

University of Washington
Faculty Council on Benefits and Retirement
January 28, 2019
2:30 p.m. – 4:00 p.m.
Gerberding 26

Meeting Synopsis

1. Call to order
 2. Review of the minutes from November 26, 2018
 3. Supplemental retirement income (Gowri Shankar & Stephan Siegel)
 4. Recommendations to the Provost about the role of the UW Retiree Relations Office (Stephan Siegel & Pat Dougherty)
 5. Health care plan choices during open enrollment (Stephan Siegel)
 6. Good of the order
 7. Adjourn
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1. Call to order

The meeting was called to order at 2:30 p.m.

2. Review of the minutes from November 26, 2018

The minutes from November 26, 2018 were approved as written.

3. Supplemental retirement income (Gowri Shankar & Stephan Siegel)

Siegel, the chair summarized the conversations that the council has thus far around this topic. There are two questions that the council has not yet discussed. The first question is how to make the tool available and/or how to test with sample populations. The second question is how to obtain the data needed for this tool. The chair checked with Gerry Grohs, and he thought that there may be code function (already written) for employees to use their employee id to retrieve necessary information. The chair suggested that the council meet with HR IS to see if this is possible.

A member suggested asking the Benefits office to test the tool at UWRP retirement workshops and seminars. The chair responded that the Benefits Office would definitely have to be on board with the tool before agreeing to use it at workshops. The chair will check with Mindy Kornberg and see if this is even a possibility.

The chair also suggested that the council could construct baseline statuses to use as examples. A member suggested comparing to conditions under the recession. Members also noted that age and years of service are great variables as well.

The chair finally noted that Fidelity already has an interest in shifting focus away from asset accumulation at retirement to income generation during retirement. Fidelity may be interested in integrating a tool into their website for UW employees. Members agreed that it would be less of a

liability for Fidelity to take this on. The chair will talk to Kornberg about the appropriate contact at Fidelity (possibly Doug Stucki).

4. Recommendations to the Provost about the role of the UW Retiree Relations Office (Stephan Siegel & Pat Dougherty)

Pat Dougherty shared that the Retiree Relations Office and the University Retirement Association (UWRA) are currently affiliated with UW Advancement. The Retiree Relations Office does not have a formal function other than to connect retirees with the UW and UWRA. The Retiree Relations Office is seeking a formal acknowledgement of their role and enable the office to adequately serve retirees. Dougherty shared two proposals that the council will share with the provost (Exhibits 1 & 2). Dougherty noted that these proposals are aligned with peer institutions (e.g. UC Berkeley).

A member asked if there was reason why the administration may oppose the proposal. Dougherty responded that there would be little to no cost, but Retiree Relations Office would need to emphasize that they are not assuming any other office's role. The intent is to better coordinate services and thus better serve retirees. Members discussed potential obstacles that this proposal may face. One approach to promoting the proposal involved returning to the Ad Hoc recommendations. The council would then make the request to the Provost take action by utilizing the Retiree Relations Office. It was stressed that this is an organizational proposal, separate from the Ad Hoc recommendations, and is intended to clarify the role of Retiree Relations and strengthen UW service to retirees and those transitioning to retirement. The chair will draft a request to the Provost and email the draft to the council for an electronic vote.

5. Health care plan choices during open enrollment (Stephan Siegel)

The chair asked the council if they had a sense of how employees are able to select a health insurance plan during open enrollment and also how much the University cares that employees select an appropriate plan. Council members shared that many people have no problems selecting, particularly employees who are on opposite sides of the age spectrum (younger and older). Employees are in-between the spectrum (and have children) that have a harder time selecting a plan. The chair will reach out to Kornberg for more data around what plans certain individuals select.

6. Good of the order

Nothing was stated.

7. Adjourn

The meeting was adjourned at 4:00 p.m.

Minutes by Lauren Hatchett, lehatch@uw.edu, council analyst

Present: Faculty: Gowri Shankar, Stephan Siegel (chair), Nicole Hoover, Russell Fernandes,
Ex-officio reps: Andrew Flannery
Guests: Patricia Dougherty, Míceál Vaughan

Absent: **Faculty:** Ellen Covey, Mary O’Neil, Jason Wright
Ex-officio reps: Laura Lillard, Charles Hirschman
President’s designee: Mindy Kornberg

Exhibits

Exhibit 1 – FCBR proposal for official standing UW Retiree Relations January 28 2019.docx

Exhibit 2 – FCBR Detail on proposal enhancements for UW Retiree Relations January 28 2019.docx

