

**University of Washington**  
**Faculty Council on Benefits and Retirement**  
February 27<sup>th</sup>, 2017  
2:30 pm – 4:00 pm  
Gerberding 26

**Meeting Synopsis:**

1. Call to order
  2. Review of minutes from January 27<sup>th</sup>, 2017
  3. Response to comparison of peer benefits (Retirement plans and Tuition support/waivers)
  4. Comparison of Peer Benefits
    - a. Life Insurance, Short and Long Term Disability, Child Care & Paid Time Off
  5. Parental Leave – Cheryl Cameron, Vice Provost for Academic Personnel
  6. Good of the order
  7. Adjourn
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**1) Call to order**

Chamberlin called the meeting to order at 2:30 p.m.

**2) Review of minutes from January 27<sup>th</sup>, 2017**

The minutes from January 27<sup>th</sup>, 2017 were approved as written.

**3) Response to comparison of peer benefits (Retirement plans and Tuition support/waivers)**

Chamberlin explained he authored a response relating to the council's recent review of both the UW Retirement Plan (UWRP) and UW tuition waivers. The document may be used as an organizational mechanism relating to future discourse on the topics (Exhibit 1). There was some discussion.

*Opt-out of 10% UWRP contribution at age 50*

Chamberlin explained he believes the long-standing council topic of creating an "opt-out" policy relating to a UW Retirement Plan (UWRP) 10% contribution rate at age 50 should be addressed by a subset of council members in an attempt to identify associated costs. He explained he would prefer chair Siegel be present in the council before a statement is put forward relating to the topic. There was discussion of conducting a cost-analysis for the change in policy, and a series of questions posed, including:

- ❖ Is the intention of the proposed policy change to make 10% contribution rate at age 50 mandatory, or opt-out?
- ❖ Are changes to underlying UWRP policy necessary in order to implement the change?
- ❖ UW professional staff were brought up, as there may be more people over the age of 50 in this population who have not opted in to 10% contribution (as opposed to faculty).

- ❖ It was noted the money retained due to lower employee contributions is likely not budgeted by the university.
- ❖ If one decides to opt-out of a higher contribution rate, does that opt-out need to be reaffirmed each year, or is once enough?
- ❖ There was a question of if state law dictates UWRP contribution amounts and of the intersection between state law and UWRP generally.

#### *Tuition waiver program*

In relation to a potential tuition waiver program for offspring of UW employees, it was noted the council needs to articulate exactly which employees and what percentage of tuition would be paid for as part of a program. Chamberlin explained the item would be postponed until specific parameters are defined by the council. He noted Siegel would return to chair the council in the April meeting, and the item will be addressed at that time. The council questioned how tuition waivers benefit single individuals (no spouse or offspring), which is an issue for some stakeholders.

#### **4) Comparison of Peer Benefits**

##### *Life Insurance, Short and Long Term Disability, Child Care & Paid Time Off*

The council discussed a data set forwarded by chair Siegel on life insurance, short and long-term disability, childcare, and paid time off comparisons between institutions (Exhibit 2).

It was noted the UW recently facilitated offering Accidental D&D insurance (making the related listing in the spreadsheet incorrect/out of date).

The item was cut short due to another agenda item with time limitations. It was noted it will be readdressed in a future meeting.

#### **5) Parental Leave – Cheryl Cameron, Vice Provost for Academic Personnel**

Cheryl Cameron (Vice Provost for Academic Personnel, Office of the Provost) and Tanya Eadie (Associate Vice Provost for Academic Personnel) were present to discuss options available for faculty relating to parental leave at the UW.

Wright gave a background into his personal situation, which partly prompted his joining the council to address faculty parental leave. As the adoptive parent of young twins, Wright explained that during the surrogacy period he started looking into forms of leave available to him. He found there was no paid leave available to him; there was an unpaid leave option related to compliance with Family and Medical Leave Act (FMLA) requirements. Members remarked that unpaid leave is not a viable option for some faculty (financially). Wright noted he knows of a female faculty member who was granted 90 days of (paid) sick leave to pay through their FMLA after giving birth to a child. He noted some sex couples who don't choose to or cannot have children, and so who go through surrogacy or adoption, are disadvantaged relative to their peers.

