

UNIVERSITY OF WASHINGTON  
FACULTY COUNCIL ON BENEFITS AND RETIREMENT  
Wednesday, February 4, 2009  
1:00 p.m. – 2:30 p.m.  
36 Gerberding

Chair Steven Demorest called the meeting to order at 1:07 p.m.

**Meeting Synopsis:**

1. Approval of minutes of the January 7, 2009 meeting
2. Report from Mindy Kornberg
  - Total Compensation
3. Report from Katy Dwyer
  - Fund review committee – update
  - Benefits Newsletter Timetable and Format
  - Legislative update
4. Old Business
  - Update on progress of “opt-out for over 50”
  - Communication Plan for Supplemental Benefit
5. New Business
  - Emeritus Faculty Compensation – see attached letter
  - Pursue an easy way for faculty to receive their pay over twelve months

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**1. Approval of minutes of the January 7, 2009 meeting**

The minutes of the January 7, 2009 meeting were approved.

**2. Report from Mindy Kornberg – Vice President of Human Resources**

Mindy Kornberg, Vice President of Human Resources gave a brief update regarding the status of the Total Compensation web based project. She stated that her office plans to have a tool similar in appearance to that of the online version of UWeek. She hopes to have a calculator on the page that would allow employees to see what benefits are really worth. The challenge so far has been the various types of employees working at the UW. It is difficult to calculate the benefits for employees with premium pay, over time and per diem employees.

Katy Dwyer, Director of Benefits and WorkLife, added that benefit summaries of total compensation are expected to be available sometime in March. Employees will be able to connect through Employee Self Service (ESS) to view total compensation at any time. Additionally, her office is considering issuing a paper form of the total compensation to be mailed to each employee to help ensure receipt.

Chair Demorest suggested the ability to view two years of total compensation next to each other. He feels it would be more a comprehensive tool to know that, for example, if

an employee receives a pay raise but is not taking home additional funds they would be able to see the change of the employee's costs in other areas of compensation.

Demorest asked the guests if there was anything this Council could do in helping make this communication more effective. Dwyer stated that the marketing group has already done a really nice mockup of the site. Currently, the focus is surrounding the creation of layoff materials for employees who will be let go due to the UW's budget situation. She offered to send the total compensation mockup to the Council in the coming weeks so that they could see the product.

Kornberg confirmed that her office would like to be able to create a tool box for those who might find themselves on the layoff list. She said the idea is to be able to paint a total picture for employees. Additionally, her office wants to use this as a recruitment tool; she sees some added value in having the ability to show prospective employees the total value of compensation in working at the UW.

### **3. Report from Katy Dwyer – Director, Benefits and WorkLife**

#### Fund Review Committee - Update

Katy Dwyer, Director of Benefits and WorkLife began her report with an update on the Fund Review Committee. She informed the Council that during the last couple of meetings V'ella Warren agreed to give Dwyer's office two analysts to assist in the preparation of getting the Fund Review Committee together. Dwyer, working with these analysts, has taken some initial actions. They helped Dwyer put together the data requests and Dwyer's office now has the data in-house. She expects to have the initial analysis completed by the first week of February.

Dwyer expects the Fund Review Committee to step in to assist in guiding the analysts. Currently, the analysts are examining what we have with UWRP. Chair Demorest asked if the Committee planned to be able to provide complete transparency to its members. Dwyer acknowledged and added that if the information is publically available then it would be available to the members. She added that in addition to the dollars allocated in the funds, her office plans to provide some historical verbiage regarding the fund manager and that person's background and experience in fund management. Dwyer stated that there are four faculty representatives on the Committee and she would advocate for getting some personnel from Finance on the Committee as well.

Chair Demorest inquired about the timeline expected for this project. Dwyer answered that they have the data and believe they can develop the product within two weeks. She indicated that she has time blocked this Friday to contact existing members of the Committee and she expects to be prepared with information for members two weeks after that. She noted that FCBR members Jon Brock and J. Ray Bowen are on the Fund Review Committee and would be able to update this Council on the progress at the next FCBR meeting.

