

Faculty Council on Benefits and Retirement (FCBR)

March 3, 2008 Meeting Minutes

The Faculty Council on Benefits and Retirement met in Gerberding Hall, room 36, on Monday, March 3, 2008. Robert Bowen, Chair for the Committee, called the meeting to order at 9:00 a.m.

Synopsis:

- **Old business**
- **UW Systems**
- **Updates**

On March 12 President's Advisory Committee on Women (PACW) is [hosting an Invitational Women's Summit from 8:00 -12:00](#) in Walker Ames Room. Marcia Killian would like someone from this committee to attend. Patty Brandt volunteered to attend.

1. Old business

- B. Bowen reported that Dan Luchtel stated to him there are two issues with the dependent tuition benefit proposal. The first is money and the other state regulations. If we open it up at the UW we will have to let everyone else in. Demorest says that this may not be the case. Other schools have differentials in their benefits. There have been precedents set at our peer universities. Bowen suggests we get on the April agenda for the faculty senate. Demorest and Bowen to coordinate with senate meeting. Touch base with Quarfoth on differential benefit issue.
- Update Tuition Benefit Proposal to include new global peer list – Dwyer and Demorest to follow up on this.
- Regarding auto enrollment Bowen reported that Luchtel indicated for new hires – there's not enough money but for those over 50 there's interest. Will put that on the agenda at faculty senate.
- Committee discussed need to determine if auto enrollment dies this year in the faculty senate, need to reaffirm the Class C Resolution. Question was asked by Kornberg how would this committee prioritize – tuition benefit or auto enrollment? Bowen stated enrollment is full and we could accept more students – they have to pay half so it's more money.
- Comment: the million plus cost for 50+ auto enrollment would go into the benefits loading rate – but still reflects into an increasing UW cost.
- Kornberg: Governor has announced that we are 462 million in deficit and more next year. There will a lot more anxiety around money and the committee needs to be prepared to have a thoughtful answer about what its priority would be.
- Priorities Discussion:
 1. Which would be served better - tuition benefit and auto enrollment?
 2. Demorest: Tuition benefit would reach many more. We may have to negotiate with union. We should consider ranking in terms of our estimate of cost to the UW.
 3. Tuition would be a new benefit.
 4. There would be increased pressure on undergraduate classes. How will the faculty feel about this?
- Action Item: Invite Gary Quarfoth to the next FCBR meeting if possible.

2. **Sara Gomez and Mike Eisenberg**–UW systems overview (power point presentation – [see addendum A](#))

Information systems are a problem here at the UW. Provost Wise asked Eisenberg to chair the IS futures committee. We have cobbled systems – Finance and Budget, HR, Facilities, Students, Space and Planning and Alumni Relations.

Options are:

- a. Build your own system
- b. Buy one and modify
- c. Open source (Kuali)
- d. Team up with a company that is interested in getting into the game.

Teaching side of the house is out of the scope, but it's understood that the faculty teaching programs are needed.

Shadow systems pose tremendous security risks.

Office of Information Management (OIM) is creating a focus on priorities, after meeting with departments and determining what the problems are. UW is very decentralized, many people are creating their own systems. They want to be smart about maximizing funds.

Eisenberg chaired the Data Management Committee (DMC) and accessibility is a major issue. They are trying to create the right access for people with the correct information – aggregate information.

They are laboriously working on data definitions.

3 phase work plan – who are all the people out there trying to figure out these problems.

Roadmap Project – will be presenting a draft action plan on March 24.

Looking at the teaching and learning tools – catalyst. Many faculty believe the UW is behind because of the systems. Gomez's group is expressly charged to not work on this.

Brandt thinks it's misguided to not include the faculty within the scope. Business school spends a lot of money on blackboard and other systems. They could pool their money and buy a system for the UW.

Eisenberg and Gomez are presenting recommendations and priorities to the board of deans in April. How much by when? When looking at buying these systems – legislature will be involved. This will be extremely expensive and difficult to implement.