### *UW sick leave/medical leave policy*

Parental leave options as they relate to faculty paid sick leave policies were outlined. Every calendar year, eligible faculty, academic staff and senior fellows/trainees are eligible to use 90 days of paid medical/sick leave. Paid sick leave covers the faculty member's own serious health condition as defined by the FMLA, temporary disability due to pregnancy, childbirth, or recovery therefrom, as well as a need to care for a family member with a serious health condition as defined by the Family Care Act. There is also an option for leave without pay (under FMLA). This option is provided for as long as the unpaid leave is the duration of family leave, and it does allow for continuation of employee benefits. Additionally, a provision managed at the local level (granted by a dean) called an instructional release policy allows for partial or greater reassignment/redistribution of a faculty member's teaching over time to accommodate the faculty member in question. During this time, the faculty member maintains their pay as well as a responsibility to maintain their work.

### *Discussion*

Wright noted a basic question is whether these policies (in relation to parental leave) fulfill the equity mandate of the university, given that certain individuals, upon becoming parents, are eligible for medical leave, while others are not. O'Neil noted she is an adoptive parent and she personally did not get any time off (as a faculty member at the UW) following the adoption event. She noted there is basic inequity in not having parental leave for birth parents versus non-birth parents. Members questioned if there be a formal "parental leave policy" for faculty, and if not, are the current policy/mechanisms equitable. It was noted the question relates to an institutional balance and prioritization of costs, and if the council is interested in discussing ideas further, it is something that could be looked at by administration as well as other deliberative bodies.

A member questioned if there are any obstacles in using faculty sick leave for parental leave. Other members agreed it to be a good idea that should be explored.

There was some discussion of replacing a faculty member who leaves their work responsibilities for 90 days due to parental leave, including the resulting burden on a department and associated costs.

Chamberlin asked if other institutions handle faculty parental leave differently than the UW. Cameron noted some private institutions offer additional leave, while other institutions track leave accrual for faculty; there are various models.

After a question, Cameron noted she would act as the administrative contact to the council while it addresses the topic.

The ways in which medical leave requests are evaluated by Academic HR came up as another point of interest. Cameron explained Academic HR reviews the medical documentation. Wright questioned how or why a physician's request (for a faculty member to be granted leave) would be denied.

The council thanked Cameron and Eadie for attending, and they left the meeting.

### *Conclusion*

Shankar suggested that the 90 days for faculty medical/sick leave be expanded and be made eligible to be used for parental leave. There was support for the idea, and the council had an interest in assessing if the change would be considered by administration. Wright noted the change seems much simpler than adding a new benefit or defining a new parental leave policy for faculty. He explained the main caveat that would likely have to be defined is if the benefit may only be used by the primary caregiver or by either party, as the “either party” option would be more expensive. Chamberlin and Wright had an interest in crafting a draft council statement on the issue.

After brief discussion, Shankar, Wright, and Chamberlin noted they would work together to develop several leave scenarios to be brought back and discussed in the council (including expanding uses of sick/medical leave for new parents).

### **6) Good of the order**

Nothing was stated for the good of the order.

### **7) Adjourn**

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

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

**Present:** **Faculty:** Russel Fernandes, John Mittler, Gowri Shankar, Mary O’Neil, Jason Wright  
**Ex-officio reps:** Laura Lillard, Charles Chamberlin  
**Guests:** Patricia Dougherty, Cheryl Cameron, Tanya Eadie

**Absent:** **Faculty:** Stephan Siegel (chair), Iulia Metzner  
**Ex-officio reps:** Iva Loukanova, Erick Winger  
**President’s designee:** Mindy Kornberg  
**Guests:** Katy Dwyer

### **Exhibits**

Exhibit 1 – FCBR Jan 2017 outcomes.doc

Exhibit 2 – Benefits Comparison Other Benefits 20170221\_fcbr\_winter2017

Response to comparison of peer benefits (Retirement plans and Tuition support/waivers)

FCB&R, January 23, 2017

### **UW Retirement Plan:**

Issue 1: For participants below the age of 35, is having the 5% contribution/matching rate for the UW Retirement Plan the best practice?

