

**Retiree Rights and Benefits Committee Year-End Report to the KU
University Senate
(22 May 2014)**

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Respectfully submitted,



John G. Younger
Professor of Classics
Chair, RRB Committee, 2013-2014

Report, 2013-2014

In 2012-2013, the RRB Committee was specifically tasked to discover the facts behind the rescinding of privileges in 2009. With the help of the Provost's office this task was accomplished. The 2012-2013 RRB report detailed these facts in the hope that the ill will felt by many KU retirees at the loss of these privileges would be alleviated.

In the Fall 2013, the Chancellor created a new Task Force on Retirees in the Lawrence area, and the chair of the RRB Com was invited to sit on this Task Force. The Task Force met four times (30 Sep, 31 Jan, 2 Apr, and 22 May). The goal of the Chancellor's Task Force was to ascertain how KU could position itself as more friendly to visitors and new residents, especially those recently retired from other institutions. Several recommendations were made, including establishing a new web portal with opportunities for continued learning and guided and self-guided tours of campus. Regarding this last recommendation, the Endacott Society has already implemented an online version of the book, *Historic Mount Oread* by Sandra Wiechert. It works well on iPhone, iPad, and Android smart phones. It is available at:
<http://www.kuonlinedirectory.org/historic/> (video and text narrated by 23 Endacott Society members).

Most of the charges to the RRB Com in recent years were repeated for 2013-2014. At all four of its meetings the RRB Com updated the Retirees Handbook, divvying up sections for individual members to check. The final version will be prepared at the last meeting on 22 May and will be submitted to the Policy Library/Human Resources: <http://policy.ku.edu/human-resources/retirees-handbook>.

Concerning the charge to maintain communication between the RRB Com and the Endacott Society, the chair met with the Endacott Society after the final 2012-2013 report was submitted, on May 15, to give a summary of that report and to hear concerns. The chair also met with the Endacott Society on 29 January 2014 to inform them about the Chancellor's task force and to gauge the Society's interest in collaboration with that effort.

In the Spring 2014, a new concern arose: The KU Parking Commission had met 7 April to consider raising parking fees by some 39%. Retirees had had free parking before 2006; since then they pay an annual parking fee of \$77. The chair reminded the Parking Commission that many retirees lived on fixed incomes and any fee hike could hurt their ability to access campus; similar sentiments were express in writing by the Endacott Society. On 14 April the Commission met again and decided to raise parking fees for retirees by 10% to \$85 (reported in the Lawrence Journal World, May 14, 2014, pages 1A-2A). While this rise is less than feared and any rise is probably inevitable, nonetheless such a change necessitates vigilance on the part of the RRB Com to protect what rights and privileges KU retirees have. Of particular concern is the potential loss of ability to move about the campus freely by persons with mobility issues.

2. Recommendations to the University Senate: future work of the RRB Committee

1. No progress was made in 2013-2014 on the question of whether the privileges that now exist for retirees (free Park & Ride, reduced parking permits) can be extended to the spouses of deceased retirees; this remains an area of concern.
2. Since KU is interested in attracting retirees from other institutions moving into the Lawrence area, whatever progress it makes in this area will affect KU retirees. The RRB Com needs to participate in the oversight of this effort to make KU more "retiree friendly." Last year we recommended a web portal for KU retirees (giving information, relevant links). This still needs doing, but perhaps can be folded in with KU's greater effort to attract retirees in general.
3. The charge to maintain relations between the RRB Com and the Endacott Society needs to remain: the chair should consult the Society at least yearly.
4. In its efforts to update the Handbook, the RRB Com noted how the hiring of KU retirees seems to be treated in disparate ways by various units. While current policies do exist, (<http://www.policy.ku.edu/provost/retiree-rehire-policy>), they seem to RRB Com to be overly detailed, even contentious. We are concerned that units may lose people of great knowledge and service if University policies inhibit their ability to tap the teaching, research and service talents of their emeriti. Policies for hiring retirees should be uniform, fair, and based on the best interests of the University, its units, and their students. This is an area of great concern and the RRB Com gives it its highest priority.
5. In its efforts to update the retirees' handbook, the RRB Com discovered that three units, the School of Law, the School of Music, and the University Libraries, do not have faculty bylaws or codes posted in the University's Policy Library or on the unit's website. The RRB Com believes that, in the interest of transparency on governance issues, such documents should be readily accessible. We hope that the Provost's Office and the Policy Office will work with these units so that these documents are available on the web.
6. Finally, the perennial charge to the RRB Com to update retiree lists kept by HR and the Adams Alumni Association is not feasible in any practical way. Such lists are notoriously difficult to maintain, even by the institutions most central to their collection, including the Endacott Society. The RRB Com is just not in a position to offer assistance. This charge needs to be dropped.

