, and Linda Williams. Four Board members whom we have appreciated immensely are leaving because their terms are finished: Doug Adams, Joyce Davidson, Sue Eschen and Janice Fletcher. They each have done remarkable work during their terms on UIRA. Doug has been our go to guy for taking minutes (not an easy job when you have a President who jumps around on the Agenda); Janice has dogged the Benefits Advisory Group; Sue has set the standard for performance as President and Past President, and Joyce has done superlative work as Chair of the Special Programs and Events committee. Accolades go to all. With sadness, we suddenly lost a close friend and Board member Cathy Loney in December; she was dear to us and will be missed.

I would like to welcome incoming Board members, Judy Bielenberg, Barbara Jordan, Mary Ann Reese, Dave Walker and Maury Wiese. Linda Webb is the new alternate Director, significant because she is the first UIRA Board member from the Treasure Valley. These new members have already stepped up to major committee assignments, and we look forward to working with them.

I am glad to have served as your President for 2016; it was a learning and growing experience for me. I am grateful and honored to turn the job over to incoming President Ed McBride. He will be superb. I am also thankful to other incoming officers who have stepped up to lead UIRA for the 2017 year, Joe Cloud, Vice President; Linda Williams, Treasurer; and Pete Haggart, Secretary. Each has been a delight to work with and to get to know; they are the best.

I am convinced of the great value of UIRA to retirees themselves and to the University. By working together, we can continue to enrich our own lives while contributing to support our great University through scholarships and other means.

Dale Gentry
2016 UIRA President
Greetings, University of Idaho Retirees Association Members!

Allow me to open with a sincere “Thank you.” Your continued commitment to the University of Idaho is an important factor in moving our institution forward. I appreciate your counsel, your financial investment in academic programs and athletics, and your willingness to serve as ambassadors on UI’s behalf wherever you are.

I also appreciate your participation in helping to shape the institutional Strategic Plan. The plan, which provides a road map through 2025, is finished and has been approved by the Idaho Board of Education. As a result of our collective efforts, we already are making progress on a number of the goals within the plan.

An important goal is to expand enrollment, increasing access to a life-changing education. Overall enrollment grew by 3.6 percent this fall semester, and among resident undergraduates, the growth is nearly double that. There is more work to do, but this is a great step in the right direction.

We also innovate in research and scholarly work to solve problems and discover new knowledge. UI research expenditures crossed the $100 million mark this year for the first time. That is a significant milestone for the university on its way to becoming a Carnegie R1 “highest research activity” institution.

This is an exciting time on the Moscow campus. We have new facilities that add capacity, resources and technology. For example, we will dedicate the Idaho Research and Innovation Center in January. I have charged Janet Nelson, the new vice president for research, to work with Provost and Executive Vice President John Wiencek to use this new building as a catalyst to move our interdisciplinary work forward, and I cannot wait to see the results.

The successes we are achieving stand, in large part, on the strong foundation that each one of you helped to build during your time at the university. We are a great university that will become even better because of your service, loyalty and continued involvement.

Warm regards,

Chuck Staben
President
Meet the 2017 UIRA Officers

Ed McBride
President

Joe Cloud
Vice President

Peter Haggart
Secretary

Dale Gentry
Past President

Linda Williams
Treasurer

Linda Webb
Alternative Director,
Boise

Judy Bielenberg
Director
Completing Cathy Loney’s term

Class of 2019 Directors

Mary Ann Reese
Maury Wiese
Barbara Jordan
Dave Walker
2017 UIRA Committees Assignments

Alumni Association Representative..................Ed McBride
Benefits ...........................................Carol Grupp (Chair)
                                  Joe Cloud
                                  Linda Williams
                                  Pete Haggart
                                  Dale Gentry
Budget ................................................Ed McBride (Chair)
                                  Joe Cloud
                                  Linda Williams
                                  Pete Haggart
                                  Dale Gentry
Caring & Memorials.................................Linda Williams (Chair)
                                  Jerry Galloway
Communications ..................................Pete Haggart (Chair)
                                  Dale Gentry
Membership .........................................Sue Eschen (Chair)
                                  Linda Maxwell Silva
                                  Dave Walker
                                  Jerry Galloway
Programs & Social.................................Mary Ann Reese (Chair)
                                  Barbara Jordan
                                  Judy Bienenberg
                                  Dave Walker
                                  Dale Gentry
                                  Joe Cloud
Scholarship .........................................Joe Cloud (Chair)
                                  Maury Weise
Ad Hoc Administrative Review ..................Dale Gentry (Chair)
                                  Maury Weise
                                  Ed McBride
                                  Doug Adams

