

MURA continues to step up to keep retirees active, engaged in UM/MU goals



Ruth Tofle

Dear MURA members,

We joyously welcomed the new year! I just know 2021 is going to be a good year for MURA – thanks to the collective work of volunteers to represent, promote and

protect the interests of retirees.

While the COVID pandemic remains, our team of problem-solving leaders continues to step up with creativity and determination. We are addressing electronic communication challenges, delivering educational programs, working to build a diverse membership and planning a late spring UM Town Hall.

To achieve our goals, we benefit from MU/UM partnerships. This year's newsletter theme will focus on partnerships and working together. We will identify partnerships and demonstrate how collaboration facilitates mutual benefits in each of MURA's four objectives – to communicate, advocate, educate/socialize and contribute to the university family.

In a package of three articles, this first issue of 2021 highlights the impact and benefit when retirees contribute to the university family.

Marshall Stewart, vice chancellor for extension and engagement and UM System chief engagement office, reminds us of the myriad programs and resources where retirees contribute and also benefit as individuals.



The article “Time, Talent and Treasure” acknowledges how retirees are an essential component to the university’s continued success and gives examples of “paying it forward.” Donors recognize the impact of personal investments and desire to invest in others into the future.

A former chancellor and two former provosts – Brady Deaton, Brian Foster and Ken Dean – agreed to address retiree activity in the academy.

“Does the university adequately tap the rich resource of retirees?”

An essay reports data collected from deans, chairs and directors currently working with retirees. Furthermore, personal perspectives are shared to encourage engagement both within and outside the university for tremendous benefits.

Don't miss our March 16 “bonus” virtual breakfast, a special second breakfast meeting of the month. Typically, MURA only has a breakfast meeting on the first Tuesday of the month.

At this bonus breakfast, Jim Sterk, MU athletics director, will present “Winning it Right in 2021” along with a questions-and-answers session. It will be

followed by a brief annual business meeting to vote on the slate of officers for 2021-22 and amendments to MURA bylaws.

We are now making it easier to join MURA with an online membership application on our website. It's easy to give the meaningful gift of a \$12.50 annual membership as a retirement or birthday present.

And finally, you can honor a dedicated faculty and staff retiree with a nomination for the Chancellor's Retiree of the Year Award.

Thank you for all you give to MURA, to MU and to your community.

— Ruth Tofle, MURA President

MARCH 2021

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Nominees for 2021-22 leadership offer variety of experience, talents

By **BETSY GARRETT**

MURA Nominating Committee Chair

THE MURA NOMINATING COMMITTEE

presents five candidates for the 2021-22 MURA Board of Directors. Voting will take place during the annual MURA Business Meeting set for March 16.

New officers begin their terms on July 1. The officers' terms are staggered to provide continuity in the leadership.

The president-elect serves as chair of the Program Committee and then moves into the position of president for the following year.

The secretary serves for two years and keeps minutes of all official meetings of the association and of the board and prepares the directory of board members and committee members.

The at-large board members represent staff and faculty at the quarterly board meetings and support MURA's work through committees and other assignments. These positions are for three years.

Ruth Tofle nominated to second term as MURA president



Ruth Tofle

RUTH TOFLE is being nominated to serve a second term as MURA president. This is allowed both by the constitution and by multiple historic precedents.

Barbara Schneider was appointed several months ago to fill a vacancy in the program

chair/president-elect position and has requested that she not advance into the president role. Ruth has agreed to be considered for a second term.

She is professor emerita after 34 years in continuous service as chair of the Department of Architectural Studies in the College of Human Environmental Sciences and has a total of 38 years of employment at MU. Ruth is a native of Washington, Mo., and proud to be from a four-generation MU family. She received her undergraduate degree from MU and both her master's and doctoral degrees at the University of Minnesota. She is a Fulbright Fellow and Rotarian and remains active with her former MU department.

Ruth lives in a 90-year-old home with husband, Marvin, and enjoys historic preservation and genealogy.

"It was a privilege to lead the 30-year anniversary of our amazing organization as we recalled milestones and honored leaders. With this same enduring commitment during the current pandemic, we step up to alter the way we gather and serve."

"I continue to be committed to promoting membership growth and engagement and to building upon our history of member education and advocacy. MURA is a critical MU partner and powerhouse making a difference."

Mary Licklider ready to serve as MURA secretary again



Mary Licklider

MARY LICKLIDER

taught junior high and high school students in Webster Groves, Pacific and Columbia, Mo., during a career of some 22 years that included earning a master's degree and a doctorate with an emphasis on organizational dynamics.

She then created something of a second career at MU in which she developed a campuswide network of grant writers over a period of 15 years. Since her retirement from MU, she has been doing grants consulting, and she became a master gardener. She is also spending more time raising alpacas and making products from their fiber. Mary is completing her first two-year term as MURA secretary.

Ina Metzger Linville is the candidate for MURA president-elect/program chair



Ina Metzger Linville

INA LINVILLE retired in September 2017 from directing MU Extension 4-H Center for Youth Development after a 38-year career that included field positions, state faculty position and statewide program leadership for 4-H.

Ina came to MU earning Bachelor of Science and Master of Science degrees in animal sciences and a Ph.D. in curriculum and instruction.

Her work with colleagues laid the theoretical foundation and rationale that launched the national 4-H Afterschool Initiative. She served as the school-age specialist for the 4-H USDA/Army project serving U.S. military installations around the world before focusing on creating opportunities for both Missouri youth and adults to grow and thrive.

Ina enjoys fiber arts and usually has a few ongoing projects of quilting, rug hooking, knitting and crocheting.

She and husband, Mike, enjoy cycling together on the Katy Trail and on organized bike rides across Missouri and Iowa.

"I look forward to working with MURA leadership to keep retirees connected to and supported by MU," she said.

Judy Nolke is candidate for MURA member-at-large staff



Judy Nolke

JUDY NOLKE retired from Columbia Public Schools after 30 years as an English teacher and high school counselor. She holds undergraduate degrees from MU in English and secondary education and a master's degree in education and counseling psychology.