Appendix A: Minutes

3 Oct 2013

Faculty Senate Retirees Rights & Benefits Committee
3 October 2013, 3:30-5:00 pm, Public Safety Office

Minutes approved of 16 April 2013 meeting.

Announcements

17 April 2013, after incorporating changes suggested at the April 16th meeting, JY circulated the 2013 Final Report (**attached**) of the RRB Committee to the Committee and submitted it to the Faculty Senate Executive Committee.

15 May 2013, JY reported to the Endacott Society summarizing the work of the Committee in 2012-2013 and its Final Report.

Change to the membership of the Committee (Ruthie Hatfield, see below)

FY 2014, the Chancellor has established a Retirees Outreach Task Force; members on the TF include representatives from the Life Span Institute, Marketing, Endowment, the Osher Lifelong Learning Institute, Public Affairs and Policy Studies. Jeannette Johnson and JY are both on this TF.

"Retirees" for this task force include not only retired KU faculty and staff but also retirees from other institutions and organizations moving into the Lawrence area. The Chancellor charges "the task force to examine the wide variety of University offerings, activities and services available to retirees and recommend to [her] how best to communicate those opportunities to this group of citizens." She anticipates a report in March 2014.

The TF held its first meeting on 30 Sep 2013. At that meeting we discussed the various opportunities for retirees (both KU and from elsewhere) here at KU and in Lawrence, and creating a website for presenting these opportunities.

Charges to the RRB Committee (**Appendix A**)

In addition to the Standing Charges, there are Specific Charges that arose from our recommendations in our 2013 Final Report:

7. Determine whether and how **privileges** that now exist for retirees (free Park & Ride, parking permits; contact Donna Hultine, Director of Parking & Transit) **can be extended to the spouses of deceased retirees**. While it is recognized that spouses of deceased retirees are not eligible for KU email addresses, could they be entered into the KU Alert System (<http://www.alerts.ku.edu/>)? Determine the number of individuals who would be eligible for this benefit.
8. Since the information available for retirees often differs, unit-by-unit, study the possibility of setting up an **official KU website for depositing "information for retirees"**.
9. Keep an up-to-date a list of retirees, it may be beneficial to have the list prepared by HR for the Alumni Association sent automatically also to the Endacott Society; at present, the presidents of the Endacott Society have to request that list annually. **This is actually a standing charge.**
10. Consider whether to continue to work directly with HR and the Office of the Provost to expand the HR "Exit Survey" to include questions specifically related to retirees' concerns and to determine whether there is a mechanism to encourage broader use of the survey by those who are retiring. **This is actually a standing charge.**

Tasks for 2013-2014

Read over the Retirees' Handbook (**attached**), update it, and submit it HR (with appropriate links

from various sites)

How to move on from the divisive issues that occupied the attention of the RRB over the last several years. What do we need to focus on?

Contact List

Chair: John Younger, Classics & Jewish Studies <jyounger@ku.edu>

Sarah Campbell, Retired, Retired University Support Staff (2016) <scampbell@ku.edu>

Ted Frederickson, Retired Faculty (2016) <tedfred@ku.edu>

Robert Harrington, Psych & Research in Education, (2015) <rgharrin@ku.edu>

Ruthie Hatfield, Psych & Research in Education, University Support Staff, (2016) <ruthie@ku.edu>

Ruthie Hatfield was the University Support Staff representative for the Retirees Rights and Benefits committee. She is moving to unclassified professional staff, and will not be eligible to serve on this committee.