2017 Board of Directors

CLASS OF 2019
Barbara Jordan
Mary Ann Reese
Dave Walker
Maury Weise

CLASS OF 2018
Joe Cloud
Jerry Galloway
Peter Haggart
Judy Beilenberg

CLASS OF 2017
Ed McBride
Dale Gentry
Linda Maxwell Silva
Linda Williams

PERMANENT
1997 – Duane LeTourneau
1996 – Floyd Peterson
1995 – Everett Samuelson
1994 – Ann Goff
1993 – Glen Lewis
1992 – Art Gittins
1991 – Bert Cross
1990 – Floyd Frank
1989 – William Parish
1988 – Elbert Barton
1987 – Ken Hungerford
1986 – Nancy Atkinson
1985 – Bernard Borning
1984 – Charles Decker
1983 – James Kraus
1982 – Dwight Kindschy
1981 – Vernon Burlison
1980 – William Moore
1979 – Kenneth Dick

UIRA Past Presidents

2016 - Dale Gentry
2015 – Sue Eschen
2014 – Jama Sebald
2013 – Carolyn Riggis
2012 – Kathleen Johnson
2011 – Earl Bennett
2010 – Bill Shane
2009 – Lois Pritchett
2008 – Doug Pals
2007 – Kathleen Johnson
2006 – Jerry Adams
2005 – Bill Belknap
2004 – Dick Bull
2003 – Larry O’Keeffe
2002 – Joyce Presby
2001 – Flip Kleffner
2000 – Maurice Johnson
1999 – Peter Haggart
1998 – Ken Laurence
1997 – Duane LeTourneau
1996 – Floyd Peterson
1995 – Everett Samuelson
1994 – Ann Goff
1993 – Glen Lewis
1992 – Art Gittins
1991 – Bert Cross
1990 – Floyd Frank
1989 – William Parish
1988 – Elbert Barton
1987 – Ken Hungerford
1986 – Nancy Atkinson
1985 – Bernard Borning
1984 – Charles Decker
1983 – James Kraus
1982 – Dwight Kindschy
1981 – Vernon Burlison
1980 – William Moore
1979 – Kenneth Dick

UIRA ANNUAL REPORT
University of Idaho Retirees Association
Founded in 1979
Editor: Tim Helmke, Office of Alumni Relations

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

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

UIRA
C/O OFFICE OF ALUMNI RELATIONS
875 Perimeter Drive, MS 3232, Moscow, ID 83844-3232
Email: uira@uidaho.edu
Phone: (208) 885-6154

2016 UIRA Report
Dear Friends and Colleagues,

It is with a certain sense of trepidation that I assume the presidency of this august body called University of Idaho Retirees Association. That’s for the simple reason that I am following in the footsteps of many truly gifted and innovative leaders, not the least of whom are Sue Eschen and Dale Gentry, the most re-cent presidents. I have worked most closely with them during my time on the board and am well aware of the strengths and skills they have brought to the position. My fervent hope is that I can emulate even a portion of those qualities in the coming year.

I used the word “august” above intentionally because I do strongly feel that UIRA is a group of highly dedicated, experienced and learned individuals, many of you having devoted a good share of your careers in service to the University of Idaho. You have continued to reflect that robust sense of service and dedication by your membership in UIRA.

As I move into this leadership role, I want to publicly welcome our newest members of the board of directors, the “Class of 2019”: Barbara Jordan, Mary Ann Reese, Maury Weise and Dave Walker, the latter two having previously served on the board. Also joining us is Judy Bielenberg, who will fill out the remaining two years of board membership of our good friend, Cathy Loney who recently passed away. It was with great sadness that we learned of Cathy’s unexpected and untimely death. She had been the UIRA treasurer, and was planning to continue in that role. Finally, we welcome Linda Webb, alternate from Boise, the first time ever for a Boise resident to serve on the Board.

