

**UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON BENEFITS AND RETIREMENT (FCBR)**

The Faculty Council on Benefits and Retirement met in Gerberding Hall, room 36, on Monday, October 16, 2006. Bowen, Chair for the Committee, called the meeting to order at 8:00 a.m.

Synopsis:

1. Introductions/Welcome
 - a. Approval of agenda; minutes; announcements
 - b. Update by Director of Benefits and Work/Life
 - c. TIAA-CREF systems platform change
 - d. Wellness Initiatives
 - e. Letter from Ray Bowen, President, UW Retirement Association
2. Update by Vice President for Human Resources
3. Implications of the \$250,000 Alfred P. Sloan Award for Faculty Career Flexibility
4. Potential issues to address in 2006-2007
 - a. What guests do we want to invite?
 - b. University Legislative Representative on what might be happening in the upcoming legislative session
 - c. Mindy and Katy's recommendations
 - d. Form or reform subcommittees?
5. New Business

1. Introductions/Welcome (Bowen)

Bowen welcomed all attendees to the first FCBR meeting of the academic school year and invited everyone to introduce themselves to the group.

Approval of agenda; minutes; announcements (Bowen)

Action Item: Approval of the last FCBR meeting minutes (May, 12, 2006) will be made at the next FCBR meeting, November 22, 2006.

Bowen stated that the FCBR is in the position to directly affect faculty and staff; a very "exciting" task "worth pursuing". The process will include advice, through the Faculty Senate and leadership, via Kornberg and Dwyer.

Update by Director of Benefits and Work/Life (Dwyer)

TIAA-CREF systems platform change

TIAA-CREF has moved to a new platform, Dwyer states, and the company acknowledges, problems with processing accounts on the new platform. UW accounts are supported by the old system and have not experienced the same problems as our peers who have moved. The existing need to merge systems, with a new platform, may affect UW faculty and staff accounts with regards to mutual fund investments. UW has met with TIAA-CREF to discuss plans for the movement of UW accounts, including audit and accountability standards to be met by TIAA-CREF. TIAA-CREF has offered

February, 2007 as the estimated date of completion. Dwyer pointed out that "...our concern is [that] TIAA-CREF be accountable".

Comments:

- How do we compare with other institutions?
 - Dwyer explained that "...we're the last big institution to make the change".
 - Kornberg stated that Duke's transition was challenging.

Wellness Initiatives

Dwyer explained that the new website, which is currently in the process of creating a "new look", will help to encourage UW employees to participate in their own personal wellness program.

- Uniform Medical Plan offered a \$30.00 rebate incentive to its members, for completing a brief online survey.
- Dwyer stated that more information will be available at the upcoming Benefits fairs.
- Focus of UWellness is initially informational; incorporating, and building on, existing programs; e.g., weight watchers at work program, etc. Plans to expand include offering UW Housing and Food Services food content information on certain food items, connection to activities and team events.

Comments:

- "What effect has the Wellness Program had on changing lifestyle choices?"
 - Dwyer acknowledged that the question was important to consider; i.e., "how [do we] tie savings to lifestyle changes"?
 - Kornberg commented that Duke University identified the "high risk" insured group of staff and faculty and offered them the opportunity to participate in a program, "Pathways to Change". The results of Duke's survey "...were very impressive".
 - Dwyer commented that the Health Care Authority (HCA) controls the provider system statewide.
 - Kornberg agreed that incentives for employees to participate are an important element. Attendance and productivity are not measured – only cost is measure.
 - Dwyer stated that the HCA is concerned with first dollar coverage for prevention services in healthcare.
 - How could we reduce cost?
 - Offer 10-20% discounts at various health-related businesses.
 - Gallucci suggested incorporating simple exercise encouragement programs, such as posting achievement charts for walking the halls, weighing in on a scale in the lunchroom, etc.

- Boxx stated that uniform and consistent communications from UW to faculty and staff, and from Dwyer to the Council, was important for them to stay connected to this issue.

Letter from Ray Bowen, President, UW Retirement Association

Bowen expressed the need for more meetings, this year, of the Fund Review Committee.

- Dwyer explained that the committee did meet the required 2 meetings per academic year – there is no specific schedule required beyond this.
- Dwyer stated that, at the last meeting, the discussion was around the fact that the committee “can’t do it all”; i.e., professional assistance for investment and data analysis is required. The committee took what actions it could with regards to establishing an investment policy and recommending that life cycle funds be available in UWRP.
- Dwyer pointed out that next steps should include preparation for taking [plans] to the next level; i.e., seeking professional investment assistance.

Comments:

- In an effort to seek independent investment advice, Dwyer will continue current development of long range plans. This includes discussions with the investment section of the UW Financial Management Office.
- Dwyer stated that many employers are now asking the question, should employers offer investment advice? Department of Labor and recent changes in the law make it viable for employers to do so.
- Boxx stated there was no task force, as decision-making mechanism, prior to the Fund Review Committee, which is now a standing committee in support of UWRP and VIP.

Action item: Committee members will contact Bowen if they are interested in volunteering as FCBR representative on the Fund Review Committee. Bowen will announce the representative at the next FCBR meeting.

2. Update by Vice President for Human Resources (Kornberg)

Kornberg stated that the University of Washington was one of the five universities to receive the Alfred P. Sloan Foundation Award. The award, \$250,000.00, will further support UW’s efforts to increase awareness of flexible Work Life policies for current faculty and academic staff.

