Meeting Synopsis

1. Call to order
2. Review of the minutes from February 25, 2019
3. FCBR letter to the Provost about the role of the UW Retiree Relations Office (Pat Dougherty & Stephan Siegel)
4. Supplemental retirement income (Rachel Gatlin & Stephan Siegel)
5. Proposal to the Provost about an annual letter to all faculty about retirement planning (Charlie Hirschman)
6. UWRP (Stephan Siegel)
7. Good of the order
8. Adjourn

1. Call to order

The meeting was called to order at 2:30 p.m.

2. Review of the minutes from February 25, 2019

The minutes from February 25, 2019 were approved as written.

3. FCBR letter to the Provost about the role of the UW Retiree Relations Office (Stephan Siegel)

Siegel, the chair, reported to the council that he sent the council’s letter, regarding the role of the UW Retiree Relations (UWRR) Office, to the Provost. The chair shared that he has not yet received a response. Cathy Randolph, Associate Director of Retiree Relations, shared a one-pager regarding the UWRR’s current roles at the University (Exhibit 1). She also said that she knew that the Provost forwarded the letter to Connie Kravas, Vice President for University Advancement, and Cheryl Cameron, Vice Provost for Academic Personnel. Additionally, Paul Rucker, Vice President for Alumni and Stakeholder Engagement, Mindy Kornberg, Vice President of Human Resources, and Cameron met to review the proposal. Kornberg commented that her office is considering how they can provide more retirement resources (via the UW HR website) to better serve current faculty/staff members and retirees. She stated that there are no additional FTEs available for UW Retirement Association (UWRA) or UWRR. She further stated that retirement advice should come from Academic Personnel and/or UW HR.

A member commented that he has heard questions around continued professional engagement and maintaining academic continuity at the University. The member asked how information on a website would cover nuances across colleges and departments. Kornberg responded that information from Academic Personnel or UW HR would provide general guidance and direct specific questions to individuals with expertise.
The chair will invite Tanya Eadie, Associate Vice Provost for Academic Personnel, to attend the next meeting.

4. **Supplemental retirement income (Rachel Gatlin & Stephan Siegel)**

The chair shared that he is aware of one person who has volunteered her contribution information to test on the council’s UWSRP model. This person felt the tool was simple enough to use. The chair will reach out to more people who are considering retirement. Gatlin shared that her office has hired a new analyst who will be tasked with this project. Integrating the tool into a website is not the primary issue, but they will first focus on a security strategy (validate identity). Gatlin estimated that the project will near completion in the fall. A member suggested that the project include relevant links (e.g. Fidelity and TIAA calculator). Gatlin responded that her office will need to focus on delivering information to employees first, as a self-serve tool, before they can add layers for user experience.

Gatlin also provided a legislative update on relevant HR bills in the Washington State Legislature (Exhibit 2).

5. **Proposal to the Provost about an annual letter to all faculty about retirement planning (Charlie Hirschman)**

Charlie Hirschman shared a draft memo regarding retirement planning for faculty members (Exhibit 3).

The chair spoke about next steps and the importance of spotlighting faculty retirement. He further commented that faculty members are sometimes reluctant to talk about retirement because of perceived or actual legal restrictions.

Kornberg commented that there will likely be resistance to recommendations that advocate for an annual Voluntary Retirement Incentive (VRI) option because it is intended to be an incentive in years when the University needs people to retire. Council members pushed back and discussed that there may be a greater benefit (long-term financial benefit) to the University to offer it annually.

Kornberg agreed that the University (Academic Personnel and UW HR) could send a letter to all faculty members outlining their benefits, but that the letter should not go to only faculty and staff over the age of 62.

The chair will share the draft memo with the Faculty Senate leadership before sending to the Provost.

6. **UWRP (Stephan Siegel)**

The chair raised again that there may be a benefit for the University to monitor how employees are investing, and if they are investing wisely. Gatlin received information from Fidelity, but the data is not broken down by employee groups (e.g. faculty, pro-staff, etc.). Gatlin will share the report with the chair.