A very special thanks goes to our “retiring” members Sue Eschen, Doug Adams, Joyce Davidson and Janice Fletcher. Each have in his and her own way, contributed greatly to the ongoing accomplishments of UIRA in your behalf. I truly hope that we will continue to see them all at the various UIRA functions this year as well as in the coming years.

I would be remiss in not recognizing the outstanding support we have received from Kathy Barnard, executive director of the Office of Alumni Relations, and the direct assistance of associate director Tim Helmke and marketing and communications director Whitney Schroeder. We look forward to sustaining that invaluable and special alliance in the coming years.

We have some laudable goals for 2017, including:

1. Strengthening our ties with Boise-based retirees;
2. Increasing our scholarship endowment to a level that will perennially support at least three $2000 annual scholarships to deserving Sophomore students;
3. Continuing to provide meaningful and interesting social and educational activities;
4. Forming an ad hoc committee to review and propose revisions to the UIRA by-laws, revise the board manual and update the history of UIRA among other things;
5. Enhancing our ability to identify and contact new retirees in a more timely manner; and
6. Finalizing the UIRA brochure to be included in all retirees’ “debriefing” packet.

I welcome the input at any and all times from members on activities UIRA might sponsor, program suggestions for our luncheons, ways we as a board could be more proactive on certain issues, and any other thoughts that might be of benefit to—as well as critical of—actions by your board. My number one goal is that your board will continue to be advocates for the entire membership.

Ed McBride
2017 UIRA President
cemcbride@q.com
UIRA Retirees Association Socials and Luncheon Dates

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
</table>
| January 18, 2017   | **COFFEE HOUR AT CAFÉ ARTISTA**  
10:00 a.m.  
(date may change due to weather conditions) |
| February 16, 2017  | **UIRA WINTER LUNCHEON**  
Best Western Plus University Inn  
11:30 a.m. – No-host Social  
12:00 p.m. – Luncheon  
Speaker – Nels Reese with tour members on "UIRA Takes Manhattan!" |
| March 25, 2017     | **DANCERS, DRUMMERS, DREAMERS**  
Hartung Theatre  
Matinee performance - 2:00 p.m.  
$5.00 admission for UIRA members and caregivers |
| April 20, 2017     | **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 2016           | **SPRING ARBORETUM TOUR**  
UI Arboretum Red Barn  
2:00 p.m. |
| June 20, 2017      | **WELCOME SUMMER WITH ICE CREAM**  
Baskin and Robbins  
2:00 p.m. |
| July 20, 2017      | **UIRA SUMMER PICNIC**  
Ghormley Park  
5:00 p.m. – Meal and Entertainment (to be announced) |
| September 21, 2017 | **UIRA FALL LUNCHEON**  
Best Western Plus University Inn  
11:30 a.m. – No-host Social  
12:00 p.m. – Luncheon (program – to be determined) |
| October 2016       | **UIRA NIGHT AT THE PRICHARD GALLERY**  
(date and time to be determined) |
| November 16, 2017  | **UIRA ANNUAL MEETING**  
Best Western Plus University Inn  
9:00 a.m. – Business meeting called to order  
10:30 a.m. – Information Fair  
11:30 a.m. – No-host Social  
12:00 p.m. – 21st Annual Idaho Treasure Award Luncheon |
| December 2017      | **UIRA NIGHT AT THE HARTUNG THEATRE**  
7:30 p.m. – Curtain  
(date and production event to be determined) |

In 2016, we added an iPad training class and a fun evening of wine tasting and dinner with bus transportation from Moscow. We changed our spring luncheon to a very successful brunch and offered an educational bird watching tour. By far, the largest special program was the architectural tour of New York City, with eighteen (18) UIRA members and spouses enjoying a one week tour, lead by Nels Reese, emeritus of College of Art and Architecture.

UI Theatre Arts sponsor of the holiday show and the Dancers, Drummers and Dreamers presentation have continued their commitment to offering the discount shows to the UIRA membership. UIRA members support both the UI Arboretum and the Prichard Gallery with our attendance of the tours and the art exhibits.

January 2017, a new Board of Directors will begin by choosing a new chair for the Social and Special Programs Committee. My three (3) year term will be completed. It has been an honor to serve the UI retirees and I certainly enjoyed meeting many new people during our social events. I look forward to seeing all of you in 2017.

