

***Proposal to Establish a Regent's Advisory Committee of USG Retirees  
The University System of Georgia Retiree Council (USGRC)  
July 31, 2014***

**Background & Rationale:**

After Chancellor Huckaby and Marion Fedrick, Vice Chancellor for Human Resources, met with GA-HERO (the Georgia Association of Higher Education Retirees Organization) in January 2014, the group discussed how USG retirees might continue to provide value added service to the USG. Retirees make up a growing group of faculty and staff, many of whom have dedicated 20-30 years of their careers to service in at least one USG institution, and who are interested in continuing that service now that they are retired. With a wealth of talents and experiences, retirees can make many positive contributions to the USG, and many are eager to do so.

With this overall goal in mind, it is recommended that the Chancellor approve a new Regents' Advisory Committee, the USG Retiree Council (USGRC), modeled after the USG Staff Council and USG Faculty Council, to be recognized as a formal advisory committee to the Board of Regents and System Office. The proposed role and scope of involvement for such a body is described below.

**Scope of Responsibilities of a RAC – USG Retirees:**

- Develop By-laws to govern membership and leadership of the USGRC (suggest have a representative from the Retirees Council serve as ex-officio member of the USG Faculty Council and USG Staff Council)
- Work with campuses to establish and develop effective retirees organizations
  - Work with campuses to identify retirees from these organizations who are willing to serve in volunteer capacity at a campus (e.g., develop volunteer pools that campuses can call upon for assistance from time to time)
- Work with designated BOR staff to develop a pool of retirees with appropriate experience and skills who would be willing to serve in interim/temporary faculty and administrative roles as needed across the USG (e.g., a USG Registry modeled on the Registry for College and University Presidents)
- Work with designated BOR staff to explore phased retirement options for USG employees
- Work with designated BOR staff to develop policies and practices that effectively facilitate retirement transition for the institution and faculty/staff
  - Work with designated BOR staff to develop toolkits and resources to assist campus leadership with retirement transitions of their employees
- Work with designated BOR staff to promote and share institutional and system-level best practices for pre-retirement, retirement, and post-retirement
- Serve in an advisory capacity to the Vice Chancellor for Human Resources on USG benefit plans and promote understanding of the impact that proposed plan changes may have on retirees
- Serve in an advisory capacity on any campus or system-wide survey results related to retirement issues
  - Assist BOR staff with interpreting survey results and resolving issues as they are identified
- Serve in advisory capacity on other issues as needed