

University of Washington
Faculty Council on Benefits and Retirement

October 24th, 2016

2:30 pm – 4:00 pm

Gerberding 36

Meeting Synopsis:

1. Call to order
 2. Welcome and Introductions
 3. Review of the minutes from May 23rd, 2016
 4. Chair's report
 5. Council orientation (Burgess)
 6. FCBR 2016-2017 charge letter
 7. Retirement Plan lawsuits (Dwyer)
 8. Upcoming Open Enrollment for Benefits and changes to life insurance (Dwyer)
 9. 2016 Benefits Survey/Comparison Charts
 10. Good of the order
 11. Adjourn
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1) Call to order (0:00 – 1:46)

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

2) Welcome and Introductions (0:00 – 1:46)

Council members and guests introduced themselves. There were two new faculty members added to the council during academic year 2016-2017: Mary O'Neil (Arts and Sciences), and Jason Wright (School of Medicine).

3) Review of the minutes from May 23rd, 2016 (1:46 – 4:07)

The minutes from May 23rd, 2016 were approved as amended.

4) Chair's report (4:07 – 4:56)

Chamberlin noted the council will review its 2016-2017 charge letter in the meeting and forward any recommended changes back to senate leadership.

5) Council orientation (Burgess) (4:56 – 14:23) (Exhibit 1)

Burgess gave an orientation to the council on its function and role within the faculty senate and within the larger university. He used a PowerPoint as part of his presentation (Exhibit 1).

6) FCBR 2016-2017 charge letter (14:23 – 54:11) (Exhibit 2)

Members of the council reviewed the FCBR 2016-2017 charge letter forwarded by faculty senate leadership (Exhibit 2). The document includes several topics the council has been asked to address or complete during the academic year.

Key points during discussion:

- ❖ In relation to bulleted charge item “Review and evaluate parental leave policies with special emphasis on assessing issues of equity (e.g. paid maternity vs. leave for adoption),” Wright expressed a desire that the council address UW parental leave policies for faculty members who become non-birth parents. There was some discussion of the topic, and of the council’s ability to influence the current policy. A member explained that giving birth constitutes a “medical event” that allows for 90 days of paid sick leave to be taken (faculty policy). Similarly, Professional Staff of the UW who become parents may take 30 days of sick leave immediately after an “adoption event.” Members of the council expressed an interest in making a recommendation to the President and Provost that 30 days of accrued sick leave be permitted for use by faculty who have recently become non-birth parents. It was noted that the Faculty Council on Women in Academia (FCWA) addressed the topic in the past, and their records might provide more information.
- ❖ It was noted the UW Benefits Office does not administer leave at the UW. There was some discussion of a “disability product,” which can be triggered by a maternity complication.
- ❖ Amy Hawkins and Cheryl Cameron were suggested as possible resources to the council in investigation of the above-noted topic. It was noted a small group might be formed to work on a FCTCP statement relating to leave for faculty adoptive parents, which can then be brought back to the full council for deliberation.
- ❖ There was some discussion of celebrating and utilizing post-retirement engagement of retired faculty at the UW, as the item also appears in the 2016-2017 charge letter. Kornberg (president’s designee) asked members if retirement recognition should be given at the point of retirement, or at a different time. Patricia Dougherty (Director, UW Retirement Association) noted the practice of celebrating retiring faculty, and/or the methods and timing for doing so vary widely at the UW. There was some brief discussion of if university-published guidelines or best practices on celebrating a retirement would be a useful resource to academic units. It was noted data from the past several years indicate the number of retirees at the UW continues to climb each year.
- ❖ Members of the council expressed an interest in adding a new item to the charge letter relating to Opt-in/Opt-out for UWRP contribution increase at age 50. It was noted the charge letter should be revised to include the item.
- ❖ Kornberg reported that rollout of the supplemental retirement calculator project (UWSRP Calculator) is on hold due to faculty unionization efforts, as rollout of the faculty retirement tool could be considered problematic under current conditions. A desire was expressed that the tool be rolled out as soon as possible, given its utility to faculty members considering retirement. Members of the council requested that the conditions constituting that rollout of the tool may be considered an unfair labor practice be reassessed at the earliest opportunity.