7. **Good of the order**

Nothing was stated.
8. Adjourn

The meeting was adjourned at 4:00 p.m.

Minutes by Lauren Hatchett, lehatch@uw.edu, council analyst

Present: Faculty: Stephan Siegel (chair), Ellen Covey, Mary O’Neil
President’s designee: Mindy Kornberg
Ex-officio reps: Charles Hirschman, Laura Lillard
Guests: Rachel Gatlin, Cathy Randolph, Mičeál Vaughan

Absent: Faculty: Gowri Shankar, Russell Fernandes, Jason Wright, Nicole Hoover
Ex-officio reps: Andrew Flannery
Guest: Pat Dougherty

Exhibits
Exhibit 1 – UWRR handout 042219.pdf
Exhibit 2 – UW HR legislative handout 042219.pdf
Exhibit 3 – FCBR - Retirement Recommendations 20190418.docx
Identifying Retiree Relations as a UW office recognizes the work that the UW employees who staff UWRA already do to support UW employees and retirees through the transitions and anxieties that surround retirement.

**Typical Retiree Relations activities**

- Refer staff and faculty who are nearing retirement to UW offices and web sites (such as Academic Personnel and Benefits) where they can get their questions answered
- Provide information and support for the social and emotional changes that accompany retirement (ex.: workshops on non-financial retirement planning)
- Monitor, collate and disperse information about retiree privileges (parking, email, library access, etc.) to faculty and staff nearing retirement and to retirees
- Assist new retirees, particularly those who have relocated or who have disabilities, with the process of obtaining their retiree Husky card
- Provide University offices with ways to inform and interact with retirees (for example, through the annual Retiree Resource Fair and through e-newsletters to all retirees)
- Support University Advancement departmental units who want to identify and engage their retirees

Retiree Relations is uniquely positioned at the intersection of a variety of University offices such as Total Benefits, ISC, AHR, UW-IT, Libraries and Transportation Services. This position allows Retiree Relations to help direct pre-retirement faculty or staff and retirees with issues that arise that involve more than one of these offices.

**Examples:**

- Recently a current UW employee, the surviving spouse of a UW retiree, came to our office. He had questions about obtaining a retiree Husky card to use for the retiree parking privilege. He had previously visited a Husky ID Center, the ISC and Total Benefits. Each office had some of the correct information, but were unable to corroborate that as a current employee he is not yet eligible for this privilege. They referred him to us. We found and reviewed the written rule with him.

- As UW-IT completed its recent email upgrade project, which changed email privileges for non-Emeritus retirees, our office served as consultants on the wording of the information that went out to retirees. In the process, we uncovered and were able to correct a central misunderstanding held in UW-IT about how Total Benefits functions in the retirement process.

- In 2017 the Director of UW Retiree Relations was asked to co-lead what became a two-year working group on UW Retiree Parking, including staff from Transportation Services, the ISC, Total Benefits, Facilities Services and Communications. In the process UW Retiree Relations staff were also key in helping Transportation Services and the ISC to more accurately interpret retiree data.

Our office is aware of the increasing demands on all retirement-related units as the wave of faculty and staff Baby Boomers reaches retirement. Our goal for establishing an official Retiree Relations office is to reduce the number of phone calls, emails and walk-in contacts it takes an employee or retiree to reach the correct office, so that each unit can work more efficiently and be more helpful to its constituents.

March 29 2019 page 1 of 1 UW Retiree Relations
April 17 was the last day to pass opposite house bills except for budget bills. The below list outlines all the benefits related bills that have passed out of the opposite house. The last day of session is April 28, 2019, although we anticipate it to go long.

