

**UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON RETIREMENT, INSURANCE AND BENEFITS**

The Faculty Council on Retirement, Insurance, and Benefits met on March 1, 2004, at 10:30 a.m. Chair Patti Brandt called the meeting to order at 10:35 a.m.

PRESENT: Professors: Bliquez, Brandt, Demorest, Dugdale, Johnson, Kochin, Martin, Whittaker

Ex-officio: Constantine, Dougherty, Dwyer, Olswang

ABSENT: Professors: Boxx, Haley

Ex-officio: McKenzie, Henley

Guests: Patti Carson, Doug Wadden, Ross Heath, Lea Vaughn

Synopsis:

1. Update on Tuition Waiver proposal
2. Patricia (Patti) Carson, Vice President for Human Resources

Announcements

Steven Olswang announced that he is assuming the post of Interim Chancellor at the UW Tacoma campus, effective April 15, and will be replaced on FCRIB by Cheryl Cameron. Olswang said he has worked with the Council since its beginning, when it was a subcommittee of the Faculty Affairs Council. He expressed his appreciation for the good work the Council has done over the years, and extended personal thanks to all for many years of excellence and productive collaboration.

Katy Dwyer introduced Patti Carson, Vice President for Human Resources, who has joined the University after many years with United Airlines.

Update on Tuition Waiver proposal

Steve Demorest provided the Council with a packet of comprehensive information on the Tuition Waiver proposal, including the proposal itself, costs, possible issues, and a comparison of tuition waiver benefits at peer institutions.

The proposal would continue the current benefit to faculty and staff of six credits per quarter tuition-free, but would also allow faculty and staff the option of transferring the benefit to a child, spouse, or same-sex domestic partner using a slightly different formula. There is no waiting period for the current benefit; the second option, if adopted, would require the faculty or staff member to have tenure or six years service. The benefit could only be used for one person at a time, and does not offer priority admission to spouses or children. This proposed benefit, which exists at many other schools, is seen as a recruitment and retention tool. Initial cost would be two or three million dollars per year.

Next steps for the proposal, which has been thoroughly vetted by FCRIB, include making the Faculty Senate officers, Senate Executive Committee, and Senate Committee for Planning and Budgeting (SCPB) aware of the details of the proposal. Demorest and Brandt will then meet with Harlan Patterson, after which the proposal might become part of the upcoming collective bargaining for classified staff and later proceed to the legislature as part of a package.

Patricia (Patti) Carson, Vice President for Human Resources

Brandt introduced Patti Carson, who took charge as the UW's Human Resources VP four months ago after a 31-year career with United Airlines. Carson's years at United included helping the airline recover from the events of September 11, 2001, and then presiding over layoffs of 30,000

employees in one year. Her experience at United included extremes of collaboration and conflict, Carson commented.

In her brief time at the UW, Carson has been impressed by the University's extraordinary academic and research achievements, its success in securing Federal funding, and the two billion dollar capital campaign now underway. She feels it is important to build pride and a sense of community by focusing on creating an environment where faculty and staff are able to do their best work in a culture of positive leadership, respect, recognition and teamwork.

Carson is preparing for labor negotiations with about 14,000 staff members over the coming months. Twenty-two different agreements will be negotiated by twelve teams of negotiators, who are now in training to negotiate with classified staff, hospital techs, TAs, and RAs.

In a time of change, Carson would like to see labor/management relations at the UW move from a reactive stance to one that routinely invites discussion of concerns, and takes needs, ideas, and suggestions into account to arrive at solutions that are creative and mutually beneficial. She would like all employees at the UW to be engaged in this process, so they feel they have been included and involved in the decisions that are made.

Classified staff members have not had raises, and are not scheduled by contract for raises this year. As the upcoming contract negotiations proceed, Carson would like to see a balanced dynamic of interest- and position-based bargaining so that joint solutions, – perhaps even surprising solutions - that work for all can be achieved. For example, what solutions might there be for flexibility, child care, or other quality of work-life issues? What is the best way for the University to work with the legislature on important issues that affect everyone?

Carson is also looking ahead to a better economy, when a "revolving door" for in-demand faculty and staff might emerge. How will the UW recruit and retain the best people in a volatile employment market? Building a stronger employment "brand" for the University, based on the UW being a good place to work and build a career, will be the focus of much attention.

While she recognizes that the UW is a highly decentralized set of schools, colleges, and organizations, Carson would like to see the development of a central philosophy for leadership, so that common visions and principles exist to guide the institution. Leadership and staff development philosophy are very high on Carson's priority list.

Lea Vaughn posed a question about the age profile of UW personnel – is aging in the workforce being addressed? What are the demographics and how is this being dealt with? How will we deal with the medical problems of those 50 and up? "Retirement and redeployment of workers with the option of joining a flexible employment pool could be interesting," Carson said, "and we need to have hiring sources from all demographic areas."

Carson said she has asked Faculty Senate Chair Doug Wadden to serve on the strategy team for collective bargaining, and will be involving the Faculty Senate in the process. She is presently working on involving as many different constituencies as possible, and will be thinking of ways to use the talent and support of FCRIB members.

Brandt thanked Carson for meeting with the council. After review and approval of the minutes, the meeting was adjourned. *Minutes by Linda Fullerton, Recorder.*