Respectfully submitted by Joyce Davidson  
Social and Special Programs Chair
2016 Report of the Scholarship Committee

The recipients of the University of Idaho Retirees Association Scholarship for the 2016-17 academic year with their academic majors is as follows:

**Jamie Waters, Management & Human Resource Management**

**Cameron Breuner, Sociology**

**Julianne Bledsoe, Advertising**

**Sophie Everett, Elementary Education**

As reported by the Treasurer, on July 30, 2016 the scholarship endowment, cost basis, increased to $117,881 from $113,215 the previous July.

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2016-17 UIRA Scholarship Recipients

![Julianne Bledsoe](image1.jpg)

**Julianne Bledsoe**

**Advertising**

![Jamie Waters](image2.jpg)

**Jamie Waters**

**Management & Human Resource Management**

![Cameron Breuner](image3.jpg)

**Cameron Breuner**

**Sociology**

![Sophie Everett](image4.jpg)

**Sophie Everett**

**Elementary Education**
Longtime UI Athletics Employee, Community Activist Receives Idaho Treasure Award

The University of Idaho Retirees Association (UIRA) will honor alumna and former UI athletics employee Maureen Taylor Regan with the Idaho Treasure Award on Thursday, Nov. 17, 2016. The Idaho Treasure Award is sponsored by UIRA and recognizes living retired UI faculty, staff and/or family members who, in their retirement years, have made significant achievements in service or leadership to the university.

The award will be presented during the 2016 Idaho Treasure Award Luncheon at the Best Western Plus University Inn in Moscow. Socializing begins at 11:30 a.m. with the luncheon and program at noon. The luncheon is open to the public and costs $12, paid at the door.

Taylor Regan grew up on a farm in Careywood, Idaho. She earned her associate degree in 1974 from North Idaho College and graduated from UI with a bachelor’s degree in communications, advertising and public relations from the College of Letters, Arts and Social Sciences in 1976. After graduation she accepted a position with the UI Department of Athletics as secretary to the athletic director. Taylor Regan retired in 2010 after 34 years, earning the position of associate athletics director/senior woman administrator.

In retirement, Taylor Regan has been involved with many projects. She was a member of the UIRA Board of Directors (2012-2014), Women’s Center 40th Anniversary Committee (2012), volunteer UI Track & Field official (2011-2014), UI Women’s Center Advocacy Council member (2013-2015), UI Arboretum Associates board member (2012-2016; President 2015-16), Vandal Scholarship Fund member, and a GPS Women’s Service Group member at the UI St. Augustine’s Center (2011-present).

Although Taylor Regan chose to work on numerous projects, she has particularly enjoyed working with birds of prey while volunteering with the WSU Raptor Club (2011-present), as well as her work on the Arboretum Associates board. She is most proud of putting together the “Title IX and the History of UI Women’s Athletics” program and panel for the 2012 UI Women’s Center brown bag series and to have been a member of the UI Women’s Center 40th Anniversary Committee. She is also involved in the city of Moscow’s Wisescape program, and won the award for water-efficient landscaping in 2010. She continues to provide advocacy and outreach for Wisescape.

Among her long list of achievements, as a UI student-athlete Taylor Regan was one of the first women at to receive an athletic scholarship. She was a member of the 1974 women’s volleyball team, which went 22-6 and beat WSU.

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 Johanssen ................. 1999
Alfred Dunn ..................................... 1999
Betty Gibb ..................................... 1999
Carl and June Killsgaard ................... 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 Grahn .................................... 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. Naskai ............................ 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

RECEIPTS AND EXPENDITURES

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<td>University of Idaho President’s Contribution</td>
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<td>Luncheons, Brunch, and Picnic Receipts</td>
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<tr>
<td><strong>Expenditures</strong></td>
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<td>Luncheons, Brunch, and Picnic - Food and Entertainment</td>
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<td>Other UIRA Social Events, Workshops and Tours</td>
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<td>Donations to UI Foundation:</td>
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<td>Arboretum Associates</td>
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<td>Prichard Gallery</td>
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<td>UIRA Scholarship Endowment, in honor of Dale Gentry</td>
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<td>Board of Directors Operating Expenses</td>
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<td><strong>Ending Cash Balance - (12/31/2016)</strong></td>
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INVESTMENT BALANCES