Dwyer has worked with the C&C group and made a list of what needs the Benefits office has.

Team is trying to see the long term vision and decide what the priorities are.

As the data warehouse has become available the campus community is starting to tap into this information.

Health Care Authority updating their systems will be good for us. We can build on their approach. Would making a 9 month position pay on 12 months be a priority?

3. Kornberg update – budget will be critical in next legislative session.

Handout from Bowen – this was a survey sent out, that is similar to our survey, to participants explaining to them that they are losing money by not participating in investment incentives. They determined that the information failed to raise the contribution rates.

4. Update from Dwyer – HCA eligibility changes effective March 1, 2008 UW will need to contact about 4500 temporary employees to let them know about the change in eligibility rules for insurance benefits. Moore v HCA is an active lawsuit. A summary judgment in December on one area of the case was against the state. It affects the way temporary eligibility is calculated. At the state level they decided that

all state agencies will now use “averaging” to calculate half time eligibility over 6 consecutive month. UW Benefits is waiting for HCA to post the FAQ’s about the issue before contacting employees, because benefits cannot answer these questions. There are approximately 100 employees that will be eligible in March under the new rules. Once insurance benefits are established an employee can maintain them by only working 8 hours a month as long as there is no break in service such as a separation.

End of March we will move forward with survey.

Attendees:

Voting Faculty: Robert (Bob) Bowen (Business, Chair), Patricia Brandt (Nursing), Robert (Bob) Breidenthal (Aeronautics and Astronautics), Jon Brock (Public Affairs), Steven Demorest (Music), Betty Gallucci (Biobehavioral Nursing and Health Systems)

Voting Representatives: Marilyn Gray (Professional Staff Organization), J. Ray Bowen (Retired Faculty), Charles Chamberlin (Association of UW Librarians)

Regular Distinguished Guest: Kathleen (Katy) Dwyer (Director of Benefits and WorkLife)

Representatives: Pat Dougherty (UW Retirement Association)

Notetaker: Liz Mason – Assistant to Mindy Kornberg

Information Management and Administrative Systems at the UW

March 3, 2008



Sara Gomez
Interim Vice Provost/CIO
Office of Information Management

Mike Eisenberg
Professor and Chair, Data Management Committee

Agenda

- Problems
- Solutions
 - IS Futures Task Force
 - Office of Information Management
 - Data Management Committee
- Actions
 - Top 5
 - Roadmap
- Next

Problems

“Why is an **associate professor** who is **predominantly involved in research activities** so **concerned** about the **business systems** of the University?”

... the reason is that **inefficiencies at all levels in the business operations** of the University **negatively affect my ability to perform research.**”

Roger E. Bumgarner, Associate Professor
Department of Microbiology

Problem

Our current systems cannot support the future vision of the University

- **We cannot get the information we need to support effective decision making**
- **Our aging legacy systems fail to meet our 21st century business and information needs**
- **In comparison with our peers, we have under-invested in administrative systems and are falling behind**

What Peers Are Doing

- **MIT: Over \$200 million** on administrative system replacement
- **Minnesota: \$100 million** and still in process
- **Illinois: \$200 million**, with \$20 million for the data warehouse
- **Michigan: \$125-150 million** for PeopleSoft
- **Washington State University: Starting a scoping study to replace just financials and student systems – estimating \$60 million**

What Others Are Doing

- State of Washington
 - **Implemented SAP for Payroll/HR**
 - Cost over \$67 million (budgeted at \$48 million)
 - The State has 106,000 FTEs, including those in higher education and the hospitals
 - **Considering SAP for financials**
 - Preliminary estimate of \$150 million - \$200 million
 - Increased emphasis on DIS/ISB oversight, reporting and methodologies
- University of Washington
 - \$12.5 million in new I-MAC sponsored IM/AS projects in since 2004, and 9 FTE as part of “fill-the-gap” funding. *(Does not include USER initiatives.)*

Also

- Responsibility for IT planning, implementation, funding, and oversight is divided among many different units.
- Daily heroics: people are able to cobble together solutions, but those solutions are often not the result of the system working efficiently.

