

University of Washington
Faculty Council on Benefits and Retirement

November 23rd, 2015

2:30 pm – 4:00 pm

Gerberding 26

Meeting Synopsis:

1. Call to order
 2. Review of the minutes from May 18th, 2015
 3. Council use of Google Drive
 4. Topics for consideration in the 2015-2016 academic year
 5. Update on progress of UWSRP project
 6. PEBB healthcare: open enrollment changes; PEBB SmartHealth wellness program
 7. HR/Payroll - Workday implementation
 8. Good of the order
 9. Adjourn
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1) Call to order

Siegel called the meeting to order at 2:30 p.m. Members of the council introduced themselves as this was the first meeting in the 2015-2016 academic year.

2) Review of the minutes from May 18th, 2015

The minutes from November 23rd, 2015 were approved as written.

3) Council use of Google Drive

Council support analyst Joey Burgess demonstrated use of Google Drive (cloud-based file sharing software) to members of the council, and explained that in lieu of Catalyst Sharespaces' retirement by UW-IT on November 12th, 2015 - the council will make use of Google Drive for all future file-sharing needs. He noted this decision has been authorized by Marcia Killien, Secretary of the Faculty.

Logistically, he noted council members will receive hyperlinks connecting them to their respective council's Google Drive folder in each meeting broadcast email, and folder securities may or may not be heightened depending on the council's posting of sensitive and/or exclusive materials.

Council feedback

The council requested that they have a "calendar" folder within the drive for viewing the council's 2015-2016 meeting schedule, which was agreed to.

4) Topics for consideration in the 2015-2016 academic year (Exhibit 1)

Siegel noted there are many potential items for the council to address this academic year. He explained the council has received a charge letter from faculty senate leadership, which outlines three "goals" to work to complete by the end of the 2015-2016 academic year. The three goals which appear in the charge letter were noted as:

- Investigate the following questions: what rates of retirement of faculty are economically sustainable at the UW? What are the impacts of varying retirement rates across units?
- Discover what elements comprise a “competitive benefits-package” for faculty, evidenced by comparisons to the national standard for large, public Research I universities; additionally, taking into account campus commuting & local housing costs within this investigation.
- Investigate the implications, effectiveness, and effects of retirement incentives for faculty at the UW, addressing specifically if retirement incentives are working to their desired effect.

The council held some discussion on the first goal listed in the charge letter. Siegel noted the wording of the directive is broad. Other council members agreed, explaining there is need for clarification from senate leadership before beginning an effort to answer the included questions. Dougherty mentioned there are studies on faculty retirements rates at the national level, which may be of some use. Additional council discussion revealed a shared sentiment that the FCBR is likely not the ideal body to investigate the first listed goal item, and instead the Senate Committee on Planning and Budgeting (SCPB) may be better suited given the resources available to that body. Siegel noted he would consult with faculty senate chair Norm Beauchamp to gather some clarification, and report back.

Dwyer noted Cheryl Cameron (Vice Provost, Academic Personnel) had devised an educational presentation on varying elements of UW faculty retirements. Council members expressed interest in reviewing this PowerPoint presentation. Chamberlin explained it would be beneficial to have Cameron join the council to discuss her findings and perspectives on the topic. It was noted it would be generally useful to the council to consult with Cameron regularly, given her position as head of Academic HR.

Chamberlin suggested the council address Voluntary Employees' Beneficiary Association (VEBA) this academic year. He explained a number of faculty have questions concerning VEBA, and the UW Retirement Association (UWRA) is also currently investigating the voluntary employment benefit annuity. He explained many faculty do not opt into VEBA, but some do, and there are some associated questions. Siegel explained he is sure the topic will arise in the council again this year.

Siegel questioned if there were any other topics the council would like to consider.

One member emphasized that most benefits-related discussions must arise from and/or be accompanied by relevant data, and he questioned the best way to collect useful information. Dwyer explained benefits-related surveys could potentially be broadcasted, but timing for this (in her office) is not ideal currently. She explained credible findings from outside articles may be useful, as well. Some other discussion ensued, with members noting the council is able to invite experts from around the university to present on varied topics when questions arise, which is a useful resource.

Comparative employee benefits chart for higher education institutions

Siegel posed to the council that it work to create a simple chart highlighting the UW’s benefits package in comparison to other higher education institutions nationwide. He explained this infographic would not be designed to “get down into every detail,” but may be a useful and digestible surface-level comparison of benefits from higher education institutions residing in other large cities, such as Boston or New York City. Council members generally agreed this to be a useful project. One member explained he knows a professor who rejected a faculty position at Stanford University due to the cost of living/housing in the area immediately surrounding the campus.

Siegel explained in preparation for the next council meeting, members should work towards gathering some comparative statistics of benefits packages at different higher education institutions. After question, Dwyer explained she can search for related publically available information. Siegel inquired about commuting surveys broadcasted by UW Transportation, and if these could or should be utilized. Dwyer explained she would find out what information can be obtained relating to this topic outside of the meeting, and report back.

A member noted while doing a comparison of peer institutions, adjoining city sizes should also be considered. Siegel noted he would put together a list of institutions that are most relevant, and the council could choose four of these, as a starting point. He recommended including a few private institutions, as well. Gifford noted she is happy to take on gathering transportation information, as she works within UW Transportation Services. It was noted benefits such as the UW U-PASS and other subsidies, along with average faculty and staff commute times, are items to be considered.

Dwyer explained the FCBR has engaged in taking a broader view when investigating questions such as these in the past – she explained this means not only investigating benefits such as these for faculty - but for staff, as well. After discussion, the council decided to begin this project broadly to stay in-line with this tradition.

