

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON RETIREMENT, INSURANCE AND BENEFITS

The Faculty Council on Retirement, Insurance, and Benefits met on February 2, 2004, at 10:30 a.m. Chair Patti Brandt called the meeting to order at 10:37 a.m.

PRESENT: Professors: Bliquez, Brandt, Demorest, Dugdale, Haley, Johnson, Whittaker

Ex-officio: Constantine, Dwyer, Henley, McKenzie, Olswang

ABSENT: Professors: Boxx, Kochin, Martin, Waaland

Ex-officio: Dougherty

Synopsis:

1. Announcements:
2. Revised proposal for tuition waiver
3. Peer comparison subcommittee progress
4. Next steps for Long-term Care insurance
5. Plans for Faculty Senate meeting presentation

Announcements

Patti Brandt congratulated the Council on accomplishing something major by getting a letter out to the Health Care Authority describing the Council's concerns and views on the selection of a new Long-term Care provider. The new Vice President for Human Resources, Patti Carson, will be the Council's guest at the March 1 meeting. Brandt has also contacted Randy Hodgins, Director of the Office of State Relations, and asked him to come to the April 8 meeting.

Tuition Waivers

The subcommittee presented a draft of the proposed revisions to the tuition waiver benefit. Legislation is not required to create this benefit; the UW has broad waiver authority and can enact this on its own.

Under the proposal, tuition waivers for the staff or faculty member would remain at six credits per quarter. A transferable tuition benefit would be added, which would vest after six years of employment and could be used for a portion of the tuition of a child or spouse. This could only be used for one person at a time (not, for example, staff member and child simultaneously). Other restrictions would apply.

This benefit is seen as a good tool for faculty and staff retention. Seven out of twelve of the UW's peer institutions (five of them public) offer this kind of benefit for children of faculty and staff. Costs could be covered by supplementing the Recruitment and Retention budget for the next biennium.

The subcommittee will re-format the draft proposal document as discussed (see appendix) and promptly route it to FCRIB members via email so it can be ready for the March meeting. The proposal needs to be vetted by Faculty Senate officers and others as appropriate - this process might begin at the March 1 meeting so the views of the entire Council can be heard at the same time.

Benchmarking Benefits

David Dugdale reported that the benchmarking subcommittee met and agreed that the subcommittee's objectives are to:

- Increase awareness of benefits
- Contribute to the educational plan regarding benefits that is already in progress by the Benefits Office
- Document current benefits
- Document trends in benefits
- Provide data in a sustainable way (administratively simple, not requiring much staff analysis)
- Provide data related to UWRP and VIP use, plus retirement and voluntary investment data from other universities

Dugdale and Katy Dwyer are compiling a short list of standard questions they would like to ask public peer institutions about faculty salaries and benefits. Subject matter might include dollar amount of salaries, total benefit costs, core benefits (retirement, insurance, etc), other benefits such as tuition waivers and participation in Social Security. Data gathered over time using the same five questions asked of the same five peers would provide solid baseline information on peer benefits. This information would also be useful in the UW's recruitment and retention efforts.

It will be important to select appropriate institutions for comparison; part of this will depend upon the institutions that are willing to share their information. It would also be interesting to know which benefits continue beyond retirement.

Long-term Care Insurance

Jim Whittaker would like to follow up on the letter that was sent out to HCA, possibly by inviting representatives from HCA to an FCRIB meeting to discuss next steps. Whittaker would like to do this as soon as possible, but wants the Council to have enough data to be sure of its ground. Perhaps the May meeting would be a possibility.

Plans for Faculty Senate meeting presentation.

After discussion, it was decided to target an early Fall Quarter meeting for the proposed FCRIB presentation of benefits information to the Faculty Senate. This will allow time for the subcommittees to complete their work, and will allow the Council time to define the topic and create a solid presentation. Meanwhile, University Week and other avenues can be used to communicate proposals such as the expanded tuition waiver benefit.

The meeting was adjourned at 11:45 a.m. *Minutes by Linda Fullerton, from meeting tape.*