After leaving CPS, she joined the MU Medical School staff as admissions coordinator. During the next 10 years, she facilitated the admissions process for medical students including the Conley Scholars and Bryant Scholars. She then served as a Residency Program coordinator until retirement.

Since retiring, Judy has volunteered in the Columbia community supporting a variety of programs for children. This has been balanced with travel, MU athletics events and concerts, two book clubs and various other social activities.

Judy enjoys sending surprise packages and FaceTime chatting with her 2-year old grandson and his parents who live in Colorado.

Donna Otto is candidate for MURA Member-at-large faculty



Donna Otto

DONNA OTTO, emerita teaching instructor of nursing, earned her Bachelor of Science and Master of Science degrees in nursing at MU. She began her nursing practice at University Hospital where she served until 2001 as Chief of Nursing. She then transitioned

to a faculty position in the Sinclair School of Nursing. Donna retired in May after a 40-year career with the university. Failing retirement, she continues working part time as director of alumni engagement, faculty advisor to the Student Nurses Association and serves on the Operations Committee for TigerPlace. She describes her work as a "labor of love."

"Supporting our fantastic students and connecting with our amazing alumni can hardly be called work," she said.

Pre-COVID, she and her husband, Dick, enjoyed volunteering for Mizzou, MURA events, Boone County Historical Society, spending time with family and friends and traveling. They continue their support via Zoom.

"I look forward to a time in the near future when we will again be able to meet face to face and enjoy each other's company," she said. ■



VOTE on election slate, bylaws changes after athletics director's presentation March 16

THE ANNUAL MURA BUSINESS MEETING will follow the March 16 virtual "Bonus Breakfast" with Jim Sterk, MU athletics director. Sterk's presentation, "Winning it Right in 2021" with a question-and-answer session, will be from 8:30 to 9:15 a.m.

A quorum of 50 members at the following business meeting will allow for voting on MURA officers and bylaw changes.

If the quorum is not met, MURA officers will be elected using an online Survey Monkey form and the voting on bylaws will be delayed to another real-time session.

Art Jago, Bylaw Committee chair, explains the proposed changes to the bylaws:

The MURA business meeting on March 16 will consider two changes to the association's bylaws. Both of these changes have been approved by the MURA Board of Directors. The current version of the Constitution and Bylaws can be found at <http://mura-missouri.com/about/constitution/>

The first proposed bylaw change is the addition of an entirely new section to permit conducting MURA business by mail/email balloting as became necessary for emergency use, during the COVID pandemic, to elect 2020-21's officers:

Sect. 11. Alternative Balloting. *Where this Constitution and Bylaws of the Association calls for a time and place of an in-person election or vote of the membership, the Board, at its sole discretion, may choose to use technologies and methods other than or in conjunction with in-person meetings to conduct business or hold elections, including but not limited to synchronous and asynchronous communications by electronic means and mail-in ballots. When using a mechanism other than fully in-person meetings, the number of ballots received will determine if the requirement of a quorum, as prescribed by the Constitution and/or Bylaws, has been met.*

The second change is a revision to Section 8 to permit co-chairs to exist for standing committees. Currently only a single chair is permitted. The change will permit shared leadership of a committee when the board of directors deems it to be appropriate. If approved, the new section will read as follow:

Sect. 8. Standing Committees. *The standing committees shall be Finance; Membership; Program; Communications; Ombudsman; Retirement, Health, and Other Benefits; University Liaison; Awards; Governmental Affairs; Nominating; Education; Past Presidents; and MURA Scholarship. At the discretion of the President and approval of the Board a standing committee may have co-chairs rather than a chair. In such an event, each standing committee shall have one vote in matters coming before the Board of Directors. In this event, it will be the responsibility of the committee to determine how that vote is cast. The chair or co-chairs of each committee shall report regularly to the President and annually, in writing to the Board, prior to the annual meeting.*

If you have any comments or questions about these proposals, please contact a MURA board member.

Details of the Zoom meeting will be forthcoming in a MURA Bi-weekly Update.

Long-term MU employee steps up as MURA co-ombudsperson



Carrie Lanham

CARRIE LANHAM, who arrived on the University of Missouri's campus in 1972, is continuing her connections to MU by volunteering to serve as co-ombudsperson for MU Retirees Association.

She will work alongside Marty Townsend to answer members' questions about MURA and MU policies and procedures and to resolve any issues. Lanham replaces Nancy Schultz.

Lanham spent her first two days on campus standing in line to sign up for classes; it was the last time she failed to sign up early rather than endure the heat of late August outside Rothwell Gym.

Between 1979 and July 2020, she worked for the Mizzou Alumni Association, starting when a former employee called and said, "Come take over my job. I am moving, and you would be perfect for it."

The rest is history, literally.

She worked for the Mizzou Alumni Association for 41 years in a full-time position. Some of the programs that she worked with were the Faculty-Alumni Award program, the Tour-in' Tiger travel program, the Faculty Incentive Grants and Reunion programming along with managing the Reynolds Alumni Center.

She officially retired in 2020 but went back to work the next day on a part-time basis to continue managing all things building-related for Reynolds Alumni Center.

During her 41 years as an employee, she worked for nine Alumni Association executive directors, 41 Mizzou Alumni Association presidents, eight vice chancellors of development, 12 chancellors and 11 UM System presidents.

Lanham was born Washington, D.C., and raised in Alexandria, Va. She graduated from MU in 1976 with a Bachelor of Science degree from what was then the College of Home Economics.

Interesting tidbit: During Lanham's first two years on campus, she didn't have a car, so she rode her bicycle everywhere. She logged more than 100 miles each week.



2021 Chancellor's Retiree of the Year Awards

Awards will be presented at the May 2021 Chancellor's Luncheon. **PLEASE NOTE:** Due to the current COVID pandemic, these plans may be changed.