This issue seems worth exploring since funds invested early in one's career are very important in determining the retirement fund balance upon retirement. It appears that our peers have a higher contribution rate for participants under age 35.

Issue 2: Can the option at age 50 of a matching 10% contribution rate be made either:

- 1) Mandatory or,
- 2) Participants automatically begin contributing at 10%, which is then matched by the University. If the employee wishes to opt out of increasing from 7.5% to 10%, the employee needs to complete the proper forms to continue at 7.5%.

The Council needs to go on record requesting a study be conducted of the impact of these two options. For example, these and other questions need to be answered: Does the UWRP documentation need to be amended to allow for this change? How is this done? What is the fiscal impact of this change? UW Benefits provided figures on the number of UWRP participants who do not opt for the 10% - what are the reasons employees do not elect the 10% matching, and would any employee group or sub-group be particularly impacted by a change?

### **Tuition Waivers**

If this topic is to be continued, the FCB&R needs to articulate clearly the nature and extent of the waivers so a reasonable cost estimate can be calculated. Which employees are covered? Which family members? Is the waiver for undergraduate tuition only? Full or partial waiver? What academic programs? Will the waiver be transferrable to other state funding institutions of higher education? These and other questions need to be resolved before the University and the FCB&R can accurately evaluate the concept and cost of a tuition waiver program at UW.

Chamberlin

Wd2017: FCBR Jan 2017 outcomes

Benefits	Year	UW	Peers (Group of 25)		Public Research Institutions		Private Institutions	
	2015/16		N	Average	N	Average	N	Average
<b>Other Benefits</b>								
<b>Life Insurance: Basic</b>								
Basic Life Insurance offered	Yes		5	100%	31	100%	7	100%
Basic life insurance plan includes Accidental D&D	No		5	60%	31	68%	7	71%
Employee pays any part of life insurance plan	No		5	60%	30	37%	7	0%
Institution's monthly premium per \$1,000 of insurance	\$0.15		2	\$0.13	20	\$0.26	7	\$0.12
Maximum amount								
If fixed: Maximum \$ amount	\$25,000		3	\$26,000	12	\$40,083		\$200,000
If based on salary: "X" multiplier	-		1	1.00	13	1.50		2.70
<b>Life Insurance: Supplemental</b>								
Employee can purchase "supplemental life insurance"	Yes		5	100%	31	97%	7	100%
If Yes: Medical evidence of insurability is required	Yes		5	80%	29	59%	6	83%
Maximum amount								
If additional amount fixed: Maximum \$ amount	\$750,000		3	\$533,333	8	\$762,500	3	\$1,166,667
If additional amount based on salary: "X" multiplier	-		2	7.00	19	4.95	4	4.50
Maximum \$ amount for spouse/domestic partner	\$375,000		5	\$200,000	26	\$142,654		\$224,000
Maximum \$ amount for eligible children	\$2,500		4	\$13,750	26	\$14,885		\$10,000
<b>Short Term Disability</b>								
Short-term disability offered	No -		5	40%	31	48%	7	86%
Enrollment in short-term disability is automatic	<a href="#">UW has</a>		2	50%	15	40%	6	83%
If Yes: Who pays the premium?	<a href="#">faculty sick</a>							
Institution only	<a href="#">leave</a>		2	50%	15	33%	6	67%
Employee only	<a href="#">policy.</a>		2	50%	15	60%	6	17%
Both contribute			2	0%	15	7%	6	17%
Short Term Disability benefit is								
Percentage of salary					15	79%	6	100%
Flat amount					15	21%	6	0%
If flat amount: \$ per week					1	\$250		