Solutions

IS Futures Task Force 2006-07 Recommendations

- Change organizational structure: Create an Office of Information Management
- Move ahead aggressively with the Data Warehouse
- Fund improvements to classrooms and learning technology
- Continue and expand systems inventory
- Initiate studies to examine needs, concerns, and solutions for:
 - research administration systems
 - systems to support research
 - the medical enterprise

Re: Legacy Systems

- Regarding transaction administrative systems:
 - Evaluate life expectancy of existing systems; seek to extend.
 - Use the Data Warehouse to inform needs for the transaction administrative systems.
 - Look to open-source, consortia solutions (e.g., Quali) whenever possible.
 - Determine current functions that are mission-critical and have major needs (e.g., financial, HR, ?).

OIM

- Created by **Provost and Vice President for Computing and Communications in November 2006**
- Charged with **directing information management and information systems throughout the University of Washington**
- Headed by **interim Vice Provost and Chief Information Officer (VP-IM/CIO) Sara Gomez:**
 - Provides university-wide leadership in developing and managing information systems and applications
 - Reports primarily to the Provost, but also to the Vice President for UW Technology on technology issues

OIM Vision for the Future

- **Accurate, useful information for decision making** when and where needed.
- **Flexible business systems** to effectively support the University of the future.
- **Maximize impact of our information management investments.**

DMC

- Created by the Provost in December 2006
- Charged with facilitating and monitoring the quality of enterprise information at the University of Washington
- Chaired by Mike Eisenberg, Dean Emeritus of Information School
 - Accountable to Vice Provost of Office Information Management / CIO
- New Web Site
<http://www.washington.edu/provost/oim/dmc/>

Actions

DMC Projects

- Top 5 Dean's Questions
- UW Data Map and Definitions
- Data Management Policy & Procedures
 - Security Roles and Data Access Policies
- Enterprise Reporting