BEGUN IN 1990, the Chancellor's Retiree of the Year Awards focus on the accomplishments of former employees, after their retirement. These accomplishments may involve volunteer service to the University, civic and welfare services, career and professional activities, or other noteworthy achievements. Accomplishments prior to retirement are not considered in the selection process. Two awards will be given: one to a faculty member and one to a staff member. Each award includes a plaque and a \$1,000 check. Previous nominees not selected are kept in the pool for two more years.

CRITERIA FOR NOMINATION:

- Nominees must have retired from the University of Missouri before Jan. 1, 2016.
- Nominees must have contributed volunteer service to their communities, university or professional and civic organizations following their retirement.
- If the in-person celebration is held this year, recipients are expected to attend the annual Chancellor's Retiree luncheon to receive the award.
- Retiree Advisory Committee members are not eligible

NOMINATION PROCESS:

1. Complete the nomination form below.
2. Prepare a letter with the following information:
 - a. Nominee's extraordinary accomplishments since retiring.
 - b. Personal and background information about the nominee.
 - c. Summary – most important reason(s) why you believe the candidate should receive one of these awards.
3. Attach three letters of support from others who know the nominee.

NOMINATION FORM

Candidate's name: _____

Faculty Staff Year of retirement: _____ MU department/ position at time of retirement: _____

Mailing address: _____

Phone: _____ Email: _____

Nominator: _____ Faculty Staff Student Alum Retiree Community

Mailing address: _____

Email: _____ Phone: _____

Nominator's signature: _____ Date: _____

QUESTIONS? Call 573-446-5525 • PLEASE RETURN NOMINATION MATERIALS BY MARCH 1, 2021, TO:

University of Missouri - MU Operations, Mary Maxwell – Retiree Awards, 305 Jesse Hall, Columbia, MO 65211, Email: MaxwellIM@missouri.edu

Previous Recipients

YEAR	FACULTY	STAFF	YEAR	FACULTY	STAFF
1990	Ernest Funk	Albert Flischel	2006	Verna Rhodes	Darlene Schroeder
1991	Veralee Hardin	Jerome & Marie Mason	2007	Max Miller	Gary Smith
1992	Robert Daniel	George Brooks	2008	Rod Gelatt	Georgia Morehouse
1993	Charles Gerke	Allen Purdy	2009	James Creed	Ernest Hilderbrand
1994	Adolph Schroeder	Anthony Lampe	2010	Robert Marshall	Joyce Lake
1995	C. Melvin Bradley	Russell Dale Cook	2011	John Parker	Judith Cunningham
1996	Dale Sechler	Paul Rexroad	2012	Robert Blake Jr.	Judy Olson
1997	Betty Crim	W. E. (Bill) Moyes	2013	Bob Stewart	Jack Miles
1998	Robert Breitenbach	Betty Cook Rottmann	2014	Don Day	Phyllis Miller
1999	Nelson Trickey	Martha Sue Dailey	2015	George Kennedy	Susan Turner
2000	Walter Wilkening	Ray McClure	2016	Nan Erickson	Kee Groshong
2001	Ross Swofford	Ola Mae Taggart	2017	Richard Hessler	Marie Sloan
2002	Thomas Brown	Elizabeth Bailey	2018	Robert Churchill	Richard Otto
2003	Emma J. McKinin	Sue Tucker Troutner	2019	Jill Raitt	Sandra Taylor
2004	John Mowrer	Nina Hiler	2020	Brian Brooks	Ron Geren
2005	Jo Behymer	Darlene Miles			

MURA program highlights



by **BARBARA SCHNEIDER**,
MURA program chair
and Osher Lifelong
Learning liaison

Barbara Schneider



MURA's traditional Holiday Social looked different in pandemic year

WE COULDN'T JOIN TOGETHER in person to sing carols around the piano, enjoy a delicious luncheon and win door prizes from under a Christmas tree.

Instead, 72 households of MURA and Osher members shared in joyous celebration in an online Zoom. Reports are that it was fun and memorable as old traditions joined with new ones.

We had music! Jo Turner played the piano from her home while her husband, Dale Brigham, led us in singing our theme song, "Home for the Holidays" and closed with the traditional "Let There Be Peace On Earth." Michael and Rose Porter played and sang "Frosty the Snowman" and other carols from their new home in Wisconsin.

Dick Otto maintained his tradition of Mizzou Trivia, leading us to search our minds for "Lions and Tigers and Bears" and other landmarks around campus. How many did you get right?

Ruth Tofle, MURA president, offered a beautiful peek into the variety of winter holidays celebrated around the world, including Diwali, the Festival of Lights, Kwanzaa, Santa Claus Christmas, Christian Christmas and Hannukah. Attendees had a glimpse into her family's story of celebrating Chismukkah, a merging of Lutheran and Jewish traditions.

A highlight, and hopefully a new tradition, was a toast from Barbara and Handy Williamson, who joined us from Texas. They brought a message of hope, love and resilience to celebrate our Mizzou and Columbia communities. Their warmth and elegance were welcome as we each coped with holidays during this pandemic year.

Finally, instead of MURA's traditional gift raffle, we encouraged members to support the Mizzou Tiger Pantry as a way we could "gift" to help our campus community. The Pantry's mission is "to feed hungry Tigers in need."

You can still donate. Make checks payable to "University of Missouri" with "Attn: Tiger Pantry MURA/Osher Fundraiser" on the front of the check. Mail to: Tiger Pantry, 2500 MU Student Center, Columbia, MO 65211. Or donate online at: https://mizzougivedirect.missouri.edu/fund.aspx?item_id=90. Be sure to put "MURA/Osher Fundraiser" in the box labeled "Please share with us why you are giving."

Home for the Holidays meant something different this year. As we stayed home, we found joy and satisfaction in new ways.

MU libraries hold many secret treasures beyond the book shelves



Kelli Hansen

KELLI HANSEN, head of MU Libraries Special Collections, led a virtual tour called "Discovering the Secrets of Special Collections" for the virtual breakfast meeting in December.

