

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

The Faculty Council on Benefits and Retirement met in Gerberding Hall, room 36, on Friday, April 14, 2006. Boxx called the meeting to order at 10:30 a.m.

Synopsis:

- I. Announcements; request for attendee for May 8th SEC meeting
- II. Approval of minutes
- III. Discussion of Faculty Council on Women in Academia issue
- IV. Benefits update; preview of issues for May meeting and consideration of extension of time of May meeting
- V. Retiree Interview project

Announcements; request for attendee for May 8th SEC meeting (Boxx)

Boxx announced that she needs someone to attend the May 8th Senate Executive Committee (SEC) meeting, scheduled from 2:30-4:30pm, since she is not able to attend. Alan Hess agreed to attend the SEC meeting.

Since there was not a quorum present at today's meeting, Boxx announced the meeting today will be shortened. Boxx stated that 30 minutes will be added to the May 12th FCBR meeting. Dwyer proposed the location for the May 12th be at the Benefits conference room. Discussion ensued regarding the need to schedule future meetings, proactively, for the remaining year.

Action item: Boxx will email A. Palacio regarding scheduling issues.

No new Chair has been appointed, or volunteer, as yet, for next year. Boxx stated she has served as Chair for two years.

Approval of minutes (two revised handouts: Dwyer's second revisions to the final accepted 02-10-06 minutes and Dwyer's revisions to the 03-10-06 minutes)

Boxx deferred re-approval of the February minutes and approval of the March minutes, due to lack of a quorum at today's meeting.

Action item: Boxx stated she will email Committee members to vote on approval.

Discussion of Faculty Council for Women in Academia issue (Boxx) (one handout: “Princeton Policy Assessment” with revisions)

Boxx reviewed Mandoli’s request at the March FCBR meeting. It remains unclear, however, stated Boxx, what Mandoli and the Faculty Council for Women in Academia (FCWA), are specifically asking of the FCBR committee members. Boxx has communicated to Mandoli that the FCBR is supportive of the Faculty Council for Women in Academia. Boxx’s further comments to Mandoli (based on FCBR discussion):

- It is premature for FCBR to comment on [the Princeton Policy Assessment].
- It is not clear what Mandoli was actually asking the SEC to do.
- It is unclear who and from what committee was collaborating, within what timeframe, in discussion on this issue and what specific protocol was being followed in regards to submitting a proposal to the Provost’s Office.
- Boxx expressed that the FCBR has enough issues that it’s currently working on.
- It is unclear how UW women faculty might feel about the Princeton [proposal].
- It appears that more work needs to be done [by the FCWA] prior to asking for [FCBR’s] feedback or submitting a proposal.
- What culture change specifics are the FCWA targeting? Is there collaboration with PACWA?

Action item: Boxx will suggest to Mandoli that she meet, first, with Dwyer and Vice Provost Cheryl Cameron to gather information and prepare to survey faculty reaction.

Comments:

- Hess stated that the bigger issue relates to UW’s tenure clock, which, in his opinion, should be a ten year clock, given the gestation time for publishing articles.
- FCWA needs to identify what the problem(s) is/are and what is/are the larger issue(s) as relates to UW.
 - “How is tenure handled if someone has an illness, childcare need, etc? What is the policy issue?”
 - With respect to information gathering, regarding adoption issues, can there be a request for a [tenure] clock extension? Is that extension considered a “benefit”?
- Boxx clarified that [we] are an information gathering and information disseminating group.
- Dwyer suggested that Mandoli talk with Cameron to obtain institutional statistics.
- Boxx replied that she is willing to go with Mandoli to meet with Cameron; however, first, Mandoli should meet with Dwyer.
- Dwyer suggested that since Mandoli’s council is new and less familiar with council project development, the FCBR could assist by proposing a strategic plan, as guidance.

Boxx read Mandoli's email comments to the FCBR and reiterated that FCBR cannot formulate a policy before FCWA has:

1. gathered information and defined underlying problem(s)
2. talked with Dwyer to gather statistics about current benefits and services
3. talked with Cameron to gather current faculty tenure data
4. then, FCWA returns to FCBR for discussion

Benefits update; preview of issues for May meeting and consideration of extension of time of May meeting (Dwyer)

Action item: Dwyer will bring more American Association of Universities Data Exchange (AAUDE) information to the May, 2006 FCBR meeting regarding stats on peer institutions.

Action item: Dwyer will provide a timeline and overview to the May, 2006 FCBR meeting, regarding the Health Care Authority's Wellness Program and proposed 2007 changes to UW health insurance plans. The major focus, currently, is on preventative care.

Regarding WorkLife issues, Dwyer pointed out the importance of long-range childcare and eldercare plans, with consideration for best practices.

Retiree Interview project (Boxx)

Since Constantine and Pat Dougherty are not present, Boxx deferred discussion on the Retiree Interview project, until next FCBR meeting.

Comments were made regarding new ideas for the Benefit/WorkLife website:

- Galluci suggested that the current UW Retirement Plan seminars be video-streamed over the internet for easier access by those who cannot attend in person. Boxx pointed out that some in-person attendees might not wish to be identifiable in such a format. Dwyer said there should be some way to achieve this while still respecting the privacy of those attending, and she will consider the idea.
- Question was posed regarding clarification on the purpose of the retiree interview project.
 - Boxx suggested that the retiree stories may support others in making informative plans for retirement.
 - Informational websites, including charts based on personal mortality census, might help empower individuals in the process of making retirement decisions.

Hess asked about the UW Retirement Plan Supplemental Benefit. Boxx provided a short discussion regarding the Supplemental Benefit which was previously discussed in a prior FCBR meeting. She stated that the FCBR's position on Supplementation is to support *prospective* changes to the underlying law, as long as in exchange, the contribution rates can be preserved, and the language around the goal of a 60% benefit be removed. Dwyer indicated that, in the future the UW Retirement Plan will be a focus as she is developing a long range plan for better administration and education for the plan.

Galluci commented on the importance of making our benefits package an attraction for hiring exceptional faculty.

Dwyer suggested inviting Cameron to attend FCBR's June meeting to provide data which is typically available each year, such as use of the "40% rehire" program.

Boxx raised a question regarding the March 17, 2006 faculty pay settlement for faculty. Dwyer will follow-up with Cameron, since all communications are coordinated by the Provost's Office.

Boxx will make application to the American Association of University Professors (AAUP) listserv. Dwyer stated the need to check the Faculty Code protocol.

Boxx reiterated that the next FCBR meeting will be extended 30 minutes.

Meeting adjourned: 11:30 a.m.

Next meeting: May 12, 2006

Present: *Professors:* Boxx, Gallucci, Hess
 Ex-officio: Henley, Gray
 President's Designee: Suffis
 Guest: Dwyer

Absent: *Professors:* Breidenthal, Stowitschek, Demorest, Kartsonis, Kochin,
 Waaland
 Ex-officio: Constantine, Wallace, Dougherty

Minutes: G. Muller