Benefits	Year	UW	Peers (Group of 25)		Public Research Institutions		Private Institutions	
	2015/16		N	Average	N	Average	N	Average
<b>Long Term Disability</b>								
Long-term disability offered	Yes	5	100%	31	97%	7	100%	
If applicable: Who pays the premium?								
Institution only	No	5	20%	28	36%	6	50%	
Employee only	No	5	60%	28	32%	6	0%	
Both contribute	Yes	5	20%	28	32%	6	50%	
How is long-term disability defined?								
Can't perform OWN occupation	No	5	80%	28	39%	7	29%	
Can't perform ANY occupation	No	5	0%	28	14%	7	14%	
Can't perform OWN occupation after "X" weeks & ANY thereafter	Yes	5	20%	28	39%	7	57%	
Does LTD have a pre-existing clause?								
If Yes: How many months duration	12	3	9	17	9.9	4	9.75	
Number of months employee on LTD can continue on ins plans at employee rate	3	2	12	11	10%	4	925%	
Percent of monthly earnings paid by LTD	60%	5	62%	26	62%	7	60%	
Does LTD plan have a maximum monthly benefit?								
If Yes: maximum monthly \$ amount (comps: average)	\$6,000	5	\$11,600	23	\$9,883	6	\$15,283	
If Yes: maximum monthly \$ amount (comps: median)		5	\$10,000	23	\$10,000	6	\$13,250	
Does your LTD plan allow benefits to be paid free of Federal Tax?	Yes	5	60%	23	52%	6	33%	
<b>Child Care</b>								
Institution offers child daycare benefits	Yes	5	40%	30	43%	7	71%	
If Yes: Types of child daycare offered								
On-site daycare managed by employees	No	2	100%	13	77%	4	50%	
On-site daycare managed by contractor	Yes	2	50%	13	8%	5	20%	
Off-site daycare managed by employees	No	2	0%	13	8%	4	0%	
Off-site daycare managed by contractor	Yes	2	50%	13	15%	4	0%	
Institution offers sick-child daycare benefits								
If Yes: Types of child daycare offered	Yes	2	0%	13	15%	5	40%	
On-site sick-child daycare managed by employees	No	0		2	50%	2	0%	
On-site sick-child daycare managed by contractor	No	0		2	0%	2	0%	
Off-site sick-child daycare managed by employees	No	0		2	0%	2	0%	
Off-site sick-child daycare managed by contractor	Yes	0		2	50%	2	50%	
Institution subsidizes the cost of daycare								
If Yes: Approximate % of cost paid by institution	No	2	0%	13	23%	4	25%	
	-	-	-	-	-	1	25%	

Benefits	Year	UW	Peers (Group of 25)		Public Research Institutions		Private Institutions	
	2015/16		N	Average	N	Average	N	Average
<b>Paid Time off</b>								
Number of paid holidays each year (actual # of days)		10	4	13	30	11	7	10%
Paid time-off offered		Yes	5	80%	31	97%	7	100%
Institution has Sabbatical Leave (Faculty)		Yes	4	75%	27	93%	7	86%
If Yes: Typical number of years between each		7	2	4	13	5	1	4
Institution allows Unpaid Leave (Faculty)		Yes	4	100%	27	100%	6	100%
If Yes: Maximum number of days			1	365	8	131	3	303
Institution has paid leave (over and above vacation and sick leave) for new parents		No	4	25%	21	29%	7	57%
If Yes: For how many weeks			1	6	6	8	3	8

**LIST OF UNIVERSITIES IN THE COMPARISON GROUPS**

Note that in most cases data may not be available for the specific campus but available for the entire system.  
In such cases the system is included as well / instead.

**Peers - Group of 25**


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Clemson University  
Penn State University System Summary  
    Pennsylvania State University  
University Pennsylvania State University  
University of Maryland College Park  
University of Pittsburgh System Summary  
    University of Pittsburgh