Bob Hohn, President of Endacott Society (or designee) <hohn@ku.edu>

Jeannette Johnson, Retired Unclassified staff, (2015) <ijohnson@ku.edu>

Liz Phillips, Public Safety Office, Unclassified staff (2015) <lphillips@ku.edu>

Suzanne Rice, Ed Leadership & Policy Studies (2016) <srice@ku.edu>

Felix Moos, Professor Emeritus, Anthropology, Endacott Society designee <felix@ku.edu>

Ex officio, non-voting: Mary Lee Hummert, Vice Provost <mlhummert@ku.edu>

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**Next committee meeting, January 30, 3:30-5:30 pm, Public Safety****30 January 2014**

Faculty Senate Retirees Rights & Benefits Committee

30 January 2014, 3:30-5:00 pm, Public Safety Office

**Younger gave a report on the Chancellor's Task Force on Retirees to the KU area.  
Updates to the Retirees Handbook were discussed.**

**Appendix B: Minutes for the meeting 22 May**

Faculty Senate Retirees Rights & Benefits Committee  
22 May 2014, 3:30-5:00 pm, Public Safety Office

Present: Ted Frederickson, Bob Hohn, Jeannette Johnson, Liz Phillips, Suzanne Rice, John Younger

Approved final report for 2013-2014.

Finalized updates to the Retirees Handbook.

**Appendix B****FY-14 COMMITTEE ON RETIREES RIGHTS AND BENEFITS**

Approved by SenEx: September 3, 2013

Approved by University Senate: September 12, 2013

- For further information or to schedule a meeting with SenEx to discuss charges or the committee's work, contact SenEx chair Nancy Kinnersley at [nkinners@ku.edu](mailto:nkinners@ku.edu).
- Minutes of each meeting should be e-mailed to the Governance Office ([govern@ku.edu](mailto:govern@ku.edu)) as they are approved. The minutes will be posted to the Governance web site.
- If the committee is recommending a change to university policy or rules, SenEx must officially receive that recommendation by 4/01/14 in order to meet timeline requirements for full review by Governance.
- Please send a report of the committee's actions on each of the charges, as well as any recommendations the committee wishes to make concerning charges or membership for the following academic year, to University Governance, at [govern@ku.edu](mailto:govern@ku.edu). Please include the names of committee members and submit the report by April 1, 2014. If the committee still expects to conduct business after April 1, please submit a report by April 1 and later submit any addenda that may be appropriate.

Standing charges:

1. Promote all appropriate means of communication with retirees, with special emphasis on seeking information from them about their needs and concerns.
2. Consult the Department of Human Resources (HR) and the Office of the Provost on the maintenance of an up-to-date contact list for retirees. (ongoing)
3. Consult with SenEx about views and concerns related to retirees.
4. Seek feedback from retirees and University offices about the *Retirees Handbook* and work with staff to ensure that it remains current. (ongoing)
5. Maintain an open line of communication with both the Endacott Society and the provost's office whose representatives are members of the committee, with representatives of the committee offering to meet at least once each semester with the Endacott Society.

Specific charges:

11. Determine whether and how privileges that now exist for retirees (free Park & Ride, parking permits) can be extended to the spouses of deceased retirees. While it is recognized that spouses of deceased retirees are not eligible for KU email addresses, could they be entered into the KU Alert System (<http://www.alerts.ku.edu/>)? Determine the number of individuals who would be eligible for this benefit.

Donna Hultine, Director of Parking and Transit, is receptive to the possibility of allowing the widows and widowers of retired KU personnel to purchase retiree parking permits. It needs to be determined if there is any policy or legal reason for not doing so, and whether such a change would require action by the Parking Commission.)

12. Since the information available for retirees often differs, unit-by-unit, study the possibility of setting up an official KU website for depositing "information for retirees". Links to "The Handbook for Faculty and Other Unclassified Staff", "Information for Retirees and Prospective Retirees", the Endacott Society's homepage, and the Chair of the RRB Committee, as well as FAQs about retirement could be made available there.
13. While the RRB Committee is already charged with keeping up-to-date a list of retirees, it may be beneficial to have the list prepared by HR for the Alumni Association sent automatically also to the Endacott Society; at present, the presidents of the Endacott Society have to request that list annually.
14. Consider whether to continue to work directly with HR and the Office of the Provost to expand the HR "Exit Survey" to include questions specifically related to retirees' concerns and to determine whether there is a mechanism to encourage broader use of the survey by those who are retiring.