

## University Committee on Retirees Rights and Benefits, **Minutes: March 27, 2015**

University Committee on Retirees Rights & Benefits  
27 March 2015, 3:30-5:00 pm, Public Safety Office  
9:00-10:30 am, at Public Safety

Present: Cynthia Davis, Ted Frederickson, Ellen Reid Gold, Bob Herrington, Jeannette Johnson, Tom McCoy, Liz Philips, Suzanne Rice, John Younger

### Discussions

restoring access to Lied Center tickets was discussed; there are senior discounts  
Parking and Transit will NOT undertake a major change in parking assignments; it is planned to have license reading in the lots, and to eliminate the booths on Sunflower.

Parking at the Adams Alumni Center is in a private lot, uncontrolled by P&T.  
charges from SenEx

to work toward making KU more Retiree-friendly (both outside Retirees and KU's); the Retirees website (<http://retirees.drupal.ku.edu>) is a good step in this direction.

standardizing treatment of retirees across the University

two issues with HR (Mike Rounds and Madi Vannaman of HR have been invited to our May 8 meeting)

1. different Retiree health plans and difficulties of getting retiree pay to local financial advisors, depending on one's retirement plan
2. 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?")

JY had asked for suggestions from HR. Madi Vannaman (Asst Director [madi@ku.edu](mailto:madi@ku.edu)) and Ola Faucher (the Director [ofaucher@ku.edu](mailto:ofaucher@ku.edu)) would appreciate our help in putting together a survey. JY said he would look at exit/retiree surveys available online and come up with a template to share.

Faucher, Ola (3/24): Our staff are currently researching some best practices to reshape our exit questionnaire/interview process. Our former process did not have the level of participation that provided meaningful information so we're investigating better options. Of course, some campus departments conduct exit interviews/questionnaires of which we are unaware. I'm not aware of any existing KU survey that can be utilized. As Madi mentioned, we'd be glad to help if you wish to partner with us and/or the Provost Ofc. OIRP could also be a valuable partner since they have campus expertise in survey development.

Vannaman, Madi (3/24): providing a survey or the survey itself will probably need to be approved by the Provost Office. You may want to ask if email distribution of the survey will be permitted. Once the survey has been approved, HR can either provide the survey to those who are retiring or provide the names and addresses (email or residential) of those who are retiring. If the survey is also approved for distribution to those who have already retired, HR can provide the names and addresses (email or residential) that are available. The current exit survey is not specific to retirees. You may want to develop a survey specific to retirees. And does the Committee want a retiree-specific survey provided to past retirees? Perspectives and experiences of retirees who have been retired for a while and those who are just now retiring may differ enough that separate surveys might be helpful. Then, periodically, a survey to all retirees could be sent to see whether and how the baseline data results change for the retiree group as a whole.

Discussion focused on the apparent lack of administrative interest in the employee environment at KU; there are no "formative assessments" during an employee's time at KU and there is no "exit survey," either. Nor is there any clear consensus on what should be done with the results of such surveys.

Discussion also questioned the purpose of such surveys, especially wondering how KU would

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respond to the results.

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

HR sends out a long document that spells out retirement, but this is available only when one announces the intention to retire. There should be seminars/training sessions earlier, much like the University's Promotion & Tenure workshops.

**Next meeting: May 8 (F), 9-10:30 am in the Public Safety Office**

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## [Employee Exit Surveys - workinstitute.com](#)

Ad: [www.workinstitute.com/](http://www.workinstitute.com/)

Discover Why Employees Leave. **Exit Surveys** From The Work Institute.

- [Employee Exit Interviews](#)
- [Free Consultation](#)

## [Employee Exit Survey \(Retirees\) 2014-15 - SurveyMonkey](#)

<https://www.surveymonkey.com/.../Retiree-Exit-Survey-2...>

SurveyMonkey: Prince William County Public Schools

## [Faculty Exit Survey - Office for Institutional Equity and Diversity](#)

[oied.ncsu.edu/faculty/faculty-exit-survey/](http://oied.ncsu.edu/faculty/faculty-exit-survey/)

North Carolina State University

## [Faculty Exit Survey - Penn State University](#)

[www.psu.edu/.../surveys/FacultyExit/print](http://www.psu.edu/.../surveys/FacultyExit/print)

Pennsylvania State University

## [Faculty Exit Interview — Faculty Affairs Site](#)

<https://facultyaffairs.colorado.edu/.../facu...>

University of Colorado Boulder

### **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](mailto:jmayhew@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 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](mailto: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.
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.