Sixty-three MURA and Osher households participated in the Zoom tour.

One emphasis area of Writing Technologies and the History of the Book includes 4,000-year-old cuneiform tablets, medieval transcripts and a rare 16th-century illuminated processional from a Dominican Sisters' convent.

Another primary collection, Travel and Exploration, features historical travel posters and photos and memoirs of the Hiller family's life in China in the 1940s and of Matthew Henson, who explored the North Pole.

Also shown were samples of political cartoons by Chicago Tribune cartoonist John Tinney McCutcheon, posters from WWI and WWII, the papers of Missouri playwright Lanford Wilson and materials from the Performing Arts collection.

Altogether the library has 90,000 titles, 1,000 original works of art and 200-plus linear feet of archival materials, which are available to view in-person. Many are also available to view through online exhibits at library.missouri.edu/specialcollections/.

Columbia's African-American Heritage Trail preserves local history



James Whitt

SHARP END BUSINESS DISTRICT, Annie's Beaten Biscuits, Mizzou Agriculture, ragtime music and a lynching of a Black man – each is a piece of Columbia's history that many do not know.

James Whitt, chairman of the Sharp End Heritage Committee, led 74 MU Retirees Association and Osher households virtually along Columbia's African-American Heritage Trail at MURA's Virtual Breakfast on Feb 2.

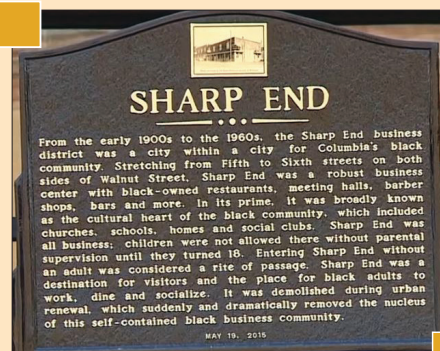
The two-mile walking trail includes more than 36 sites, most with markers identifying and honoring individuals, businesses and institutions that were integral parts of Columbia's Black community from the early 1900s through the 1960s. Urban Renewal in the late '50s and early '60s devastated the Black community.

The markers were designed to be an educational tool that showcases the rich role of downtown Black neighborhoods in shaping the city. Information was gleaned through interviews with local residents, photographs and news articles. The project was many years in the making, Whitt said, and had the help of MU students and others in several roles.

"Knowing history helps the community move forward," said Whitt about the importance of the trail and its markers. He spoke individually about many of the sites along the way, including Annie's Beaten Biscuits, which were shipped across the United States and the world. A sort of early Amazon, via the mail, Whitt said.

A view of the trail map can be found at <https://www.como.gov/parksandrec/wp-content/uploads/sites/25/2020/02/African-American-Heritage-Trail-5-20-19.pdf>.

Also available is an audio tour through a free app called Otocast at otocast.com/. It works much like audio tours at museum exhibits. You can also read each entry. Search for the app on your smart phone and follow the prompts to find the Columbia's African-American Heritage Trail.



This historic marker at Sharp End, with a description of the site in gold letters and inset photograph of the original building, is one of 36 such markers on Columbia's African-American Heritage Trail.



Contributing to the University Community

Retired, but still connecting to MU Working together strengthens partnerships in Extension and Engagement activities



Marshall Stewart

By **MARSHALL STEWART**
UM Chief Engagement Officer
MU Vice Chancellor for Office of Extension
and Engagement

FORMER MURA PRESIDENT Tom Henderson has it right when he says retirees are the lifeblood of MU Extension and Engagement and its work in fostering partnerships across Missouri. I would add, not only the lifeblood, but the backbone, as well. Truly, without the dedicated

efforts, enriching insights and generous giving of MU retirees, our programs, partnerships and impacts would not be nearly as durable and robust.

Through the leadership and vision of people like Tom, Ina Linville, Linda “Jo” Turner and so many more, our Extension and continuing education faculty here on campus and across the state have been able to develop and deliver programs that enhance the daily lives of older adults.

We see this impact through programs like A Matter of Balance, Boost Your Brain and Memory, and Stay Strong, Stay Healthy that help older adults stay active and healthy. A new Community Health Engagement and Outreach program area will address health access and outcomes for aging Missourians, particularly in rural and other underserved areas.

Professional development through Nursing Outreach builds a cadre of skilled practitioners and administrators to improve the quality of extended care and senior living services statewide.

Our Food and Nutrition Education Programs deliver nutritious meals and healthy dietary information to older adults, especially those isolated and in need. To help make the most of retirement, Extension offers income tax, estate and financial planning assistance.

The AgrAbility program equips aging farmers with chronic diseases or disabilities with the support they need to live independently on their land.

Many retirees step up to share professional and academic expertise and lifelong passions to keep peers connected and engaged through Osher, the lifelong learning community for adults age 50 and up.

Through the UM System broadband initiative, we are working with local and state partners to bring programs and services — including expanded telehealth opportunities — to an even wider audience through improved high speed internet access.

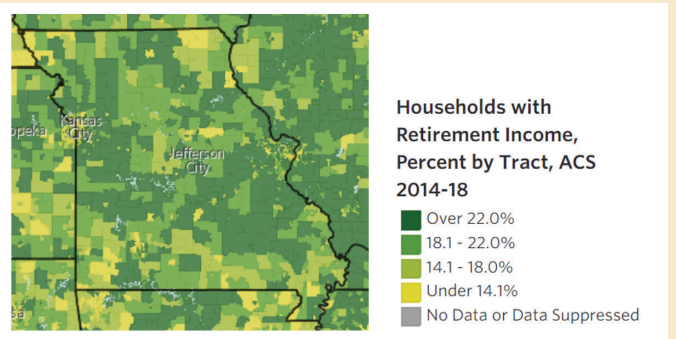
The urgent need for this effort has never been more obvious as we had to pivot abruptly last year from in-person to online program delivery models due to COVID-19. MU retirees have glimpsed our success with this transition through “town hall” sessions that reach more than 1,600 of you, as well as through the Engagement Fellow presentation at last year’s virtual MURA breakfast. Our nimbleness ensures that great partnerships, education and resources continue to be shared throughout this pandemic, helping to mitigate where we can its devastating impact on the most vulnerable, including older adults.