**Public Research Institutions**


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California State University System Summary  
Clemson University  
Florida State University  
George Mason University  
Indiana University System Summary  
    Indiana University at Bloomington  
Kansas State University  
Michigan State University  
Michigan Technological University  
New Mexico State University System Summary  
    New Mexico State University Main Campus  
Oklahoma State University System Summary  
    Oklahoma State University  
Penn State University System Summary  
    Pennsylvania State University  
The University of Arizona  
University of Alabama at Birmingham  
University of Alaska Statewide System Summary  
    University of Alaska Fairbanks  
University of Central Florida  
University of Cincinnati System Summary  
    University of Cincinnati Main Campus  
University of Florida  
University of Hawaii System Summary  
    University of Hawaii at Manoa  
University of Idaho  
University of Louisiana at Lafayette  
University of Maryland College Park  
University of Missouri System Summary  
University of Nevada-Las Vegas  
University of New Mexico Main Campus  
University of Pittsburgh System Summary  
    University of Pittsburgh  
University of South Alabama  
University of South Carolina - Columbia  
University of Toledo  
University of Utah  
University of Vermont  
University of West Florida

**Private Institutions**


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Carnegie Mellon University  
DePaul University  
New York University  
Northwestern University  
Rice University  
The George Washington University  
University of Rochester  
Vanderbilt University

## Summary Tables - Non-Healthcare Basics

### General Non-Healthcare Benefits Data

**TABLE 43**  
**% of Institutions Providing Selected Non-Healthcare Benefits**

Basic life insurance	99%
Short-term disability	65%
Long-term disability	97%
Paid time off	96%
Tuition assistance	96%
Retirement	96%

### Child Daycare Benefits

**TABLE 44**  
**Child and Sick-Child Daycare Benefits**

% of institutions providing child daycare benefits	19%
% of institutions providing sick-child daycare benefits	13%
% of institutions subsidizing the cost of childcare	31%
% of cost paid by the institution (median)	30%

**TABLE 45**  
**Management of Daycare Centers, % by Type of Management**

On-site sick-child daycare managed by employees	14%
On-site sick-child daycare managed by contractor	0%
Off-site sick-child daycare managed by employees	0%
Off-site sick-child daycare managed by contractor	75%

## Summary Tables - Basic Life Insurance

**TABLE 46**  
**Basic Life Insurance for Employees**

% including AD&D coverage in basic life insurance plan	91%
% self-funding basic life insurance plan	All Institutions: 9% Public: 14% Private: 7%
% purchased insurance product	All Institutions: 82% Public: 58% Private: 93%
% part of a state employee plan	Public: 28%
% offering basic life insurance to following types of employee	Full Time: 100% ≥ Half Time: 40% < Half time: 5%
% requiring employee to pay part of insurance premium	18%
% requiring mandatory participation if employee pays part of premium	41%
Median monthly cost per \$1,000 of life insurance	Institution: \$0.15
How maximum life insurance amount is determined	
Fixed amount	27%
Based on salary	60%
Based on age	2%
Based on salary and age	9%
Based on other factors	2%
Median maximum amount of basic life insurance provided	If Fixed: \$50,000 If Multiplier: 2
% giving employees option to purchase supplemental life insurance	89%
% requiring medical evidence of insurability in order to purchase supplemental life insurance	62%
% giving annual option to increase or decrease amount of supplemental life insurance	87%
% limiting amount of supplemental insurance employee may purchase	97%
How maximum supplemental life insurance amount is determined	
Fixed amount	42%
Based on salary	50%
Based on age	1%
Based on salary and age	6%
Based on other factors	2%
Median maximum amount of supplemental life insurance employee may purchase for self	If Fixed: \$500,000 If Multiplier: 5

% giving employees option to purchase dependent life insurance	86%
Median maximum amount of additional life insurance that employee may purchase for spouse or children	Spouse/DP: \$100,000 Children: \$10,000

## Summary Tables - Short-Term Disability

**TABLE 47**  
**Short-Term Disability for Employees**

% self-funding	All Institutions: 40% Public: 26% Private: 44%
% purchased insurance product	All Institutions: 47% Public: 48% Private: 42%
% part of a state employee plan	Public: 32%
% automatically enrolling employees	65%
Who pays the premium	Institution only: 60% Employee only: 35% Both: 6%
% starting benefits first day of accident/"x" days after illness	21%
% starting benefits after an elimination period	79%
Median length of elimination period (days)	10
% coordinating benefits with Long-Term Disability	87%
% requiring use of sick and/or vacation leave prior to start of	56%
% coordinating payment with regular pay period	53%
% defining amount as a percentage of salary	91%
% defining amount as a flat amount	9%
If flat amount, median weekly \$ amount of	\$170