<table>
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<tr>
<th>Bill #</th>
<th>Status</th>
<th>Bill Title</th>
<th>Bill Description</th>
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<tbody>
<tr>
<td>2SHB 1087</td>
<td>Passed Senate</td>
<td>Relating to long-term care services and supports, insurance plans</td>
<td>Addresses alternative funding for long-term care access. States that the creation of a long-term care insurance benefit of an established dollar amount per day for eligible employees, paid through an employee payroll premium, is in the best interest of the state. Creates the long-term services and supports trust program. Gives the state health care authority, the department of social and health services, and the employment security department distinct responsibilities in the implementation and administration of the program. Creates the long-term services and supports trust account.</td>
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<td>HB 1408</td>
<td>Delivered to Gov</td>
<td>Survivorship benefit options</td>
<td>Specifies that: (1) Written consent from a spouse or domestic partner is not required if a member who is married or a domestic partner selects a joint and survivor option and names the member's spouse or domestic partner as the survivor beneficiary; (2) &quot;Member&quot; means a member of one of the following retirement systems: Law enforcement officers and firefighters; teachers; school employees; public safety employees; public employees; and the Washington state patrol</td>
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<tr>
<td>SB 5350</td>
<td>Senate signed</td>
<td>Relating to an optional life annuity benefit for members of the public employees' retirement system, school employees' retirement system, and public safety employees' retirement system</td>
<td>Allows purchase of an optional annuity for those retiring from the DRS plans. No employer impact or cost.</td>
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<td>Bill #</td>
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<td>SSB 5355</td>
<td>Session Law, effective 7/28/19</td>
<td>Recovering service credit withdrawn from the public employees’ retirement system for certain law enforcement officers and firefighters.</td>
<td>This bill would allow officers who were either excluded from LEOFF 1, or enrolled in PERS prior to the leg allowing eligibility in LEOFF 2 in 1994, to have their PERS service credit transferred to LEOFF 2. This bill does not cost employers anything as the employee makes an election to DRS, and the money to cover the costs moves from the PERS to the LEOFF 2 trust fund.</td>
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<tr>
<td>SB 5360</td>
<td>Passed House</td>
<td>Relating to plan membership default provisions in the public employees’ retirement system, the teachers’ retirement system, and the school employees’ retirement system</td>
<td>This changes the default for the PERS 2/PERS 3 election to PERS 2. Currently new members are enrolled in P2 at employment, and have 90 days to elect between P2/P3. If no election is made, the member is defaulted to PERS 3. Many people have ended up in PERS 3 without intending it. UW Fiscal impact: Requires UW update Workday retirement plan election to be effective 7/1/2019. Requires updates to benefits website and NEO (these 2 have nominal cost).</td>
</tr>
</tbody>
</table>
To: Faculty Council on Benefits and Retirement
From: FCBR subcommittee (Charles Hirschman, Ellen Covey, Stephan Siegel, Pat Dougherty, and Miceal Vaughn)
Re: Draft Memo from FCBR to the Provost
Date: March 12, 2019

DRAFT MEMO

Summary
The Faculty Senate Council on Benefits and Retirement recommends that the Provost send out an annual letter that informs all faculty members of current policies, programs, and resources to help faculty anticipate and plan for eventual retirement. The letter should review opportunities for retired faculty to continue to contribute to the vitality and mission of the University.

Background
Changes in the age structure of the professoriate reflect broader demographic trends as well as past trends in hiring. The slowdown in hiring in recent years, compared to the growth of the university faculty several decades ago has left the University of Washington with a relative abundance of full professors. Many faculty members nearing the traditional age of retirement have considerable uncertainty about possible transitions to retirement and their postretirement life. Uncertainty reinforces inertia and many faculty members postpone making a decision. The record of peer institutions suggests that more information and flexibility can lead to a smoother and more predictable scheduling of faculty retirements, which could enhance the University’s goal of accelerating the hiring of younger and more diverse faculty members.

FCBR believes that the university could improve the provision of retirement related information as well as the flexibility in pathways to retirement. The “Report and Recommendations on the Ad Hoc Subcommittee on Faculty Retirement of 25 February 2018” reviewed a number of current problems with the transition to retirement at the University of Washington and offered 15 recommendations. One of the key recommendations from the Report was an annual letter from the provost that highlights the options for career trajectories, including options and resources for retirement.