Perhaps even more important than Extension’s work on behalf of older adults are the gifts retirees share in return. Through 4-H, Master Gardener and Master Naturalist programs alone, they devote many thousands of hours to nurturing better citizens and communities. Extension retirees serve as ambassadors connecting communities and youth with opportunities available at Mizzou. Retirees’ leadership and generosity through the MU Extension and Engagement Cabinet on Philanthropy and Land-Grant Society will help us secure a stronger future for all Missourians by strengthening our capacity to address economic, educational and health-related grand challenges.

Beyond partnership, MU Extension and its retirees have helped shape a deeper understanding of engagement. In this work that is so crucial to the role, relevance and impact of the university throughout the 21st century, I am proud to call you our engaged partners and thank you for the incomparable resource you are!

Missouri households with retirement income

The MU Center for Applied Research and Engagement Systems, affiliated with MU Extension, provides links to mapped information specific to Missouri retirees. This map of Missouri illustrates the current prevalence of retirees throughout the state for a baseline map. To learn more, go to <https://cares.page.link/PjEB>





Retirees' activities promote reputation of UM/MU academy

KEN DEAN, BRIAN FOSTER AND BRADY DEATON are MURA retirees who served as MU Provost at one point in their career. Each was asked to comment on retirees' ongoing activities with the university's academic arm. Their responses are illuminating.

In the words of Brian Foster: "One of the most important contributions retired administrators, faculty and staff can make is continuing their research, service and professional networking activities — activities that are good for them as individuals but also for continued visibility and recognition of the University of Missouri, for the individuals' departments or colleges, and for providing a more positive public view of higher education. And such engagement enhances the presence of MURA both within and outside the university."

Does the university adequately tap the rich resource of retirees? It is difficult to find accurate data to answer that question. Ken Dean, who continues to work in the Provost Office part time, provides data to help answer this question.

— Ruth Tofle, MURA president



Ken Dean

Ken Dean investigates the campus landscape for retirees

"Between the beginning of 2010 and the end of 2020, 895 faculty and 1,731 staff have retired from MU, including Extension. Those retirees provide a potentially rich source of talent for the university whether in paid or volunteer roles, albeit on a limited or part-time basis.

In cases where a faculty member is awarded "emeritus" status, that can be searched in the database, but it will not

reflect their engagement with the university unless they are paid.

For part-time hiring of retired staff, there is no easy way to ascertain that information. And no uniform data exists for volunteers.

In search of more information, in early January I sent a survey https://missouri.qualtrics.com/jfe/form/SV_4J9Kek1kepiFbiR to all deans, chairs and department directors encompassing all the units that report to the provost, some 119 individuals. Since these academic units include all faculty appointments and many staff appointments, it seemed like a good starting point. Other units such as finance, operations, development, athletics, the hospital, etc., were not surveyed, in part due to the fact that virtually all their retirements are staff.

Of the 119 surveys, 95 were returned. Thirty of those 95 responded "no" to the question "Did you utilize retirees in your unit last year, either paid or unpaid?" Many of those units were smaller academic units or administrative parts of a larger academic unit. Some deans' offices did not utilize retirees, whereas departments within that college did. However, thirteen academic departments, from four different colleges reported no utilization of retirees last year. For the 65 units that did answer "yes," the range of responses for different units is shown below:

MU Retirees Utilized in 2020

appointment type	range of retirees utilized in units	most common number of retirees utilized in units
Paid faculty	0 to 41 retirees	1 to 4 retirees
Paid staff	0 to 41 retirees	0 to 2 retirees
Unpaid faculty	0 to 50 retirees	1 to 3 retirees
Unpaid staff	0 to 10 retirees	0 to 1 retirees

Two areas stood out for high usage of volunteers, both faculty and staff: some areas of Extension and some areas of medicine.

Medicine had the highest numbers of paid retiree faculty and staff, primarily related to clinical care.

As expected, the most frequent uses of retired faculty were teaching, research, clinical care, service on committees and administrative duties. For staff, far fewer were utilized, but the functions ranged from clinical care to administrative and research assistance to 4-H volunteers to fundraising. Of the 65 units reporting use of retirees, all but five units indicated they would also use retirees in the future.

Responses to the question, "Please describe the most important factors to you in utilizing retirees in your unit" provide telling perspectives on the importance of retirees to the life of the university. The answers include:

- *I would love to use more retirees. ... I would welcome any retired faculty especially to assist with helping us review candidates for various awards, fellowships, etc.*
- *They bring a much-needed expertise and historical perspective. Can fill the gaps with a needed service.*
- *Retirees are reliable, motivated, knowledgeable and generally have excellent experience from which to draw in problem-solving. They add stability and deep institutional knowledge to our department's work.*
- *They are engaged, they love the school and the university, and they understand the challenges we face.*
- *Whether a retiree's research credentials contribute to key metrics for AAU recognition.*

Similarly, responses to the question, "Please describe the most valuable or rewarding experience you have had utilizing a retiree" are revealing. They include:

- *[name redacted] is a retiree staff member who can get more done in a day than most staff can do in a week. She is efficient and kind and can roll with unexpected events. I wish we could clone her.*
- *International recognition achieved by the retired faculty active in research*
- *The collective wisdom and mentoring of this group of individuals has made it very rewarding ...*

Clearly, retirees are highly valued by those units that utilize them, and they add immensely to the life of the university. Perhaps a more formalized mechanism to engage retirees with the university could add to the benefits that are received by both the individual and the institution."



