

## **Final Report: 2023 KU University Senate RRBC Retirees Survey\***

*Prepared by: University Senate Retiree Rights and Benefits Committee  
(John Poggio, Chair, Delores Barnard, Annette Delaney, David Ekerdt, Charlotte Goodman,  
Edward Martinko, Edward Meyen, and Lumen Mulligan)*

Under the supervision, planning, and design of the 2023 KU Retirees Rights and Benefits Committee (RRBC), in spring 2023, a survey of all living retirees from KU-Lawrence and KU-Med Center campuses was planned and then conducted. We originally planned a mailed survey because we anticipated that older retirees might not have electronic email access. However, other procedural interfering events made initial US postal contact not possible or practical. Consequently, during spring 2023, KU retiree surveying proceeded via initial contact with retirees using email addresses as available through each campus (Lawrence and Med Center) Human Resources offices. The viability and survey validity of this electronic design approach is discussed below. The spring 2023 survey was a follow-along activity growing from a fall 2022 undertaking of contacting all four-year-plus campus IHEs in the United States. Findings from that Stage 1 survey activity have been previously filed and are attached in Appendix E (2023 Interim Mid-Year Report). It must and needs to be noted that the necessary and core fiscal funding for many of these two survey activities was provided by Kansas University Endowment Association (KUEA) through its leadership.\*

### **Survey Method**

Referencing the completed 2023 KU retiree survey, approximately 30 survey questions (see the attached Appendix A) were targeted, crafted, refined, and selected by the RRBC and then sent to approximately 2272 KU retirees with known active email addresses as available through each campuses HR department. The pool of final survey questions prepared actually numbered approximately 90 questions, but due to survey sampling decisions, question foci, and time constraints, it was decided by RRBC to limit the spring 2023 survey to only 30 of these questions. The greater pool of questions exists and is available for use at some later date as interests may dictate.

When estimated between the KU Lawrence and KU Medical Center campuses, the likely total combined number of living retirees in early spring 2023 numbered approximately 3300 individuals, 73 percent ( $N \cong 2400$ ) affiliated with the Lawrence campus, 27 percent ( $N \cong 900$ ) associated with KUMC. Once RRBC decided to contact KU retirees by way of their email addresses, it was discovered that email address policies between the Lawrence and Medical Center campuses are very different. Lawrence campus retirees may keep their KU email addresses. However, KU Medical Center retirees are required to forfeit their email addresses immediately upon one's retirement date regardless their preference. (*Noteworthy: Irritation with this KUMC policy was often voiced by retiree survey respondents!*) Due to this circumstance of no known documented email address for most KU Med Center retirees,

---

\* The evaluation research reported and distributed in this publication was supported in part by the Kansas University Endowment Association under the leadership of Dale Seuferling and received KU grant award number 1003353 made to Professor John Poggio, EPSY. The content of this report is solely the responsibility of the authors and does not necessarily represent the official views of the University of Kansas or the KUEA.

the actual number of sent email surveys numbered approximately 2660 (90 percent sent to KU-Lawrence retirees; and, 10 percent to KUMC retirees). Only then did RRBC discover that of these 2660 emailed surveys, 388 were not deliverable to the addressee, that is, the institution stored email as available and addressed could not be delivered electronically. Thus, 2272 surveys were sent and received at the KU (Lawrence+KUMC) stored email address. Returned responses to the emailed KU retiree survey were received (as of May 18) from 899 individuals (85 percent KU-L; and, 15 percent KUMC) for a 40 percent return rate. Relatively speaking, KUMC retirees participated at a greater rate than their KU-L retiree counterparts. So as presented above, 2272 KU retirees from both campuses were contacted via email and asked to participate in the voluntary survey on three separate occasions over a six-week period (late March to mid-May 2023). A return rate of 899 retirees ( $\cong$  40 percent) exceeds the typical survey return rates experienced (20 to 30 percent at best) by social science investigators.

### Survey Findings

We encourage the reader to undertake a meticulous, thoughtful, and reflective review of the survey data summaries (Appendix A, n = 899) and open-ended responses compiled and presented in Appendices B, C, and D. In the main and for the most part retirees' responses to the 30 or so forced-choice questions (Appendix A, e.g., my former unit/department make me feel appreciated, valued, and remembered; activities and events help me maintain a relationship with KU; I have the desire to have more contact with KU; etc.) yielded responses in the aggregate of approximately 50 percent, i.e., half the responding retirees' answered in the affirmative, and on the order of half recording a negative response (see Appendix A). Retirees, at one-time significant University of Kansas employees who served as leaders, role models, scholars and discipline contributors, and first-rate and dedicated personnel, are asking for acknowledgment from and seeking to continue as contributors to the institution. This pattern continues over their years in retirement. To change, if the University is interested and committed to its retirees, is well within reach through the KU central administration and departmental efforts coupled with the continuing commitment and dedication of its retired workforce. This is KU's retirees' reality and preference... for at least 50 percent!