7) Retirement Plan lawsuits (Dwyer) ([54:11 – 1:09:53](#))

Chamberlin initiated a discussion of recent lawsuits brought against several universities around the country relating to managing of retirement plans. The suits allege, generally, that universities offered

employees too many investment options in their retirement plans, did not swap out expensive and poor-performing investments for better options, and that universities cost employees money by using multiple companies as retirement plan providers, or “record keepers.”

Katy Dwyer (Executive Director of Benefits, Benefits Office) gave some background into the process undertaken to deal with a similar set of issues in 2012. She explained the UW engaged in a multi-year effort around that time which eventually involved having an investment consultant look at the university’s retirement plans in an effort to assess them, and after which a structural change was implemented. She explained the FCBR, Fund Review Committee (FCR), the Provost, and finally the UW President accepted the recommendation to accept Fidelity Investments as the university’s record keeper as one conclusion of this work. Many universities similar to the UW have dual record keepers (the UW now uses dual record keepers including TIAA). Dwyer explained the suits also allege too many investment options. She noted it is not in the best interest of the participant to have this breadth of choice. There was some discussion, after which members thanked Dwyer for her work in the past to negate similar issues at the UW.

8) Upcoming Open Enrollment for Benefits and changes to life insurance (Dwyer) ([1:09:53 – 1:16:11](#))

Dwyer explained the first open enrollment for life insurance in 30 years is available during November 2016, as life insurance at UW is being outsourced to MetLife. She explained MetLife would have correspondence sent to UW employees detailing the enrollment and their options. A point was made that MetLife is now providing AD&D (Accidental Death and Dismemberment) insurance to UW employees, as well.

9) 2016 Benefits Survey/Comparison Charts ([1:16:11 – 1:24:02](#))

Chamberlin explained that Siegel (chair of the council, currently out-of-country) has asked that the council’s benefits comparison chart (ongoing project from 2015-2016) include information from the five schools who gave recent CUPA (College and University Professional Association for Human Resources) data, as well as 28 other public institutions, and some private institutions.

Chamberlin recommended that the council begin with developing comparisons first for “healthcare basics” and to continue with one element of the comparison data at a time. The plan was agreed to by council members. The next step was explained as addressing non-healthcare information, and it was noted “paid time off” may be included. The council was reminded that a graduate student has been assisting Stephan.

There was some discussion of simpler sections of benefits-related data to break up and analyze versus more difficult sections. Members agreed that healthcare presented a good starting point.

10) Good of the order ([1:24:02 – 1:25:30](#))

It was noted the next meeting of the council is on Monday, November 28th. There was a suggestion that Rhonda Foreman (Assistant Vice Provost, Academic HR) be consulted on the parental leave policy for faculty non-birth parents.

11) Adjourn ([1:24:02 – 1:25:30](#))

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

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

Present: **Faculty:** John Mittler, Gowri Shankar, Susan Spieker, Jason Wright
Ex-officio representatives: Laura Lillard, Charles Chamberlin
President's designee: Mindy Kornberg
Guests: Katy Dwyer, Patricia Dougherty

Absent: **Faculty:** Russell Fernandes, Stephan Siegel (chair), Iulia Metzner
Ex-officio representatives: N/A