Siegel proposed scheduling a discussion of UW tuition waivers to take place in the February FCBR meeting, also inviting Carol Diem (Director of Institutional Analysis, Office of Planning and Budgeting) to follow-up on a related presentation she gave in a January 2015 FCBR meeting. Dwyer explained Diem has a long-term ongoing understanding of this topic, and is able to give a comprehensive insight.

Dwyer explained she is also available to provide “legislative updates” to the council, beginning early winter quarter, as she tracks benefits-related bills as part of her role at the UW.

Several other potential items of council deliberation were noted on behalf of members during discussion. These included:

- Benefits differences based on marital status and/or possession or parental status
- Use of leave (many faculty not using leave as intended, only accruing)
- Childcare
- Long term care (not currently offered for Washington public employees)
- Elder care issues
- 10% contribution opt in/out

Siegel noted he would also like to investigate the rates of UW employee utilization of all offered benefits, and if possible, discover why employees choose not to utilize benefits available to them. Dwyer explained the first element of the question is answerable, however reasoning for opting out is more difficult to uncover. She explained she is able to provide information on this in a later meeting.

5) Update on progress of UWSRP project (Katy Dwyer)

Dwyer gave some background into UWSRP (UW Supplemental Retirement Plan) after some questions, explaining that in order to be eligible for a calculation, a university employee needs to have ten-years consecutive service, be at least 62 years of age, and had already been an active participant in UWRP on February 28, 2011, as UWSRP had been closed after that date. She explained UWSRP is a formula-driven

lifetime income benefit, and calculations are market-driven. She explained for these reasons, calculations may vary greatly when taken at different points in time. Dwyer explained the Benefits Office have worked through several issues, and have modeled a tool to discover who is eligible, and what their calculation may be at a point in time.

Chamberlin noted sometimes when a UW employee retires they do not immediately receive information concerning UWSRP. Dwyer explained the Benefits Office has done as much as possible to generate electronic notifications, but there are still some problems. Chamberlin explained getting word to eligible employees quickly following news of their retirement would be ideal.

It was noted the amount of retirees is growing steadily each year. Dwyer explained she is in the process of consulting with administration and faculty senate leadership over the UWSRP modeling project, and will report back to the council with updates when appropriate.

6) PEBB healthcare: open enrollment changes; PEBB SmartHealth wellness program (Katy Dwyer)

Dwyer noted the annual medical/dental open enrollment will end on Monday, November 30th. She explained the Uniform Medical Plan (UMP) Plus–UW Medicine Accountable Care Network has had the highest amount of new enrollments - one major benefit of the plan being availability of coverage outside the region, unlike Group Health which is regionally-based.

Dwyer explained there is an effort underway to incentivize Washington State public employees seeking preventative care, as opposed to only receiving care when absolutely necessary. As a result, some plan premiums have been lowered, and a useful service called SmartHealth has been rolled out. She explained SmartHealth is a web-based interactive wellness program accessible by computer, tablet, or smart phone that allows tracking of medically-relevant data and offers incentives for improving health and/or leading a healthy lifestyle.

7) HR/Payroll - Workday implementation (Katy Dwyer)

Dwyer remarked that the UW HR-Payroll replacement project and implementation of the new system, Workday, is likely her career project. She explained the current HR-Payroll system has been in use since 1982, and is in desperate need of replacement, especially given the need to transition away from use of paper forms. It was noted Workday is a new, integrated Human Resources and payroll system which will replace the current 30+ year-old mainframe payroll system. The change will include a new Employee Self Service (ESS) portal for faculty and staff allowing them to access a broad range of information about their employment, including retirement and healthcare benefits as well as vacation and sick leave (for staff). The new system will replace the current ESS (accessible through the MyUW website) as the main employee web-portal for university faculty and staff to access all of their work related information.

Dwyer explained the go-live date of the new system is June 16th, 2016, and user testing is to begin in January, as the estimated number of people impacted by this replacement is 36,000. She noted she would like to provide another update to the council on this in April.

8) Good of the order

Siegel noted he will compile a list of peer institutions for the council to consider for the next meeting. Gifford noted she will pull relevant Transportation data for the next meeting, as well.

9) Adjourn

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

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

Present: **Faculty:** John Mittler, Gowri Shankar, Stephan Siegel (chair), Susan Spieker, Tom Dodson
Ex-officio reps: Thomas Deardorff, Casey Gifford, Charles Chamberlin
Guests: Katy Dwyer, Patricia Dougherty

Absent: **Faculty:** Robert Breidenthal, Russel Fernandes, Iulia Metzner
Ex-officio reps: N/A
President's designee: Mindy Kornberg

Exhibits

Exhibit 1 – fcbr_councilchargeletter_2015-2016

October 6, 2015

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.

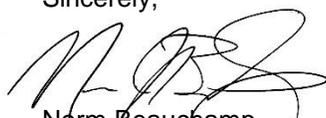
Our recommendation is that the council identify 3 specific goals that can be accomplished by the end of the 2015-16 academic year.

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:

- Investigating the following questions: what rates of retirement of faculty are economically sustainable at the UW? What are the impacts of varying retirement rates across units?
- Discovering what elements comprise a “competitive benefits-package” for faculty, evidenced by comparisons to the national standard for large, public Research I universities; additionally, taking into account campus commuting & local housing costs within this investigation.
- Investigating the implications, effectiveness, and effects of retirement incentives for faculty at the UW, addressing specifically if retirement incentives are working to their desired effect.

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,



Norm Beauchamp
Faculty Senate Chair
Professor of Radiology

/nlb