

University of Washington
Faculty Council on Benefits and Retirement
January 22nd, 2018
2:30 pm – 4:00 pm
Gerberding 26

Meeting Synopsis:

1. Call to order
 2. Review of the minutes from November 27th, 2017
 3. Update on proposed parental leave legislation (Stephan Siegel)
 4. Update on President's Designee to FCBR (Stephan Siegel)
 5. Discussion of housing related topics
 6. Report about the Retirement Pathways events (Miceal Vaughn)
 7. Email access for retired faculty (emeritus and non-emeritus) and librarians
 8. Good of the order
 9. Adjourn
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1) Call to order

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

2) Review of the minutes from November 27th, 2017

The minutes from November 27th, 2017 were approved as written.

3) Update on proposed parental leave legislation (Stephan Siegel)

Siegel recounted what had happened relating to FCBR's Class B legislation on Parental Leave during fall quarter, 2017, noting the Senate Executive Committee (SEC) sent back the proposal to the council requesting that some changes be made given initial responses from various constituencies. The Board of Deans and Chancellors (BoDC), for example, reviewed FCBR's proposal and raised concern over the potential cost of implementation (under the proposal, an entire population of male faculty members with a wife who had given birth would be able to take three months leave).

It was noted an FCBR member contacted the Washington State Department of Labor and Industry, and after a question, the Department stated the disability of a birth mother is sufficient for the father (husband) to have taken medical leave, however whether that leave is paid or not (for the father) is a separate question and up to interpretation. There was an interest in consulting with Chery Cameron (Vice Provost, Academic Personnel) on the question.

Additional discussion revealed an interest in finding ways to gather data how many people at the institution would be affected/likely to take the benefit produced by the council's parental leave legislation. A member noted that data may be difficult to collect. There was an idea to develop and forward a short survey to UW Deans to gather numbers on how many employees in their school/college went on leave due to a new child in recent years.

There was an idea to follow up with Cameron on the questions relating to paid leave.

4) Update on President's Designee to FCBR (Stephan Siegel)

Siegel explained UW Academic Human Resources has been asked to provide a member of their office to act as a regularly-invited guest to the FCBR, to attend future meetings and provide information as needed. The office responded that they are considering which member would be most ideal and has availability to attend FCBR, and would return a response in a few weeks.

5) Discussion of housing related topics

Siegel explained the agenda item is meant to allow FCBR to reflect and follow up on two presentations given in fall quarter 2017 relating to affordable housing at the UW, as he explained the council did not have much time to reflect as a group on the information given in those presentations due to time constraints. He asked for thoughts from members.

Discussion centered on the notion that there does not seem to be an easy answer for affordable housing issues in the region. A member noted he appreciated the effort on behalf of UW Regional and Community Relations to use existing university property to develop and offer low-rent units as part of their newest affordable housing project. Members noted in relation to the transaction and financing side of buying a house/finalizing housing, the UW seems to be providing ample support to employees. However, it was noted the changes and programs being implemented to help are relatively small compared to the overarching difficulties in the region's housing market.

A member reiterated that affordable housing is a serious issue for the university in relation to recruiting and retaining employees, specifically faculty.

There was some discussion of the university becoming involved in private partnerships to help navigate affordable housing issues. A member noted several private companies were formerly investigated by the Seattle Office for Civil Rights for violating anti-discrimination rules by facilitating "preferred employer" housing discounts for their employees.

It was noted UW Regional and Community Relations is the primary UW office working on the issue. It was concluded the UW cannot likely afford to provide significant amounts of subsidized housing to employees, so other potential solutions must be evaluated.

It was noted the item would be tabled and an update be requested in the next academic year (2018-19).

6) Report about the Retirement Pathways events (Miceal Vaughan)

Miceal Vaughan (Professor Emeritus, English) reported on the ongoing work of the Ad Hoc Committee on Faculty Pre-Retirement Planning. He noted the Committee's final report is currently under development, and includes some recommendations specifically relating to the make-up of the FCBR. He noted he plans to give a summary of that report in the February FCBR meeting.

Vaughan noted an event facilitated by the Committee and the UW Retirement Association (UWRA) was held on January 17th: "Retirement Pathways in Higher Education: Exploring New Practices." The event included presentations/discussion of faculty retirement support models currently in place at UCLA and

UC Berkeley, presented by visiting UCLA colleagues Carole Goldberg (former Vice Chancellor, Academic Personnel), and David Lopez, emeritus professor (and former chair) of Sociology and UCLA's faculty-retirement liaison. The event had 70-75 attendees. A written account of the event is currently being refined to be shared widely.