Brian Foster

Brian Foster breaks discipline boundaries and creates relationships and active networks

“My own background as an anthropology faculty member, department chair, graduate dean, dean of arts and sciences and provost seeded a post retirement project that captures advantages for both me and the University of Missouri and, in an interesting way, for the discipline of anthropology. Over my 30-year career in higher education administration, I

was a very “anthropological administrator” in the sense that I had a broad, holistic view of the institution, with a focus on how all the pieces create a coherent institution.

I was also active in many national organizations, including AAUI, APLU, AGS, GRE Board, TOEFL Board and others.

When I retired seven years ago, building on this academic background, I organized a cluster of sessions at the Society for Applied Anthropology (SfAA) on a broad view of the volatility in higher education. The sessions included not just anthropologists but people from many other disciplines.

The sessions produced extremely lively discussions, and in the end, there was significant interest in establishing a formal group in SfAA on anthropology of higher education. It really took off. In each of the next annual meetings, there were more than 100 participants. The group grew to more than 400 interdisciplinary members.

The outcomes are significant and numerous. This involvement provided a purpose for me in retirement.

The group I created includes a substantial number of MU retirees from many different areas, including faculty, staff and administrators, and the network includes people from across the U.S. and from several other countries. The strong diversity of the participants strengthens the holistic view of higher education that has been at the core of my original idea.

In addition, there are concrete outcomes, including publications and a MURA breakfast presentation I gave about the anthropology of higher education.

An important contribution of retirees is that as senior, often long-serving members of the MU community, many have been engaged with MU’s world-class programs like Journalism, Informatics, the Center for Neurodevelopmental Disorders, and Tiger Place and the Neighborhoods. As senior, well-connected affiliates with these important units they help maintain valuable relations with other highly ranked peers — a major element in the academic stature of the university and its faculty.

Taking all this together, I think the most important impact a retiree can make in the academy is the creation of relationships — active networks across the many dimensions of higher education and the community.

These networks are the foundation for valuable connections, collaborations and other relationships of retirees as individuals and of MU with a wide variety of peer institutions and other constituencies, both inside and outside the world of higher education.”



Brady Deaton

Brady Deaton pursues a global agenda while strengthening MU’s image

“In my case, I had taken on a significant advisory role as chair of the Board for International Food and Agricultural Development (BIFAD), an appointment made by President Obama in 2011 that continues until now. So, I was already balancing a responsible volunteer position with my role as chancellor of the university when I “retired” at the end of 2013.

In addition, that advisory role drew on my professional research, education and administrative experiences throughout my career.

After retirement, I could focus more directly on problems and policies that were central to my interests and background.

My administrative experiences could be drawn upon for formulating strategies of public-private sector collaboration and coordination among partner organizations within the U.S. and internationally. I discovered that these are learned skills and grow stronger with experience.

Fortunately, at the time of my official retirement from the university, I was given the option of continuing with MU/UM on a half-time basis for three years to establish the Deaton Institute for the University Role in International Development. I could draw on the talents of many faculty and staff for their direct involvement in important workshops and conferences, consultancies and advisory roles with the U.S., the U.N. and multi-university initiatives.

In this way, many faculty, staff, and students at MU continued to gain from my work outside the university. This also provided unique continuing professional education for me on those global issues of food policy and poverty reduction.

University faculty, staff and administrators tend to undervalue their own talents and the contributions they can make. More effort could be given by the university, by MURA and similar organizations to helping faculty and staff understand and strengthen post-retirement engagement.

There is a world of both advisory and governance boards waiting for our skills and sense of professional responsibility.

After retirement, I also was asked to serve on the board of directors for OCLC, an international library software, non-profit firm which allocates two positions on its board of 15 to former university chancellors or presidents.

Familiarity and work experience with large, complex organizations like the University of Missouri is not a common experience and is highly valued for the insight it provides to other businesses and organizations.

Pursuing such “opportunities,” however, often requires more time and effort than many want to give. But for those who want to be engaged in intense and often creative ways, options often appear or can be created through entrepreneurial efforts. These opportu-

— *continued on next page*

Time, talent and treasure – how retirees give back to MU

Retirees are an essential component to the University of Missouri's continued success



Theresa Lichty

By **THERESA LICHTY**
Office of Advancement Staff Writer
(Content Strategist, Alumni and Donor Communication and Marketing)

DONNA OTTO WAS NOT YET RETIRED when husband Dick signed them up for MURA membership. “I kept getting calls to serve on this board, or help with this program,” she says. “And those first few years, I had to keep saying, ‘I’m sorry — I don’t have the time yet! I’m still working!’” She laughs about it now.

“Retiring hasn’t really changed that.”

She’s still serving as director of Alumni

Engagement for the Sinclair School of Nursing, among other duties. But the extra time the Ottos found in retirement was quickly filled with opportunities to make a difference.

While their \$2 million estate gift to the university made headlines in 2020, the Ottos, like many retirees, have given far more than money over the years. Retirees are uniquely positioned to give back to the community; some with treasure, but all have the blessings of talent, cultivated over a lifetime of experience. Many find themselves with more time than ever.

“A large number of MURA members are active as volunteers for the university: serving on committees, assisting with campus events and connecting with students,” says former MURA President Linda “Jo” Turner. “Equally important, we are committed to supporting the university through our personal gifts and philanthropy.”

That impact is significant. In fiscal year 2020, retirees contributed over \$10 million in charitable donations to the university, with 16.5 percent of retirees making at least one philanthropic gift.

Turner has contributed to a number of MU programs and funds, including the Kitty Dickerson MURA Scholarship Fund, named for the former MURA president. Over the past year, the fund has surpassed \$100,000, allowing for up to \$3,000 in yearly scholarship distributions to children of current UM/MU staff members. The amount will be increased to \$4,500 for the 2021-22 school year.

“We wanted to honor Kitty,” says Donna Otto, who has also contributed to the scholarship fund. “As faculty, the only reason we’re as successful as we are is through the work of our staff.”