Request that the Provost distribute, annually, a letter to all faculty who are active retirement-plan participants, outlining in detail all the available options for late-career faculty, including planning resources for future retirement and pointing to online and other resources that are available for consultation.

An annual letter should outline the existing retirement pathways for UW faculty, including the 40% rehire option, the Voluntary Retirement Incentive (VRI), and the possibility to reduce full-time appointments to part-time appointments. It should also encourage faculty members interested in planning for retirement to discuss these options with their department chairs and to agree on specific aspects related to teaching, research, service, as well as access to school resources in preparation of and during the transition towards retirement.

FCBR expects that such an annual letter, in addition to providing transparent information about retirement and encouraging faculty members to actively plan for retirement, would further focus the attention of university offices and officials on their responsibility to provide clear and accessible
information and resources for retirement planning and would likely stimulate the development of additional related planning tools for faculty, departments chairs, and deans.

An annual letter addressing retirement planning would also offer the opportunity to stress that the retirement transition is more than simply moving people off the payroll, but includes redefining the role of many faculty members who wish to continue to remain active, sometimes in the traditional roles of teaching and research, but also through service and engagement in the university community.

Finally, below, we provide examples of similar letters from UC-Berkeley and UCLA, which show how some of our peer institutions are currently addressing retirement related questions.
Dear Colleagues,

One of Berkeley’s glories is the strength of its emeriti, who so often continue to be active as valued scholars, teachers, and colleagues after their retirements. Providing a satisfying transition for faculty nearing and entering retirement is thus a priority for our campus.

We invite you to visit our new Faculty Retirement web site, whether you are eager to plan for an imminent retirement or are just curious about a transition that lies decades in the future. We also hope that the site’s resources will help those of you who are deans or department chairs and would like to learn more about how you can assist your faculty.

In addition to useful links to existing resources, the site offers you information comparing net pay checks with net pension checks, the privileges enjoyed by all emeriti, post-retirement opportunities, and ways for faculty members to discuss retirement with their chairs or deans.

We are especially pleased to present new pre-retirement opportunities for faculty who have in mind a specific retirement date that lies up to two years in the future. With both pre- and post-retirement provisions tailored to the individual faculty member’s specific needs and interests, we hope that the years both before and after retirement will be an especially happy and satisfying career stage for Berkeley’s faculty.

Regards,

Angelica Stacy, Associate Vice Provost for the Faculty

Janet Broughton, Vice Provost for the Faculty
Appendix: UCLA Letter

2018-19 MEMO FROM VICE CHANCELLOR LEVINE ON RETIREMENT PLANNING

Date: December 17, 2018
Subject: Retirement Planning
To: Academic Senate Faculty

Dear Colleagues:

I want to express my hope that you will enjoy a long, successful, and satisfying association with UCLA. The occasion for this annual letter, however, is a reminder that Senate faculty can continue their engagement with the campus after they have “retired” to emerita/us status. The University of California provides generous pension and other retirement benefits. The unique UCLA Pathways to Retirement program allows senior faculty to make firm plans for their continued campus engagement after retirement, and to plan out up to two transitional years prior to retirement, at full pay.

Because member contributions to the retirement system are now at 8%, the financial incentive to retire has grown. UC employees with 40 or more years of service may retire with full “final salary” pensions subject to some limitations depending upon when they were hired. Even those who have not reached the full 40 years of service may find that their emeriti pension take-home income goes up, because contributions to the pension system as well as to Social Security and Medicare are no longer deducted. When new income streams like Social Security checks, distributions from tax-deferred savings, and perhaps Recall salary for teaching and research are added in, many emeriti faculty find their net income rises.

Of course, financial considerations alone do not guide any faculty member’s decision about retirement. UCLA Emeriti typically continue their active professional lives, including mentoring, teaching, serving as PI on research grants, chairing dissertation committees, reviewing grant proposals and serving on Academic Senate committees. Emeriti maintain full membership in the UCLA Faculty Senate, along with all the rights that Senate membership bestows.