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PROPOSAL FOR UW OFFICIAL RECOGNITION OF UW RETIREE RELATIONS OFFICE

To more effectively serve the growing number of prospective and current faculty retirees and staff retirees, it is proposed that:

- UW Retiree Relations be recognized officially as a UW office serving current and future UW faculty and staff retirees
- The Provost endorse UW Retiree Relations' roles, especially in support of retirement transitions for the anticipated growing number of UW faculty and staff who are prospective retirees
- The UW, with the endorsement of the Provost, support enhanced communication and collaboration between UW Retiree Relations and relevant UW offices to
 - help increase understanding of retirement options and preparation among growing numbers of senior faculty and staff
 - regularize retirements and allow academic and administrative units to plan ahead
 - open further opportunities for faculty renewal and recruitment for diversity

Officially recognizing, clarifying and strengthening UW Retiree Relations' office functions and UW connections will enhance retirement transitions and service to the UW community.

NOTE: It is opportune to address this in a timely way, as UW Retiree Relations undergoes leadership transition with retirement of its director.

PROPOSAL'S ENHANCEMENTS TO UW RETIREE RELATIONS MISSION & FUNCTIONS

UW RETIREE RELATIONS PROPOSED MISSION

The UW Retiree Relations office refers, educates and supports UW faculty and staff pre-retirees and retirees regarding pre- and post-retirement transitions.

PROPOSED VISION: UW Retiree Relations is recognized University-wide as a hub for referral, information and support for retirement-related concerns.

UW RETIREE RELATIONS FUNCTIONS

- Provides routing information and referral to appropriate UW offices to prospective and current UW retirees
- Strengthens connections between the UW and its retirees
- Interfaces with retirees on behalf of UW to facilitate communication and understanding on retirement-related topics
- Proposed: More strongly communicates with relevant UW offices on issues of UW practice affecting retirees brought to the UW Retiree Relations office
- Proposed: Collaborates with UW offices to enhance the retirement transition experience and UW-retiree relations

Proposed Enhanced Structure for UW Retiree Relations related to UW and UWRA

UW Retiree Relations

- Officially recognized service to all UW retirees, including UWRA members
- Interface with UW offices using a model of mutual communication and collaboration to strengthen retirement transitions and post-retirement relations
- Continued host to UWRA, which serves the subset of UW retirees who are its members and supports programs for all UW retirees

UWRA Board (current, continuing)

- Consults with UW Retiree Relations staff on outreach to all UW retirees
- Reminds all retirees of UWRA's work on behalf of all retirees and invites all retirees to become members
- Connects UWRA members through programs and with the work and mission of the UW
- Advocates with the UW for all UW retirees through channels agreed upon by UWRA and the UW

Personnel (current, continuing)

- UW Retiree Relations' staff are UW employees who serve the University and all its retirees

- Staff provide advisory and logistical support for UWRA programs, information and outreach
- Staff help implement UWRA service and engagement operations and inform the UWRA Board of Directors of relevant UW updates regarding retiree benefits, services and privileges
- Proposed: Mutual standing for communications and connection with related UW offices to better serve prospective and current retirees and support related offices in their connections with constituents

Finances (current, continuing)

- UWRA funds 100% of UWRA-sponsored events for its members AND UW Retiree Relations-sponsored events for all retirees and will continue this commitment
- UWRA funds 100% of temporary staff wages and benefits
- University Advancement funds 100% of two permanent UW Retiree Relations staff, office infrastructure and will continue this commitment
- PROPOSED: If additional events or services are requested by the UW, funding of those events to be negotiated among UWRA, University Advancement and the UW

UW Retiree Relations Activities (examples of current offerings)

NOTE: all programs are fully funded by the UWRA

- Holds retirement workshops and forums addressing psychosocial issues related to retirement*
- (NEW; proposed move from UWRA): Hosts UW Encore for post-retirement engagement at UW and in the community
- Collaborates with other UW offices* to support, extend or enhance services they provide to retirees
- Maintains record of, monitors and publicizes UW's retiree privileges
- Maintains record of retired UW staff and faculty retirees and retiree engagement
- Monitors University Advancement database to assure accuracy in retiree records
- Holds events that serve all retirees (Ex.: Retiree Recognition Reception, Retiree Resource Fair, Travel Fair, Housing Forum)
- Hosts UWRA on UW Seattle campus; provides staff support for programs and events

***Possible UW offices for communication and collaboration:**

Human Resources, Total Benefits, ISC/Workday
Provost, Academic Human Resources/Personnel

***Possible campus partner offices:**

Offices offering retiree privileges, special access or retiree opportunities to volunteer
Academic units that work with/for with older adults (e.g., Speech and Hearing; School of Nursing; Research Centers)