The Kitty Dickerson MURA Scholarship Fund is a testament to the many resources MURA retirees have leveraged in support of scholarship funding; for instance, the Ottos, as well as other MURA representatives, volunteer their time at the Mizzou Store. Between directing traffic, sorting books, gathering supply bundles and generally assisting with the start-of-semester rush, their services are invaluable — and the “salary” they’d earn is awarded as a donation to the fund on their behalf.

For the Ottos, it’s an easy way of contributing to student success and a welcome opportunity to engage with the community. Most importantly, it’s a way of showing gratitude — a theme that’s repeated by many retiree donors.

“I owe a huge debt of gratitude to MU, and supporting MU through my giving is one way that I am repaying that debt and investing in the future,” Turner says.

“The college educations we received, the employment opportunities we were provided, gave us the opportunity to have a good life,” says Dick Otto. “And the way (Donna and I) were raised, when you’re that blessed ... you have to give back.”

Easy-peasy process aids charitable giving

IN ADDITION TO FINANCIAL GIFTS made by check or credit card, many retirees choose to make their gifts through automatic payroll deductions. “My monthly gift is simply subtracted from my retiree paycheck,” says Jo Turner, former MURA president. “It’s easy and convenient, and really adds up over time.”

Of the MU faculty, staff and retirees who made gifts in fiscal year 2020, nearly 30 percent did so with a payroll deduction pledge.

To set up a recurring contribution to Mizzou, go to mymizzou@missouri.edu to complete an online payroll deduction request or contact Mizzou Gift Processing at 573-882-2134 or mymizzou@missouri.edu to request a paper form.

Gifts may be designated to any Mizzou fund of your choice.

Brady Deaton — *continued from previous page*

nities also provide needed outlets for promoting an understanding of the educational mission and values of universities.

My current work with the Deaton Institute brings visibility to the university, draws on many retirees and creates a learning environment that evidence suggests is valued by many bright, idealistic students. Many of our graduates are already bringing luster to MU working with governments, universities and strengthening the world of business and philanthropy at home and abroad.

I find myself drawing on these strengths of MU faculty in promoting their involvement in broader affairs and finding ways that strengthen the image of MU. This work provides a model of excellence in creativity in the arts and depth in the sciences.

MU RETIREES ASSOCIATION — Statement of Cash Flows

	Actual Fiscal Year to Date as of December 31, 2020	Actual Fiscal Year Ended June 30, 2020	% of Prior FY
Operating Activities Supported by Member Dues and Investment Income:			
Receipts			
Dues-annual	\$ 262.50	\$ 825.00	31.82%
Dues-lifetime	1,900.00	2,800.00	67.86%
UM Shared Governance Award	1,000.00	0.00	
Investment income - Vanguard	1,304.90	2,738.76	47.65%
Total Operating Receipts	\$ 4,467.40	\$ 6,363.76	70.20%
Disbursements			
Business meeting	0.00	0.00	#DIV/0!
Fall Information meeting	0.00	1,637.00	0.00%
AROHE Conference	0.00	0.00	#DIV/0!
AROHE Dues	0.00	120.00	0.00%
Flagship Council	0.00	250.00	0.00%
Copies, printing services	0.00	481.27	0.00%
Osher workshop and research fair	0.00	25.00	0.00%
Post Office Box rent and postage	0.00	80.00	0.00%
State of Missouri - Secretary of State filing fee	10.50	10.00	105.00%
Payment to University for Kitty Dickerson Scholarship	0.00	4,000.00	0.00%
PayPal fees assessed against dues payments	5.58	0.00	#DIV/0!
Miscellaneous	25.70	118.80	21.63%
Total Operating Disbursements	41.78	6,722.07	
Excess of Operating Receipts over Disbursements	4,425.62	(358.31)	-1235.14%
Self-Supporting Social Activities:			
Holiday Luncheon			
Receipts	0.00	3,300.00	
Disbursements - PayPal	0.00	53.88	
Disbursements - CCMO	0.00	3,652.48	
Net Receipts (Disbursements)	0.00	(406.36)	0.00%
Spring Event			
Receipts	0.00	0.00	
Disbursements - PayPal	0.00	5.40	
Disbursements	(252.50)	252.50	
Net Receipts (Disbursements)	252.50	(257.90)	-97.91%
Fall Social			
Receipts	0.00	860.00	
Disbursements - PayPal	0.00	24.46	
Net Receipts (Disbursements)	0.00	835.54	0.00%
Breakfasts			
Receipts	0.00	9,570.00	
Disbursements - PayPal	0.00	289.28	
Disbursements - CCMO	0.00	8,305.82	
Net Receipts (Disbursements)	0.00	974.90	0.00%
Fund Raiser for Kitty Dickerson Scholarship			
Receipts - Donations and Ticket Sales	0.00	9,025.00	
Disbursements - Related Expenses	0.00	884.00	
Disbursements - University of Missouri	0.00	8,141.00	
Net Receipts (Disbursements)	0.00	0.00	
Other Receipts (Disbursements)			
Transfer to Investment Account	0.00	(2,800.00)	
Transfer from Investment Account	0.00	4,000.00	1,200.00
Net Increase (Decrease) in Cash During Period	4,678.12	1,987.87	
Cash Balance, Beginning of Period	6,274.19	4,286.32	
Cash Balance, End of Period	\$ 10,952.31	\$ 6,274.19	
Investment Assets (See note 1)			
Lifetime Members Reserve Investment Account	\$ 97,327.98	\$ 91,303.40	

Notes:

- (1) This asset pool was established from lifetime membership dues. The income from these investments provides continuing services for lifetime members as they no longer pay membership dues. Currently, these assets are invested in the Vanguard Wellesley Income Fund.

Bottom line boosted by diminished expenses in year of COVID pandemic



Donna Johanning
MURA Treasurer

THE STATEMENT OF CASH FLOWS for the MU Retirees Association as of Dec. 31, 2020, shows the cash balance has increased significantly in the first six months of this fiscal year. Disbursements continue to be very low due to the cancellation of activities as the result of the Covid pandemic.