Emeriti pick and choose how and how much they want to continue to be engaged with the campus, continuing what they enjoy doing and shedding the burdensome. And Paid Recall appointments give emeriti the opportunity to be paid up to 43 percent of their previous salary for their continued teaching and research. Whether or not one’s research resources provide for Recall Salary, Senate faculty who continue to be active in research and scholarship are eligible to apply to use the title “Research Professor” (“Distinguished Research Professor” if Above Scale). Consult Appendix 38 of the CALL for more information.
Space to work on campus is a major concern of faculty contemplating retirement. In 2009, Chancellor Block asked all Deans, Chairs, and Directors “to provide, whenever possible, adequate office and laboratory space (individual, when feasible, or shared) for our retired faculty, as well as access to appropriate departmental services.” Emeriti faculty on Paid Recall are allotted work space, and many Schools and Departments provide some form of shared space for all their emeriti.

As you begin to consider retirement, please be aware of the following planning services and programs:

1. **Path Forward Workshops**: exclusively for UCLA faculty, these Winter Quarter sessions examine opportunities for continued involvement after retirement in your department, the Senate and the campus and delve into the nuts and bolts of the UC retirement process, including special considerations for faculty.

2. **Faculty Retirement Liaison**: Professor Emeritus David Lopez, UCLA’s Faculty Retirement Liaison, coordinates the Path Forward workshops and consults individually with faculty who are planning for retirement, helping them make post-retirement arrangements with their departments and advising them about the retirement process. David’s Guide to Retirement and his Guide to Emeriti Rights can be found at the Faculty Retirement Liaison website. Contact him at (310) 210-1118 or dlopez@ucla.edu.

3. **Pathways to Retirement Plan**: these individual plans specify a separation date up to two years in the future in conjunction with considerations both prior to retirement (e.g. reduced teaching loads, modest re-arrangement of sabbatical plans, suspension of an upcoming five-year review) and following retirement (office and/or laboratory space, recall teaching, research funds, etc.). Plans are developed in consultation with your department chair, subject to approval by your dean and my office. Over two hundred Senate faculty members have utilized this program in the past few years. David Lopez can assist with the development of these plans.

4. **UCLA Benefits Office**: On-site benefits counselors are available to consult with you about the University of California Retirement Plan (UCRP) and about your specific situation. Schedule a consultation by calling the UCLA Benefits Office at (310) 794-0830.

5. **Fidelity Retirement Services**: As the record-keeping company for the UC Retirement Savings Program’s Defined Contribution, Tax-Deferred 403(b), and 457(b) Deferred Compensation Plans, Fidelity can help you plan for your financial needs in retirement. Visit the Fidelity website to use its interactive planning tools or schedule a one-on-one meeting with a Fidelity Planning and Guidance Consultant by calling 1-800-558-9182 or clicking here to schedule online.

6. **UCLA Emeriti/Retirees Relations Center (ERRC)**: The ERRC, led by Director Sue Barnes, serves as the connecting link between UCLA and its retirees. In partnership with the UCLA Emeriti Association and the UCLA Retirees’ Association, the ERRC offers social, educational and cultural programs, assists with emeriti privileges, and facilitates opportunities for retired faculty and staff to continue their engagement with the campus. Contact the ERRC at (310) 825-7456 or emeriti@errc.ucla.edu.

7. **Reduced Rate Parking**: Emeriti are eligible to purchase an “Emer” parking permit, with privileges similar to an X permit, at a substantially reduced rate (currently $150.00 for the entire year).

8. **Faculty Center Membership**: Membership dues are reduced for members who retire from the University.
As a member of the UCLA faculty, I continue to be impressed by the support the University provides for our professional and personal growth. The programs for faculty contemplating retirement and in their emeriti years are designed and implemented in that spirit.

Sincerely,

Michael Levine  
Vice Chancellor, Academic Personnel