Meeting Synopsis:

1. Call to order
2. Review of the minutes from November 25, 2019
3. Voluntary Retirement Incentive
4. UPASS for faculty and staff
5. Good of the order
6. Adjourn

1. Call to order

The meeting was called to order at 2:32 p.m.

2. Review of the minutes from November 25, 2019

Due to a lack of quorum, the minutes from November 25, 2019 were not voted on.

3. Voluntary Retirement Incentive

Shankar noted this year will mark the last offering of the UW Voluntary Retirement Incentive (VRI). He recapped that the Provost joined the council’s final meeting in the spring (2019) to explain why the VRI will not be offered in the future and to discuss details and answer questions. It was noted FCBR remains interested in investigating the degree to which the VRI was an effective retirement incentive for faculty.

There was some discussion. One member noted he felt there was not enough numerical evidence to justify the removal of the VRI. He noted he would like to know the rate of retirement in years the VRI was offered as well as the numerators (the number who retired). Hirschman volunteered to compile such an analysis in the event the raw data can be obtained. It was noted that data were needed on the denominators (the number of faculty eligible to retire during those years the VRI was offered) as well as the numerators (the number who retired). Rachel Gatlin (Executive Director of Total Benefits in Human Resources Information Systems) explained it is not difficult to retrieve that data, and the Provost would need to authorize its release to the council. It was noted if a FCBR Subcommittee was to take the topic up, members should interface with the staff who provided the data to the Provost.

It was noted after a question that UW units pay for the VRI out of their own budgets; the program is not funded centrally.

Shankar noted the FCBR would come back to this discussion in a future meeting.
4. **UPASS for faculty and staff**

It was noted the recent subsidization of the U-Pass for classified staff has spurred interest in a subsidized U-Pass for faculty and professional staff. Members were interested in the results of any fiscal analysis that had been carried out to determine the costs of fully-subsidizing U-Pass for faculty. It was noted UW Transportation has likely conducted that analysis and should be contacted for information.

A member explained the U-Pass is an expensive program for the University and further subsidization of it will likely require a discussion of fiscal priorities for faculty and staff. It was noted having a sense of the cost associated with subsidization is important to furthering that initiative.

Nicoe Hoover was asked to contact Sarah Hall () to find out how much a subsidized U-Pass

5. **Good of the order**

   **UWSRP and related State legislation**

Shankar explained he received a message from the Teachers Insurance and Annuity Association of America-College Retirement Equities Fund (TIAA) explaining that data is available to carry out early estimations on returns relating to the UW Supplemental Retirement Plan (UWSRP). It was noted there is a bill under consideration by the Washington State Legislature that would enable the State to make those calculations, and would transfer all responsibility for administering that program to the State. It was noted given the FCBR initiative to make information relating to the UWSRP available to faculty before the point of retirement, the council should pay attention to the result of that bill in Olympia.

   **Issues with faculty rehires**

Gatlin explained an administrative dilemma has arisen that involves faculty members retiring from the UW and then being rehired soon after (or even before) their formal retirement date. It was noted there is no requirement that a certain amount of time pass before faculty may be rehired.

One member noted in his own experience, he tried to take extra time off after retirement before being rehired, but his unit instructed him his rehire would need to be carried out immediately. It was noted the faculty rehire program is based in UW policy, and that policy could be altered to avert this issue, if necessary.

6. **Adjourn**

The meeting was adjourned at 3:17 p.m.

*Minutes by Joey Burgess, jmbg@uw.edu, assistant to the Secretary of the Faculty*

**Present:** Faculty Code Section 21-61 A: Gowri Shankar (chair), Nicole Hoover, William Yuh, Ellen Covey
Faculty Code Section 21-61 B: Charles Hirschman, Desi Evans
President’s designee: Mindy Kornberg
Guests: Rachel Gatlin, Cathy Randolph, Tanya Eadie

Absent: Faculty Code Section 21-61 A: Pete Johnson, Monika Sobolewska, Jason Wright, Mary O’Neil