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<td>Savings Account</td>
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<td><strong>Total LFCU Savings Account and CDs as of 12/31/2016</strong></td>
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ENDOWMENT BALANCES

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<tr>
<td>UIRA Scholarship Endowment - Cost Basis as of 6/30/2016</td>
<td>$117,881.38</td>
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<td>UIRA Scholarship Endowment - Market Value as of 6/30/2016</td>
<td>$121,541.80</td>
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2016 In Memoriam Report

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<tr>
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<td>John Acuff</td>
<td>11/8/16</td>
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<td>Shirley Anne Bikkie</td>
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<td>William Blacker</td>
<td>8/26/16</td>
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<tr>
<td>Helen Bowes</td>
<td>3/2/16</td>
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<td>Roy Breckenridge</td>
<td>8/1/16</td>
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<tr>
<td>William Buckley</td>
<td>1/7/16</td>
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<tr>
<td>Ivaldell Chamberlain</td>
<td>9/7/16</td>
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<tr>
<td>Mildred Christian</td>
<td>1/30/16</td>
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<tr>
<td>William Colt</td>
<td>10/28/15</td>
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<td>Leszek Czuchajowski</td>
<td>3/17/16</td>
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<td>Robert Dwelle</td>
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<td>Ruth Dyer</td>
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<td>Louis Edwards</td>
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<td>Thomas Fairchild</td>
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<td>James Fisher</td>
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<td>Tina Louise Freeman</td>
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<td>Michael Frome</td>
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<td>Charlotte Fullerton</td>
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<td>Marie Griffiths</td>
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<td>Peggy Hammel</td>
<td>12/17/16</td>
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<td>Judith Hartley</td>
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<td>Mary Alice Hathaway</td>
<td>9/2/16</td>
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<td>Audus Helton</td>
<td>12/15/16</td>
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<td>John Hendee</td>
<td>6/16/16</td>
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<td>Thomas Hipple</td>
<td>4/9/16</td>
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<td>Wanda Womack</td>
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49 retirees
11 spouses of retirees
Benefits and Claims Experience for 2016
The University of Idaho Group Health Plan, including Retiree benefits and claims experience, remained relatively stable in 2016. Contribution rates for retirees and dependents have been adjusted for 2017. Recent mailings from the Benefits Office provide specific information for contribution increases for different tiers of retirees and dependents. A representative from Benefits will present an overview of benefits issues during the business meeting portion of the Annual Meeting and Benefits staff will be on hand after the business meeting to answer individual questions from retirees.

Factors Affecting Benefits Administration
Benefits administration has become increasingly more challenging since the time when many of us were employed at the University. The Affordable Care Act, while providing expanded access to insurance and medical care for many Americans who were previously uninsured, has resulted in some disruption in the insurance marketplace, changes in reimbursement requirements for doctors and hospitals and challenging compliance requirements for employers—especially large employers—who offer insurance plans for employees. The University of Idaho is among non-union large employers who continue to offer access to health insurance for qualifying retirees and their dependents.

University of Idaho Health Plan Structure and Process
The University Group Health Plan is self-insured, which means—among other things—that income from contributions from various sources covers expenses of the cost of claims and administration. The University contracts with Blue Cross of Idaho to process medical claims, and with other insurance administrators to process vision, dental and other claims. The University retains a benefits consultant—Buck Consulting—to assist with compliance requirements, negotiations with third-party vendors, actuarial projections, plan design review to ensure employee benefits are competitive, effective communications with employees and retirees, and negotiations with benefits administrators. Assistance provided by Buck Consulting reduced costs of external administration and re-insurance by more than $60,000 during 2016. The significance of this savings is that dollars not required for administration, reinsurance or reserves are available for plan costs.

In managing a self-insured group health plan, the University is obliged under Idaho law to actuarially determine the amount of contributions required to cover the cost of claims, administration, and reserves for the following plan year. In medical plans, this is done by examining the costs of doctor, hospital and prescription drug claims for the entire group for the prior two years. As was reported last year, the cost of prescription drugs for employees during 2015 was much higher than had been anticipated—in part due to availability of a new specialty pharmaceutical. This drug was effective for the employees that needed it in 2015. That spike in the cost of claims did not continue into 2016. Thus, actuarial projections for 2017 (which are based in part on claims for 2015 and 2016) support the projected contribution amounts for employees and retirees.