Exhibits

Exhibit 1 – Orientation to university faculty councils.pdf

Exhibit 2 – fcb_r_chargeletter_2016-2017.doc

Orientation to university faculty councils

JOEY BURGESS, UW FACULTY SENATE OFFICE

Welcome to the Faculty Senate

- ❖ Zoe Barsness, Faculty Senate Chair
- ❖ Thaisa Way, Faculty Senate Vice Chair
- ❖ Paul Hopkins, Chair, Senate Committee on Planning and Budgeting
- ❖ Mike Townsend, Secretary of the Faculty
- ❖ JoAnn Taricani, Faculty Legislative Representative
- ❖ George Sandison, Deputy Faculty Legislative Representative
- ❖ Nancy Bradshaw, Assistant to the Chair
- ❖ Jordan Smith, Assistant to the Secretary
- ❖ Joey Burgess, Council Support Analyst

Faculty councils

- ❖ Address issues of the faculty as a whole for the general welfare of the university
- ❖ Standing committees appointed by the Senate Executive Committee and confirmed by the Faculty Senate
- ❖ Advise both the provost and the Senate Executive Committee on issues of faculty and university concerns
- ❖ Roles include:
 - ❖ Prepare legislation and resolutions to the Senate Executive Committee
 - ❖ Submit reports to the senate chair
 - ❖ Receive and make recommendations on behalf of university faculty
 - ❖ Request information/assistance and appoints ad hoc committees to address university concerns
 - ❖ Receive reports from university administrators and provides recommendations/feedback
 - ❖ Represent faculty through service on university-wide committees

Faculty councils and subcommittees

- ❖ Academic standards
 - ❖ Admissions and programs (SCAP)
 - ❖ Admissions and graduations
 - ❖ Honors
- ❖ Benefits and retirement
- ❖ Faculty affairs
- ❖ Multicultural affairs
- ❖ Research
 - ❖ Classified/restricted research
- ❖ Student affairs
- ❖ Teaching and learning
 - ❖ Tri-campus policy
 - ❖ Tri-campus review
 - ❖ University facilities and services
 - ❖ University libraries
 - ❖ Women in academia

Council membership

- ❖ Voting members of the university faculty (3-year terms)
 - ❖ Appointed by the Senate Executive Committee
- ❖ President's designees (1-year terms)
 - ❖ Appointed by the president
- ❖ Ex officio members (1-year terms)
 - ❖ Associated Students of the University of Washington (ASUW)
 - ❖ Graduate and Professional Student Senate (GPSS)
 - ❖ Association of Librarians of the University of Washington (ALUW)
 - ❖ Professional Staff Organization (PSO)

Faculty council chairs

- ❖ Provide leadership of council activities and meetings
- ❖ Represent university faculty and their concerns to stakeholders across UW
- ❖ Work closely with Faculty Senate leadership to pass legislation/resolutions
- ❖ Work with other council chairs on issues that impact multiple stakeholder groups
- ❖ Serve as ex officio voting members of the Faculty Senate

Meetings

- ❖ Meetings last 1.5 hours
- ❖ Quorum is 50% of all voting members
- ❖ When quorum is met councils can take official actions (approve minutes/legislation/etc.)
- ❖ When quorum is not met councils can still meet, but not take official action on agenda items
- ❖ Please raise your hand if your name is: (you are a voting member)

Google drive

- ❖ Used to host council meeting materials and facilitate council collaboration
- ❖ No securities on folders, all are accessible via a hyperlink sent in meeting announcements

Senate legislative process – class A

- ❖ “All changes to the Faculty Code”
- ❖ Begins with a faculty council
- ❖ Approved by the Senate Executive Committee (1st round)
- ❖ Approved by the Senate (1st round)
- ❖ Reviewed by the code cops and the president
- ❖ Approved by the Senate Executive Committee (2nd round)
- ❖ Approved by the Senate (2nd round)
- ❖ Approved by a full faculty vote
- ❖ Approved by the president

Senate legislative process – class A

- ❖ Professor of Practice
- ❖ Updates to the Faculty Code
- ❖ Academic Freedom and Responsibility
- ❖ Modifying Procedures and Promotions

Senate legislative process – class B

- ❖ “Legislation that is not class A”
- ❖ Begins with a faculty council
- ❖ Approved by the Senate Executive Committee
- ❖ Approved by the Senate
- ❖ Approved by the president
- ❖ Legislation is sent to the full faculty for feedback
- ❖ If less than 5% of voting members object, the legislation is approved
- ❖ If 5% or more object, the legislation returns to the senate to consider feedback

Senate legislative process – class B

- ❖ Updates to Scholastic Regulations Chapters 101-117
- ❖ Revisions of Scholastic Regulations to create a diversity graduation requirement for undergraduates.
- ❖ Revisions related to Scholastic Regulations.
- ❖ Procedures related to Honorary Degrees.