In order to improve faculty perception and encourage Deans to provide information to faculty, the Provost’s Office will initiate an eight goal plan to improve climate and increase faculty use of benefits policies. The goals will include networking support for new moms as well as an increase in the number of available childcare [toddler] slots.

- UW has two childcare facilities; a total of 255 available childcare slots.
- Due to the child-to-caregiver ratio regulations, infant and toddler childcare is the most difficult to provide.

- To open another childcare facility at the Safeco building, the setup cost would be \$1.1M for 85 available onsite childcare slots.
- For approximately \$1K, partnering with community childcare facilities could provide a certain priority of available childcare slots for UW employees.
- Can we provide more one-on-one care by partnering with resource centers?
- Problems with the childcare assistance voucher program require that students are required to pay 60% of childcare costs; i.e., cost prohibitive for some individuals.
 - Kornberg clarified that [the plan] will focus on faculty and staff.
- The TLC program at Virginia Mason offers sick childcare; however, the cost for such emergency childcare services may be a factor for some parents.
 - Dwyer noted that UW has a contract with Virginia Mason

Kornberg stated that the Provost Office will move forward in establishing an advisory committee.

With regards to updating the Benefits/Work Life website, Kornberg noted:

- The projected rollout date is January 1, 2007
- Improved communications will be implemented
 - Dwyer plans to offer seasonal communications information
 - Bowen commented that utilizing UWeek, [we] could offer a link to communication information
- Boxx asked if, as part of the initiative, there was a survey plan, for faculty, in place, in order to find out what works, what doesn't, and what the costs are.
 - Kornberg agreed a survey might be feasible to implement.
 - Dwyer asked if the FCBR wanted to be the owner of the survey. Boxx suggested being the implementers.
 - Question was raised on what data is needed?
 - Focus groups could be useful to help determine the quality of the survey
 - An on-going survey could include benefits feedback from retirees and new faculty. Data from this survey could be a useful recruiting tool.
 - The FCBR has, previously agreed to a survey; however, financial support for a graduate student, or temporary hire, to develop an appropriate tool is needed.
 - Gallucci has experience with setting up a survey, using an outside vendor; however, the cost is expensive.

4. Potential issues to address in 2006-2007 (Bowen, Dwyer)

Retirement

Action item: Boxx and Dwyer will bring the benchmarking data to the next FCBR meeting.

Bowen summarized the discussion:

- We need to offer more advice to faculty

- We need to help faculty with planning decisions
- We need to better communicate with new faculty. Should the first 2 years of UWRP have automatic enrollment with an opt out option?

Action item: Dwyer will bring more information, on the opt out option for new faculty, to the next FCBR meeting.

Action item: Dwyer will bring more information, on tax law changes, to the next FCBR meeting.

Dougherty stated that she is working with the Provost to develop an online retirement program and a seminar session. Further, she stated that “UWRA encourages on-going participation [for retirees] to be connected”.

Action item: Dougherty will bring more information to next FCBR meeting.

Childcare

Kornberg stated that a white paper and benchmark have been completed. The next steps are to keep the Provost advised and invite a PACW member, as advisory person.

Tuition Benefit for dependents (50% benefit)

The suggestion was made to contact the appropriate individual, in Oregon [University], who is able to provide this benefit to employees, with regards to inquiring how that program works.

Comment: It’s important to clarify our benefits; “cafeteria-style versus real benefits for faculty and staff”.

Kornberg commented that Duke’s dependent tuition benefit offerings were a huge recruitment incentive. The focus of a benefits determination, made at Duke, was to create a culture.

- Comment: Our focus, at UW, is similar, in that we’re trying to build a community. An objection to the term “lifestyle” was made, since we shouldn’t base it on what an individual does, but how that individual chooses to live.
- Comment: Since many people may not use the benefit, we have to consider the price of our “good will” benefits offering.
- Comment: Offering the benefit is “...great for recruiting and retention policy”.
- Comment: There is also a senior access program for benefits.

A discussion to develop a strategic plan, based on benchmarking with other universities’ survey data, ensued.

- Comment: Our plan should include a projection (5-10 years), aligned with the President’s vision.

- Bowen summarized discussion that there is interest in drafting a FCBR strategic plan and/or a vision statement, as well as interest in getting more [than the LCVI survey] information from faculty and staff.
- Comments: It would be helpful to ask more specific questions on Benefits, than what was asked in the LCVI survey
- Comments: Inquiring what other institutions offer and don't offer might be helpful.

Action item: Per Kornberg's request, Dwyer will give LCVI survey data to members of the FCBR.

Action item: Kornberg agreed to provide a summary of the benefits questions asked in Duke University's "Value Proposition" survey.

5. New business (Bowen)

Bowen proposed a vote: Should Librarians and Professional Staff Organization members have voting rights? Vote was affirmative and seconded.

Meeting adjourned: 9:30 a.m.

Next meeting: November 22, 2006; 12:00 p.m. - 1:30 p.m.

Present: *Professors:* Boxx, Bowen, Gallucci, Breidenthal, Brock, Demorest
 Ex-officio: Henley, Gray
 President's Designee: Kornberg
 Guest: Dwyer, Dougherty

Absent: *Professors:* Stowitschek, Kartsonis, Hess

Minutes: Muller