In the spring of 2020, it was announced that MURA was the recipient of the UM Shared Governance Award, and the check for \$1,000 was received in the fall.

The recent membership drive has resulted in new lifetime members and the conversion of some annual members to lifetime status.

Investment income from our Investment account is at 52 percent of what was budgeted, and the market value of those investments has increased 6.6 percent since June 30.

MURA Board of Directors has discussed options for the use of the additional funds that will be available at the end of the fiscal year.

The Finance Committee will be meeting in the spring to build the budget for fiscal year 2022 and make recommendations regarding the use of these funds.

Missed a Zoom meeting? Tune in to recorded archives

JUST IN CASE other aspects of life interfere with your ability to attend virtual MURA breakfast presentations, never fear. Two new opportunities to view video recordings of the programs online are now available to members.

In the first way to watch, the programs are recorded each month and are available to view for only 28 days via the Zoom system.

The web address for the program on Feb. 2 is https://umsystem.zoom.us/rec/share/ORJKaHoTn-Ig_RL70a4ezEOJy2IWzZNIQ-503Vz0V2bkInA0RgsU_KjoM6CRrBvwa.h2aainSU3IYi6hJ.

Future links will be sent to the members via email in the MURA Update, the twice monthly MURA news sent via email.

After 28 days, the recordings will be permanently saved to the University of Missouri Archives. All previous recordings of Zoom meetings are available by special request to uarchives@missouri.edu or by calling 573-882-7567.

Future recordings will be added as they occur.

— Clyde Bentley, MURA education – breakfast co-chair

New options in place to pay online for MURA membership

SPREAD THE WORD! Prospective MURA members can now join MURA and pay their dues online.

Prospective members include MU/UM retirees, spouses/partners, pre-retirees (active university employees who are age 55 or older) or associates (retirees from other universities or colleges.)

The new process allows you to complete an online application form, submit it via email and pay dues with a credit card or PayPal.

The steps and the membership application form are on MURA's webpage: <http://mura-missouri.com/membership/join-mura/>.

For those who prefer paper and pencil, you may still print a membership form from the website, write in the information and mail a check to MURA's mailbox: MU Retirees Association; P.O. Box 1831, Columbia, MO 65205-1831.

Current members may also use this system to upgrade their annual membership to a lifetime membership. The lifetime membership fee is a \$100 per person one-time payment. The annual membership fee is \$12.50 per person per year with renewals due Jan. 1 each year.

And don't forget — a MURA membership makes a great gift for a retiring colleague or someone new to the community.

— Jo Turner and Dick Otto, membership co-chairs

COVID slows legislative activity; budget leads UM issues



Mary Anne McCollum

IT WAS A BUSY JANUARY as the 2021 legislative session got underway on Jan. 6. An outbreak of COVID-19 postponed the second week of session in the House and continues to present challenges in both chambers.

Republicans outnumber Democrats 24-10 in the Senate, and a Republican majority holds true in the House, 114-48, with one vacancy that will be filled in a special election April 6.

The inauguration of Mike Parson, Missouri's 57th governor, on Jan. 11 marked the first official event of Missouri's 200th anniversary celebration. Parson delivered the annual State of the State Address on Jan. 27, outlining his legislative priorities for the session along with presenting his proposed \$34.1 billion budget recommendation for the fiscal year 2022 that begins July 1.

The University of Missouri System priorities for the session are funding the core and NextGen Precision Health, the same as last session.

A third priority, tuition deregulation to maintain quality and competitiveness, has been added for this session.

In the first step in the budget process, UM President Mun Choi testified before the House Subcommittee on Appropriations – Education. During his presentation, Choi noted that the actual state dollars per student at the UM System is \$3,925.

This amount is not only the lowest in the state, but it is also the lowest of all flagship universities in the nation.

Lawmakers are required to complete work on the budget no later than May 7. The session adjourns May 14.

— Mary Anne McCollum,
governmental affairs



MU Retirees Association

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DON'T MISS the informative bi-weekly MURA Update emails!

Please provide any
email address updates
to Barb Harris, MURA
Communications chair, at:
harrisb@umsystem.edu.



UPCOMING EVENTS

DATE	EVENT	TIME	LOCATION
Tuesday, March 2	Virtual Breakfast with Elisabeth "Libby" Roberts , a research assistant at MU Budds Center for American Music Studies and co-author with Michael J. Budds of "200 Memorable Missouri Musical Moments: Commentary, Historical Photographs & Video Clips"	8:30 to 9:30 a.m.	Zoom webinar. Link will be sent in MURA email.
Tuesday, March 16	Bonus Breakfast with Jim Sterk , MU athletics director, followed by annual MURA Business Meeting to elect 2021-22 officers and to vote on changes to MURA bylaws. Sterk's topic will be "Winning It Right in 2021."	8:30 to 9:30 a.m.	Zoom webinar. Link will be sent in MURA email.
Tuesday, April 6	Virtual breakfast to be determined	8:30 to 9:30 a.m.	Zoom webinar. Link will be sent in MURA email.
Tuesday, May 4	Heiddi Davis , director of Campus Facilities Planning, Design & Construction, will present an overview of MU master planning.	8:30 to 9:30 a.m.	Zoom webinar. Link will be sent in MURA email.
NOTES:	Zoom links will be posted in Upcoming Events on the MURA website. Zoom events can be accessed on a computer with internet access or via the Zoom app on a smart phone. The Zoom app is available for iPhone from the Apple App Store or for Android at Google Play.		

Need help with MU-related issues?

If you have unresolved questions about MU-related issues, MURA has two ombudspersons who may be able to help you find answers.

On behalf of MURA members, faculty representative **Marty Townsend** or staff representative **Carrie Lanham** can help investigate hard-to-navigate information.

Contact them at
TownsendM@missouri.edu
or **LanhamC@missouri.edu**.

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mura-missouri.com