## Summary Tables - Long-Term Disability

**TABLE 48**  
**Long-Term Disability for Employees**

% self-funding	All Institutions: 8% Public: 11% Private: 6%
% purchased insurance product	All Institutions: 85% Public: 67% Private: 93%
% part of a state employee plan	Public: 22%
Who pays the premium	Institution only: 74% Employee only: 12% Both: 13%
% defining as "not being able to perform one's own occupation"	46%
% defining as "not being able to perform ANY occupation"	13%
% defining as "not being able to perform one's own occupation after X amount of weeks and ANY thereafter"	36%
Median number of months of employment to be eligible to participate in plan	3 months
% indicating has a "pre-existing" clause	57%
Median duration of "pre-existing" clause	12 months
% integrating plan with Social Security or state retirement system	65%
% requiring the use of sick and/or vacation leave prior to start of	64%
Median length of elimination period before receiving benefits	180 days
Median number of months employee allowed to continue on insurance plans at employee rate	3 months
% paying until age "x" if disabled before age 60/median age to which benefits payable	86/65
% paying benefit for X number of years/median number of years	7/4 years
% paying benefit for life	7%
Median % of monthly earnings paid by benefit	60%
% limiting maximum monthly amount	94%
Median monthly maximum amount of benefit	\$7,500
% allowing benefits to be paid free of federal tax	37%

## Summary Tables - Paid Time Off

**TABLE 49**  
**Paid Holidays and Formal Time-Off Plans**

Median number of paid holidays each year	12
% of institutions with formal paid-time-off plan (combining vacation/sick leave and/or other benefits)	10%

**TABLE 50**  
**Employee Median Number of Time-Off Days Per Year**  
**(Current Plan for New Employees)**

	Exempt/ Prof Staff	NE/Support Staff	Eligible Faculty
<b>PTO Plan</b> (1 <sup>st</sup> /10 <sup>th</sup> yr)	21/27	17/27	15/13
<b>Vacation Leave</b> (1 <sup>st</sup> /10 <sup>th</sup> yr)	15/20	10/20	--
<b>Sick Leave</b>	12	12	12

**TABLE 51**  
**Time-Off Accrual Limits**  
**(Current Plan for New Employees)**

	Exempt/Prof Staff	NE/Support Staff	Eligible Faculty
<b>PTO Plan</b>			
% allowing accrual	84%	90%	41%
% limiting amount of accrual	92%	89%	89%
Maximum # of days (median)	38 days	34 days	43 days
<b>Vacation Leave</b>			
% allowing accrual	82%	83%	32%
% limiting amount of accrual	97%	97%	91%
Maximum # of days (median)	30 days	25 days	30 days
<b>Sick Leave</b>			
% allowing accrual	84%	90%	70%
% limiting amount of accrual	75%	76%	70%
Maximum # of days (median)	90 days	90 days	100 days
% paying some/all of sick leave accrual at retirement or termination	19%	21%	16%

**TABLE 52**  
**Other Time Off**

	<b>Exempt/ Prof Staff</b>	<b>NE/Support Staff</b>	<b>Eligible Faculty</b>
<b>Personal/Admin Leave</b>			
% providing pers/admin days off (in addition to other leave)	45%	52%	28%
Number of days per year (median)	3	3	3
<b>Sabbatical Leave</b>			
% with formal sabbatical leave program	12%	8%	84%
Number of years between each (median)	6 years	6 years	6 years
<b>Unpaid Leave</b>			
% allowing unpaid leave	85%	86%	84%
Maximum number of days (median)	90	90	100
	<b>All Employees</b>		
<b>Military Leave</b>			
% paying any difference in salary	38%		
Number of weeks paying difference (median)	2 weeks		
% of difference paid (median)	100%		
<b>Paid Leave for New Parents</b>			
% new parent paid leave (over and above vacation and sick leave)	26%		
Maximum number of weeks (median)	6 weeks		