OIM Work Plan

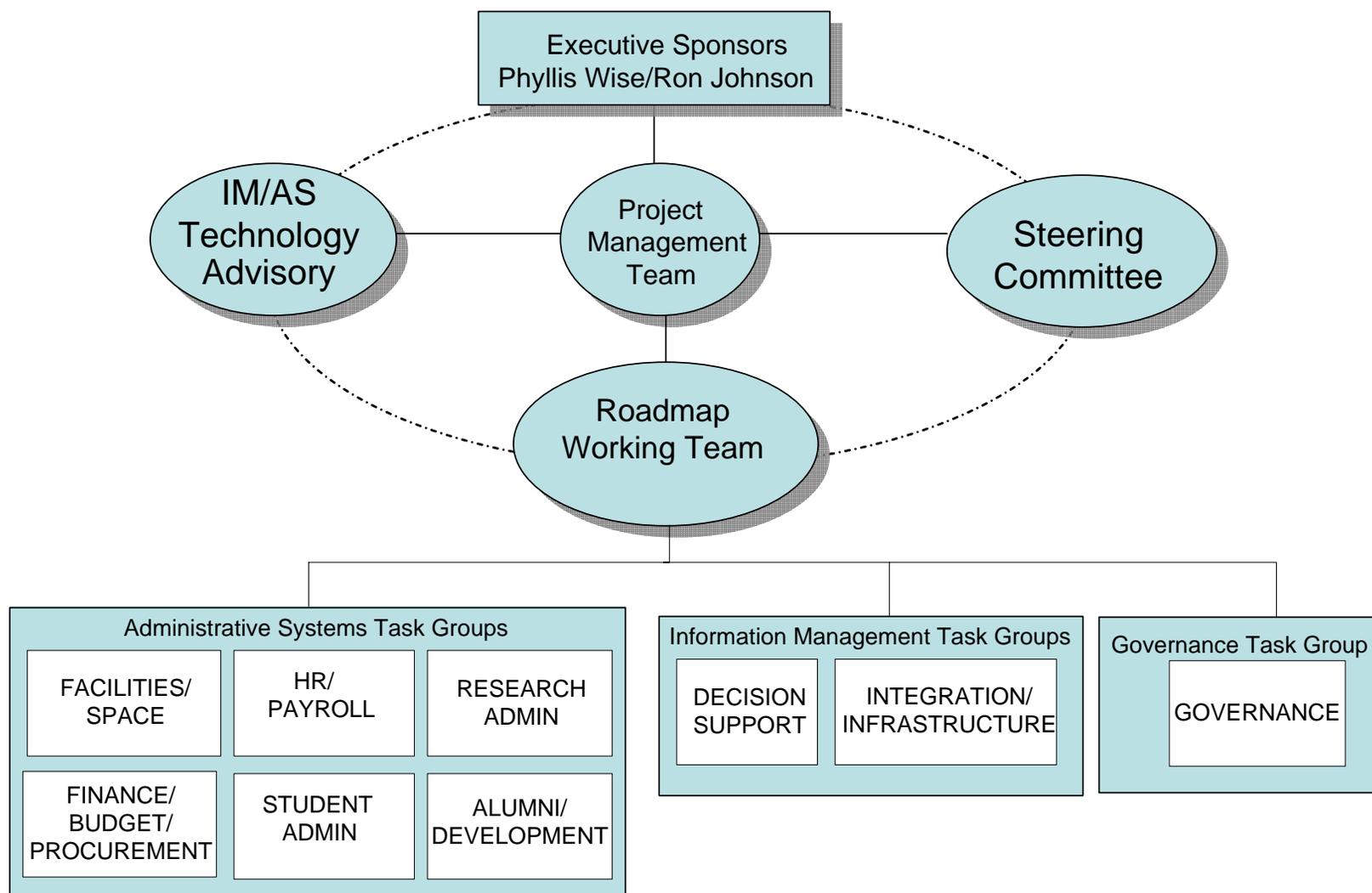
OIM initial three-phase work plan:

- **Discovery/Assessment:** Identify challenges and opportunities (Winter 2006-07)
- **Organizational Design and Transition:** Build the future of how we work together (Spring 2007)
- **Strategic Roadmap:** Develop the University's Strategic Roadmap for Information Management and Administrative Systems
 - Choose where to invest people, money, and time

Roadmap Goals

- **Define a vision and action plan** for the future
 - Identify short-term priorities for FY 2009
 - Identify long-term priorities
- **Provide a strategic framework** for future decision making
- **Get the UW on the right path—**
to systems/processes/information that fully support UW business needs