Senate legislative process – class C

- ❖ Senate resolutions, not legislation
- ❖ Begins with a faculty council
- ❖ Approved by the Senate Executive Committee
- ❖ Approved by the Faculty Senate
- ❖ Announced to the entire voting faculty
- ❖ Non-binding; therefore used sparingly to support specific policy actions or garner awareness on exceptional issues
- ❖ Alternatives to Class C's:
 - ❖ Collaborating with other councils
 - ❖ Consulting with Senate Leadership to find the most effective way to address the issue

Senate legislative process – class C

- ❖ Resolution Concerning Transgender Coverage
- ❖ Resolution Concerning University of Washington International & English Language Programs Extension Lecturers
- ❖ Resolution Addressing Faculty Demographic Concerns
- ❖ Resolution Concerning Repairing Shared Governance and the Faculty Salary Policy
- ❖ Resolution Concerning the Provost Search Process
- ❖ Resolution Concerning the Faculty Fund for Library Excellence

September 16, 2016

Stephan Siegel
Chair, Faculty Council on Benefits and Retirement

Dear Professor Siegel:

The Faculty Council on Benefits and Retirement is charged with responsibility “for all matters of policy relating to faculty retirement, insurance and benefits” (Faculty Code, Sec 42-44). Activities historically performed include developing and addressing a prioritized list of benefits, retirement, and insurance-related issues, inquiries, and interests on behalf of UW faculty, especially by way of inviting key administrators and stakeholders to meetings to provide supplementary information as well as to receive council feedback on the topics at-hand.

Our recommendation is that the council identify 3 specific goals that can be accomplished by the end of the 2016-17 academic year.

The Senate office did a background review to help identify goals for your council. This included review of minutes from last year’s meetings, review of discussions at Faculty Senate meetings, and selected outreach for topics. Recommended goals and / or topics for discussion include:

- Complete a “Benefits Comparison Chart” of UW peer institutions through a robust gathering of institutional benefits data from 11 institutions.
- Review current policy on UW Tuition Waivers. Receive an update on extent and intensity of their current use; investigate tuition waiver policies employed by peer institutions as benefits and consider potential policy recommendations for the UW on the basis of this investigation. Carol Diem (Director of Institutional Analysis, Office of Planning and Budgeting) is the point of contact for related data.
- Review and evaluate parental leave policies with special emphasis on assessing issues of equity (e.g. paid maternity vs. leave for adoption).
- Consider mechanisms to recognize, acknowledge, and celebrate the contributions made to the university by retiring UW faculty.
- Evaluate potential mechanisms to utilize engagement of retired faculty at the UW, such as:
 - Recruitment for service on governance-related councils and committees
 - Exploring “flexible” utilization of 40% rehire time of retired faculty

Supplementary:

- *Receive regular legislative updates relating to UW academic employee budgetary considerations while the Washington State Legislature is in session. Katy Dwyer is typically the point of contact, though not exclusively.*
- *Monitor progress, issues, and provide feedback on new Workday HR/payroll replacement project. Katy Dwyer (Executive Director of Benefits, Benefits Office) is the point of contact.*

After your first council meeting we will be available to discuss the goals your council identified. Thereafter, we will post your council’s goals on the Faculty Senate Website to communicate the important work you are doing on their behalf.

Sincerely,

Zoe Barsness
Faculty Senate Chair
Associate Professor of Business