Vaughan noted one of the main takeaways from this exercise was the difference between the UW and UCLA, as at UCLA, all retired faculty are of emeritus status. Another member agreed and noted one of the most compelling differences at UCLA is that emeritus faculty are treated as a resource to the institution. The university sees it as an opportunity to use the expertise/knowledge of its retired faculty members, including allowing them options to continue work at the institution for up to three years preceding and following the decision to retire (with certain restrictions/conditions).

Vaughan were thanked for the status update, and it was asked the link to the recording or minutes for the January 17th event be shared with FCBR members when either becomes available. Vaughan explained discussions have made it clear that some of the Committee's ideas are already being actively discussed and considered by various leaders at the UW.

7) Email access for retired faculty (emeritus and non-emeritus) and librarians – Aaron Powell

Aaron Powell (Vice President, UW-IT) was present to discuss and present information on the planned retirement of Deskmail (aka UW Email, Alpine, Pine) — the UW's legacy email system —by the end of 2018. It was noted recent information disseminated on the plan to retire the service was widely misunderstood. He was thanked for joining the meeting on short notice.

Powell explained Deskmail is an old email service that was developed at the UW years ago and has not been updated since that time. He noted vendor-provided services deliver a better email experience than UW Deskmail, and the outdated codebase for Deskmail is now a security liability, which in part has led to the decision to retire the service.

Powell clarified retired individuals at the UW will still be able to use their UW email addresses after Deskmail is retired. He explained faculty will only have to discontinue their use of Deskmail, but they will be able to use Microsoft or Google services to access their UW email accounts. It was noted the main difference between retired faculty members versus active faculty members in this context, is that retired faculty do not have automatic access to the UW's versions of Google and/or Microsoft email services.

Powell explained if a retired faculty member has a continuing service connection with the UW on an ongoing basis, they will be able to use the UW's contracted Google or Microsoft email services via an endorsement from someone in their unit. He explained that exact process has not yet been fully delineated, but will be soon.

Discussion revealed that a related FAQ document is being developed to help answer many of the reoccurring questions people are having relating to the Deskmail retirement.

It was clarified retired UW faculty without emeritus status are "losing something" as part of the change: the Deskmail email service provided by the UW. A member explained there is a distinction between emeritus and non-emeritus faculty in connection with the retirement of Deskmail, which the member did not like given there are varying parameters within the university relating to the granting of emeritus

status to faculty. Another member commented that a recent finding showed that roughly 98% of faculty members who request emeritus status at the UW have it granted.

A member questioned why retired faculty may not have access to the same resources provided to active faculty (e.g. ability to use vendor Google or Microsoft email services). It was clarified that Washington state law disallows this, as offering those services to non-employees could be construed as a “gift” funded by public dollars.

There was some discussion of data stored within individual Deskmail email accounts, and what will happen to it following retirement. It was clarified any data stored in Deskmail and not migrated elsewhere would be deleted as part of the retirement. Powell noted his office has heard that several faculty members have been successful in extracting the data from Deskmail they want to keep and storing it elsewhere. Powell mentioned *help@uw.edu* is available during business hours to help UW employees with these or any other related processes.

It was noted the FAQ should mention that the above-mentioned help service exists. Powell noted he would also find out if the helpdesk in Odegaard Undergraduate Library could also provide information to those with questions. It was noted the FAQ should explicitly include information for UW retirees, as that population is likely to have specialized questions and needs.

There was some discussion of sending a mass email to all UW community members in an attempt to quell the spread of misinformation. It was clarified that the transmission of such emails requires timely vetting, though an additional message is planned to be sent out in February targeting those using UW Deskmail accounts. Powell indicated his shop is also working on a message to be sent on the AAUP.

8) Good of the order

Hawkins explained she plans to be able to give an update on the UW supplemental retirement calculator in a future FCBR meeting.

It was noted the sabbatical salary cap questioned in the previous FCBR meeting is part of Washington state law.

It was noted that Vaughan would update on the work of the Ad Hoc Committee on faculty Pre-Retirement Planning in the next meeting.

9) Adjourn

Siegel adjourned the meeting at 4:00 p.m.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst

Present: **Faculty:** Russell Fernandes, John Mittler, Gowri Shankar, Stephan Siegel, Mary O’Neil
Ex-officio reps: Jacob Ziegler, Charles Chamberlin
President’s designee: Mindy Kornberg
Guests: Miceal Vaughan, Patricia Dougherty, Amy Hawkins

Absent:

Faculty: Julia Metzner, Jason Wright, Nicole Hoover

Ex-officio reps: Laura Lillard, Erick Winger