Chair Demorest asked what the goals of the Fund Review Committee are. Dwyer answered that the Committee is charged with identifying what UW currently has to offer, what is working in the current system and where the gaps are. The Committee will identify those gaps, identify what is missing and move forward with next steps to examine alternatives. The Committee is preparing to come to that meeting with the tools needed to evaluate the current system. Demorest suggested the Committee make a recommendation based on those identified gaps so that the UW could offer a more complete array within every vendor set. Dwyer agreed.

Dwyer also added that the Committee would like to revisit the structure under the plan documents. She informed the Council that there are a couple of UW fiduciaries on the Committee. She feels that if the UW is expanding offerings, then we are potentially increasing the risks, so it will need to be monitored more closely by the fiduciaries. Demorest acknowledged that the main importance of the Fund Review Committee will be to hold meetings and be more structured. Dwyer indicated that she plans to set up one Committee meeting quickly and one shortly after that. Her hope is that the UW can do this appropriately and have something permanently in place. The long term goal is to have professional consulting services on board and this plan is a step in the right direction.

#### Benefits Newsletter

Dwyer informed the Council that she would be sending out the mockup for the benefits newsletter soon and for members to keep a lookout for it in their email. She added that the mockup looks much like the UWeek they currently receive electronically.

#### Legislative Update

Dwyer informed the Council that regarding the budget her office has been busy, however no real action will be taken until the March revenue forecasts are received. She gave a brief update on the status of a few bills including a Health Care Authority (HCA) Bill and a Student Insurance Bill. She noted that the HCA Bill appears to make some changes with regard to member eligibility. The Student Insurance Bill would require students purchase a health insurance plan and graduate students would be able to get insurance through the UW.

#### **4. Old Business**

##### Update on progress of “opt-out for over 50”

David Lovell, Chair of the Faculty Senate, stated to the FCBR that he felt clearly the Council was under the impression that its “opt-out for over 50” legislation could be afforded by the University. It is supported by the Council’s annual report that FCBR felt the administration concurred. It is apparent, however, that there are some procedures surrounding the status of the legislation which were not completed and the issue now is whether or not the University will put into motion the outcome of this Council’s work.

Lovell informed the Council that he and Chair Demorest drafted a request to the Provost a few weeks ago and that they are waiting for a response. He feels it is fair to assume

that the procedure necessary to institute that change would have been carried out. Lovell indicated that he would like SCPB to be part of that discussion.

At this point there was some discussion among Council members regarding Faculty Senate and the procedures in place regarding Class C Legislation. Brock suggested writing down the steps that this Council took on a one page sheet to be sent to the Provost. He noted that this legislation was the only substantive change in policy that came from this Council and he would not like to see the Council's time and efforts wasted.

Chair Demorest agreed and added that this Council wants to follow through with the issue and if at all possible not let the current budget situation as a reason not to implement the legislation. He feels that every Faculty Council should have a set of guidelines with regard to procedure and getting legislation through the Senate and beyond.

Mindy Kornberg offered to check in with the Provost's Office to get an update for the Council.

Communication Plan for Supplemental Benefit

Dwyer informed the Council that she has a website for them to review. She will deliver the link to them via email and asks for quick feedback. She stated that the electronic version of the newsletter is ready to go to the campus community. The contents will include a variety of articles with changes to policy that many subscribers are unaware of.

Dwyer also noted what it would cost to create an on-demand model. Her research indicated the costs to be about \$125,000. She is talking with other higher education institutions to share costs, as other institutions will participate; however she noted that the UW will bear most of the cost. She stated that her office would like to have this tool, and while not a priority it is still important. She would like to hear from the Council what set of criteria would be the most important when putting restrictions on the use of the on-demand cost model. She asked FCBR to be prepared to give suggestions at the next meeting.

**5. New Business**

There was no time for new business. Chair Demorest directed Council members to be prepared to discuss these items at the March meeting.

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The meeting was adjourned at 2:38 p.m.

*Minutes by Kelly Baker, Council Support Specialist [kcbaker@u.washington.edu](mailto:kcbaker@u.washington.edu)*

<b>Present:</b>	<b>Faculty:</b>	R. Bowen, Brandt, Brock, Breidenthal, Demorest
	<b>Ex-Officio Reps:</b>	Chamberlin, J.R. Bowen,

**Absent:** **President's Designee:** Kornberg  
**Regularly Invited Guests:** Dougherty, Dwyer  
**Ex-Officio Reps:** Pew, Doherty-Renz, Russell