

**University of Washington**  
**Faculty Council on Benefits and Retirement**

May 18<sup>th</sup>, 2015  
2:30 pm – 4:00 pm  
Gerberding 36

**Meeting Synopsis:**

1. Call to order
  2. Review of the minutes from April 27<sup>th</sup>, 2015
  3. Update from Katy on general aspects of benefits/retirements
  4. Suggested topics for consideration in the 2015-2016 academic year
  5. Council chair for 2015-2016 academic year
  6. Good of the order
  7. Adjourn
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**1) Call to order**

Emery called the meeting to order at 2:35 p.m.

**2) Review of the minutes from April 27<sup>th</sup>, 2015**

The minutes from April 27<sup>th</sup>, 2015 were approved unanimously as written.

**3) Update from Katy on general aspects of benefits/retirements**

Dwyer noted the Washington legislature is still in session, and there are few substantive updates to report. She explained the earliest they anticipate any merit raises for UW employees is September 1<sup>st</sup> 2015, and an amount for these raises has not been specified.

Dwyer explained an additional update on the HR Portal Replacement Project (*Workday*) is scheduled to be presented to the council next year. She noted the launch of the new HR Portal will occur in June 2016.

Dwyer mentioned that there are 200 people retiring university-wide, currently.

A member noted a new online tool to be used for calculating UWSRP (UW Supplemental Retirement Plan) will be made available later in 2015.

A member explained Vanguard (The Vanguard Group, Inc.) is reducing its fees for its target retirement fund. Dwyer explained this is good news for the university, and costs are decreasing. A member questioned why the UW would not partner with Washington State University (WSU) and other Washington universities, the reason being that these institutions have been asked to partner and have rejected the offer. There was some discussion of if the Washington legislature would ever step in and ask the state's public universities to adopt certain plans.

A member noted a pro-Palestinian rights organization has asked an investment group to divest from certain companies that do business with Israel. He noted the pro-Palestinian rights group were told in

response that they would not divest. Discussion ensued surrounding how it is impossible to satisfy everyone's personal and political choices, and attempting to do so is often ultimately detrimental.

#### **4) Suggested topics for consideration in the 2015-2016 academic year**

Emery asked council members what topics the council may consider to take up in the next academic year (2015-2016). Emery noted the council is either designated topics to address by faculty senate leadership, or the council asks its constituents for topics they would like addressed. He asked members to comment on if they see possible items for deliberation in the near future.

Dwyer's topics to consider for the 2015-2016 year:

- HR Payroll workday Implementation
- UWSRP Project
- Review State of WA VEBA product (used for the tenured faculty Voluntary Retirement Incentive (VRI) payments & staff sick leave payout)
- PEBB healthcare – open enrollment changes – update for first fall meeting (prior to Open Enrollment) Includes discussion of the PEBB SmartHealth wellness program

Dougherty's topics to consider for the 2015-2016:

- Retiree recognition
- Post-retirement faculty service to units, as a potential re-engagement outlet
- Clarifying and resurrecting the role of emeritus faculty
- Supporting and monitoring of retirement privileges

Other topics mentioned for consideration:

- Inviting Cheryl Cameron (VP of Academic Personnel) to join the council for discussing VRIs (Voluntary Retirement Incentive)
- Childcare
- Flexible spending, medical (to be addressed fall, 2015)

#### **5) Chair of the FCBR for the academic year**

Siegel noted he has accepted serving as council chair for the 2015-2016 academic year.

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

The council discussed items for consideration in the next academic year. Each that was mentioned is listed above.

#### **7) Adjourn**

The meeting was adjourned by Emery at 3:31 p.m.

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

**Present:**                   **Faculty:** Robert Breidenthal, Ashley Emery (chair), John Mittler, Stephan Siegel, Susan Spieker  
**Ex-Officio representatives:** Thomas Deardorff, Brady Begin, Patricia Dougherty  
**Regularly invited guests:** Katy Dwyer

**Absent:**                   **Faculty:** Russel Fernandes, Gail Joseph, Gowri Shankar  
**President's Designee:** Mindy Kornberg  
**Ex-Officio representatives:** Alison Navarrete, Charles Chamberlin