

UNIVERSITY OF WASHINGTON FACULTY COUNCIL ON BENEFITS AND RETIREMENT

The Faculty Council on Benefits and Retirement met on May 17, 2005 at 12:30 p.m. Chair Karen Boxx called the meeting to order at 12:30 p.m.

Synopsis:

1. Minutes, agenda, announcements
2. UWRP Investment Policy (Dwyer/Kochin)
3. Benefits Survey Planning
4. Potential Gender Inequities in Retirement

Announcements, updates, agenda, minutes

The agenda and the minutes were approved.

Katy Dwyer told the Council that Governor Christine Gregoire has appointed Steven Hill as the new director of the Health Care Authority. Hill was previously a Regent at Washington State University. FCBR could invite Hill to a meeting at some time in the 2005-2006 academic year.

Gregoire also appointed Sandra Matheson to serve as Director of the Washington State Retirement System. Matheson, an accountant and auditor by profession, recently ran for Congress as a Democrat.

The Leadership Survey, which is being spearheaded by UW Human Resources, has gone out via email. Everyone should be certain they fill out the survey, which attempts (among other things) to assess campus morale and climate issues.

Dwyer told the Council her office is contacting all those with 9-, 10-, and 11-month appointments to remind them that they will see a large deduction from their 6/25 paycheck to cover the cost of medical benefits for the summer. Now that employees are paying larger portions of their medical benefits, the deduction to cover multiple months can be quite large. Dwyer does not want this to come as a surprise.

Benefits Survey Planning

Karen Boxx reported that planning for the Benefits Survey will continue during the summer, with the goal of having a funding proposal in place to show to possible funding sources and to the Council. The Benefits Survey subcommittee includes Diane Martin, Patti Brandt, Dwyer and Boxx.

Possible Gender Inequities in 40% Retirement

Boxx described an issue that has been referred to FCBR for assessment and possible action. A faculty member contacted the chair of the newly-formed Faculty Council on Women in Academia (FCWA) to say that there may be a disparity in the way male and female faculty are treated with regard to the opportunities they have regarding the 40% re-employment benefit for retirees. FCBR has been asked to determine whether this is systemic (in which case the Council would pursue it) or individual (in which case it would not). Discussion revealed the following:

- The 40% re-employment policy is a written policy contained in a brochure that was mailed to all faculty members less than two years ago. It can also be found on the Academic Human Resources Website and is linked to the Benefits Website.

- Each faculty member has five years of 40% re-employment available at retirement, for teaching or research. In order to be centrally funded, the retiree has to be re-employed to teach. If the retiree wants to do research, there has to be another funding source (grants or clinical fees) available to the retiree.
- Each case is handled individually. The Department Chair, the Dean and the individual faculty member get together and make an agreement that conforms to the rules.

In some cases, Cheryl Cameron said, an individual has already "bought out" a prior teaching load by giving up part of the re-employment period before retirement. In that case, part of the re-employment period has already been used. There can be many variations to the arrangements, depending upon the faculty member in question.

Dwyer said it is important to dispel the notion that the re-employment is exactly 40% - it is actually an upper limit of 40%. Depending on the agreed-upon workload, it may be 35% or some other number. The circumstances and the percentage of re-employment are individually negotiated, with an upper limit of 40%.

Boxx noted that an individual complaint by a faculty member should be referred to the Secretary of the Faculty as a possible matter for adjudication. If there are broader issues, FCBR or FCFA should look into it.

Boxx and Cameron will talk to FCWA Chair Dina Mandoli for more information, so they can determine whether the issue is individual or whether there is any evidence that it may be systemic.

The meeting was adjourned at 1:35 p.m. *Minutes by Linda Fullerton, Recorder.*

PRESENT: Professors: Boxx, Brandt, Breidenthal, Johnson, Kartsonis, Kochin, Waaland, Stowitschek
Ex-officio: Constantine, Dougherty, Dwyer, Henley, Gray, Cameron

ABSENT: Professors: Demorest, Martin
Ex-officio: McKenzie, Parks