Roadmap Project Structure



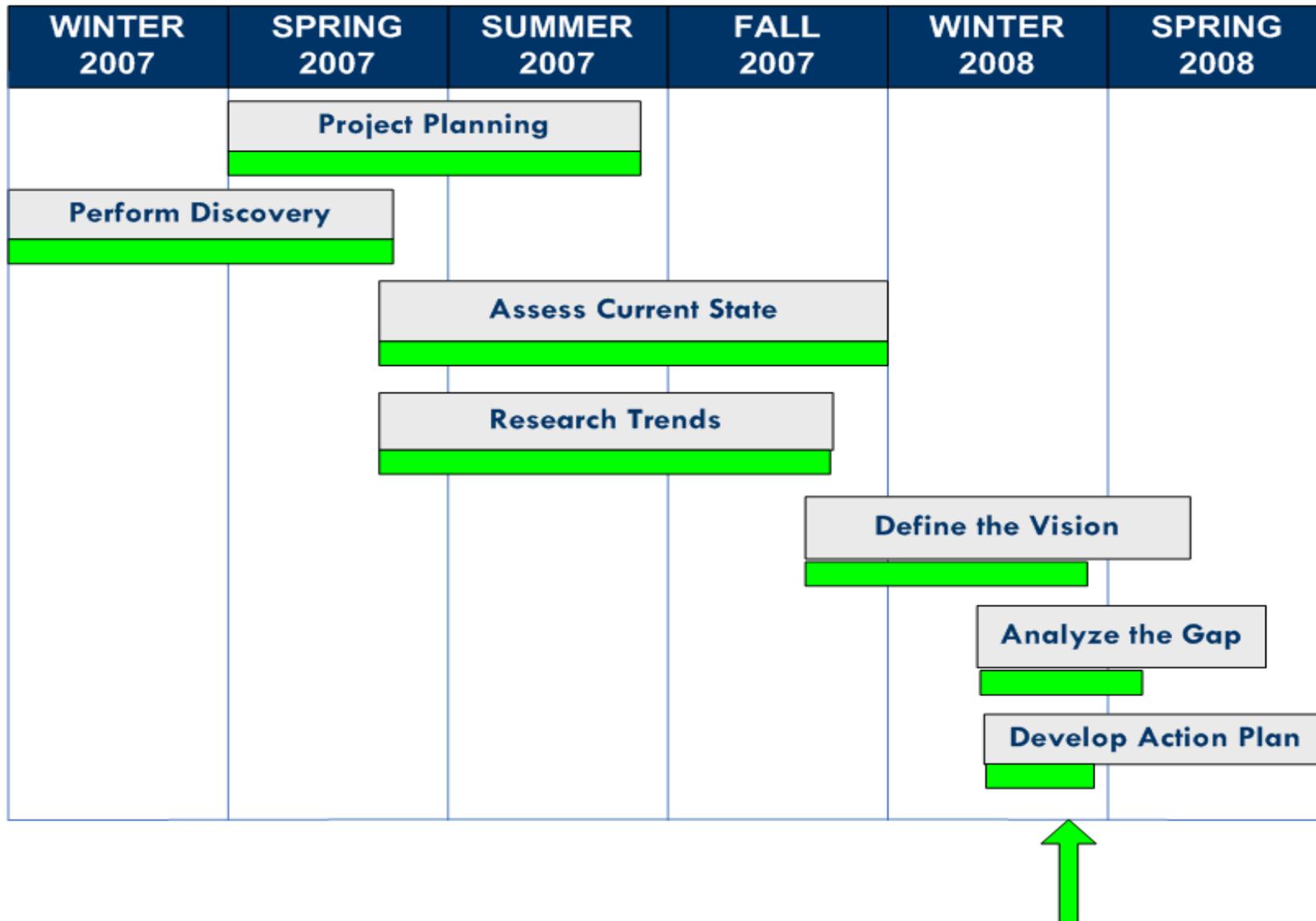
Roadmap Goals

- Provide **access** to accurate, useful **information for decision making**
- **Replace the base** (aging legacy systems)
- Provide solutions to **make redundant systems unnecessary**
- Develop **consistent, streamlined business processes**
- Implement **shorter-term system improvements**
- Refine **our governance structure** to maximize our investments

Roadmap Scope

- Business process improvement
- Core systems modernization
 - Finance, procurement, budget
 - HR/payroll
 - Student and academic administration, including course management
 - Research administration
 - Facilities/space
 - Alumni/development
- Integration

Roadmap Project Status



Next

The Challenge

Clearest, most consistent message from
the across the UW Community:

The status quo is not acceptable

Next Steps

- Present draft roadmap action plan
 - I-MAC (3/24)
 - Board of Deans (4/16; tentative)
 - President's Cabinet, Regents (TBD)
- DMC will:
 - continue to help resolve definitional and usage issues around data

Questions and Comments?