

21 Nov 2014 **Minutes**

University Committee on Retirees Rights and Benefits, 9:00-10:30 am, at Public Safety

Present: Ted Frederickson, Ellen Reid Gold, Bob Herrington, Jeannette Johnson, Liz Philips, John Younger

[in the topics below, **bold** indicates the results of discussions around the topics]

JY reported that he had attended a meeting of the Endacott Society on October 29 (W), where he reported on the developing Retirees website mandated by the Chancellor's Task Force on Retirees (focusing mainly on retirees from elsewhere moving to Lawrence) and that he had taken the initial duty of filling in a website template supplied by IT; **maintenance of the website should be in professional/dedicated hands**

JY reported that he accompanied the Provost on a visit to the Endacott Society on Nov 12, where the Provost took questions concerning restoring parking rights and access to Lied Center tickets

JY ran through the SenEx's Charges to the Committee (pasted in below), noting that Standing Charges

- 1 & 4. promote communication with KU Retirees and with the Endacott Society; **this is now standard: the RRBCom's chair reports to the Endacott once a semester**
2. consult with SenEx; **this is done when necessary and in the annual report**
3. update the Retiree Handbook; **this is done annually**

Specific Charges

1. re parking: can privileges be granted to surviving spouses of deceased retirees? **Jeannette Johnson said she would look more into this**
- 2 & 5. strive to standardize treatment of retirees across the University; **this seems more a job for the Provost's office**
3. work with HR to implement more fully exit interviews/surveys; **perhaps a two-part survey, one administered at the time of leaving the university and a follow-up 6 months later ("how are the systems working?")**

Mike Rounds, Associate Vice-Provost for Human Resources and Madi Vannaman, Associate Director of Human Resources might be the people to improve the process

there was also some discussion about different Retiree health plans and about the difficulties of getting retiree pay depending on one's retirement plan

4. work toward making KU more Retiree-friendly (both outside Retirees and KU's)

JY presented printed hand-outs of the new Retirees website (retirees.drupal.ku.edu) with inserted texts here and there

it will be housed in the Provost's office; **Kathy Reed has volunteered to keep it updated**

In addition to the discussions above:

use a campus-wide email system (e.g., Chairs & Directors) to ask for opportunities for Retiree volunteering and internships [ask Marta Caminero-Santangelo for permission]

Next meeting: March 27 (F) 9-10:30 am in the Public Safety Office

FY-15 COMMITTEE ON RETIREES RIGHTS AND BENEFITS

Approved by SenEx: May 27, 2014

Approved by University Senate: September 11, 2014

- For further information or to schedule a meeting with SenEx to discuss charges or the committee's work, contact SenEx Chair Jonathan Mayhew at jmayhew@ku.edu.
- Minutes of each meeting should be e-mailed to the Governance Office (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 3/24/15 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. Please include the names of committee members and submit the report by April 1, 2015. 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 with SenEx about views and concerns related to retirees.
3. Seek feedback from retirees and University offices about the *Retirees Handbook* and work with staff to ensure that it remains current. (ongoing)
4. 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:

1. Determine whether and how privileges that now exist for retirees (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.)

2. 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.
3. 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.
4. Participate in the oversight of the effort to make KU more "retiree friendly," which includes both KU retirees and retirees from other institutions moving into the Lawrence area.
5. Work toward uniform policies across the University in such areas as awarding emeritus status and hiring retirees.