Communication with Employees and Retirees
Communications with retirees and especially communications with active employees that involve changes in vision and dental benefits and providers throughout the state of Idaho are an ongoing focus for Benefits staff. Though our retirees do not need to re-enroll in our UI Health Benefits Plan, active employees are required to re-enroll. Fifteen meetings—four off campus and 11 on campus (some of which were broadcast to all sites)—were held between October 3 and November 3, and a recorded session is available on the Annual Enrollment web-site for active employees. The Annual Enrollment meetings inform employees about changes in benefits and explain their options and how to sign up for enhancements such as Health Savings Accounts, Flexible Spending Accounts or Dependent Care Accounts. Employees are given the opportunity at annual enrollment to change their benefit options from the prior year—generally “not re-enrolling” just means that full-time employees will continue with the same options as the prior year. However, annual re-enrollment in the Flex Plan, the Dependent Care Account Plan, and the Health Savings Account Plan is required every year to maintain participation in those optional benefits. Certain part-time employees must also re-enroll in the Health Benefits Plan or they are defaulted into waived coverage.
Many of these enrollment provisions and the obligation to inform employees about changes in plan design or in HSA or Flex Plan limits are required. The obligation to maintain enrollment deadlines for active employees requires significant publicity to be sure active employees understand the deadlines, their obligations, and the effects of failure to re-enroll on time.

In addition to the Annual Enrollment meetings, the Human Resources Office mails post card enrollment reminders to all active employees’ homes, has made several announcements in the Register and has placed posters in various departments around campus.

Complying with the new Affordable Care Act requirements and maintaining the expanded range of options for things such as the vision programs or the dental programs--one of which is offered only in certain areas of the state--coupled with level or decreased funding, have led to changes including an off-site benefits services maintenance office (the “Pittsburg office” that collects retiree contributions.)

**Summary Information for Retirees**

The bottom line for retirees is:

- Retirees do not need to re-enroll in order to maintain their benefits.
- No benefits have changed under the retiree medical plans.

The formulary for the Medicare Part D (EGWP) Tier I Plan A Medicare component has changed, though the UI prescription benefit offering has not changed. Formulary drug lists can change at any time.

The SilverScript web page (http://uoi.silverscript.com/ ) has the same information that was recently mailed to the Tier I Plan A retirees covered under the Employer Group Waiver Plan (EGWP) (U of I Medicare Part D Prescription Drug Plan).

*Respectfully Submitted, Carol Grupp and Janice Fletcher, UIRA Benefits Representatives*

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The purpose of the UIRA Membership Committee is to recruit new UIRA members. Committee members for 2016 were: Sue Eschen, Chair; Ed McBride; Linda Maxwell Silva.

**Membership Recap as of November 15, 2016:**

Total Membership in UIRA as of November 15, 2015 ...........548

Plus: New members who have joined.................................14

Minus: Members deceased since November 2015...........(31)

Total Membership in UIRA as of November 15, 2016 ...........531

UIRA Members in Latah, Nez Perce, Whitman, and Asotin Counties ..........................................................352

Total University of Idaho retirees living world-wide, including both UIRA members and non-members ...........................................1,102

One of the goals of the Membership Committee for 2016 was to educate ourselves about the university processes that take place when an employee retires. The first step for the committee was to meet with Human Resources representatives Judy Colbeck and Kim Ridle in early spring. One outcome of that meeting was the UIRA board decision to revamp the UIRA brochure that HR provides to retiring employees. UIRA also plans to utilize the new brochure, scheduled for production in early 2017, as a recruitment tool for prior year retirees who have not yet joined UIRA.

In March the Membership Committee also met with Jason Mayer, Director of Advancement Information Services (AIS). AIS is responsible for the UI database (currently Banner) that keeps track of personal information such as UIRA membership status, address and email. As a result of that meeting, authorized UIRA board members are now able to request retiree lists and other reports directly from AIS without being required to go through the Office of Alumni Relations.

*Respectfully submitted,*

*Sue Eschen*
Idaho Treasure Award

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

Nominee

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 c/o Office of Alumni Relations
875 Perimeter Drive MS3232 • Moscow, ID 83844-3232