Retiree continuing self-reported dedication to KU, if the current administration is of such a mind and desire to explore, is best seen and understood, indeed highlighted, and made concrete, in the open-ended, voluntary responses of the retiree survey respondents. **Three (3) open-end questions were put to the retirees** (i.e., Appendix B: What I wish I had known when I retired from KU (n = 290); Appendix C: What could KU have done to be more helpful? (n = 350); and, Appendix D: Is there anything specifically you wish to say that has not been covered? (n = 320)). Each bulleted point (•) in these appendices is an individual retiree's contribution to the question. On the order of 300 or more responses, a third of the responding retirees, were made to each of the open-end questions; few respondents chose to respond to all three of the questions, thus the sincerity of the retirees needs to be underscored, and our genuine appreciation for their contributions extended to them.

Major response themes speak to the high esteem and delight that retirees hold the university; that there be better recognition by the university of retirees' contributions; that there be some

assurance of the continuance of benefits, both fiscal and material, previously awarded to retirees; that there be more regular, ongoing and dependable contact with and among retirees; and, that there be shown a desire to build a stronger partnership between the KU, academic/research units, and retirees. Again, with many hundreds of responses made, it falls on each reader to consider the many offerings and opportunities. The RRBC believes a few hours invested in reading and reviewing retiree responses will pay dividends for the institution and the retirees. The following are offered to summarize, point to, and highlight common themes across the hundreds of retiree responses. These are numbered only for ready reference.

1. Continue for retirees, at no cost, telephone or stop-by technical support and assistance for hardware and software issues as/when needed.
2. Steps must be taken to allow KUMC retirees to keep and maintain free active email accounts and addresses.
3. Allow faculty retirees to continue at no charge university-licensed software, access to Microsoft OneDrive, and comparable software and technology products, etc.
4. KU must inform IT that retirees continue to receive their services as needed and at no charge.
5. KU and HR must continue to inform (repeatedly!) employees of the need to be alert and attentive to eventual and very likely retirement needs. This reality must not be left unattended. Sessions and services must be made available each semester for individuals or in group sessions. Do follow-ups, please... Information overload is OK!
6. Retirees want, desire, and need connections back to familiar units, departments, Centers, etc. Help retirees to crystallize new and maintain once existing relationships.
7. Consider and plan for retiree breakout and study groups by such variables as: time-date/years away from KU; pre, during and post-COVID retirement; KU-L vs KUMC; residence location, etc. Logical groupings are often different so consider breakdown groups to better understand needs, desires, etc.
8. Both campuses are strongly encouraged to use a common and readily knowable employment classification system (e.g., faculty, staff, etc.), and then be able use this as a breakdown classification variable to understand retiree needs, etc.
9. Human Relations offices and personnel are always complimented for their assistance and information to retiring employees! Kudos (AKA KUDos ☺) to all in these offices!
10. There is a culture difference between KU Administrators and retirees. There needs to be personnel at the (at least) Assistant Provost level or higher in Faculty Development to be aware and attentive to retiree needs. Such an assignment along with HR Benefits also deserves such designation. Results from this study effort must be internalized by VP-FD as to how retirees are treated.

11. Many retirees continue to serve their profession. Departments, units and deans: please be aware, don't neglect needs and such service to and in the name of KU.
12. Does the Retiree Handbook need revision and assure its distribution and redistribution (annually to all retirees?)?
13. The transition from employee to post-retirement health insurance coverage must be explained well in advance to prospective retirees.
14. Relationships within and across units between retirees and faculty, staff, and administrators need attention and work to achieve common respect and status.
15. As is done for many programs and initiatives, create and maintain interest and attention in the campus community on retirees who served, and the many who continue to serve, the university.
16. KUEA gift-giving is something many KU retirees want to do. Alert KUEA of this self-reported desire of retirees.
17. A survey of KU retirees should be planned and occur every 4 to 5 years. A first study should be done within 2 to 3 years, and must plan and prepare to capture data and more complete information from KUMC.
18. Consider and deliver 3 or 4 times annually a KU Retirees Newsletter perhaps sponsored by and conducted by the KU Retirement Association, a re-naming for the KU Endacott Society. Some fiscal support may be worthwhile by KUEA.

Other variants are equally deserving of attention and consideration. This is but a beginning. We welcome and encourage discussion through forums and open meetings. But attention and action are needed to continue to serve our colleagues and the University of Kansas.

**Appendix A:**

**2023 University of Kansas Retiree Response  
to 30 Survey Fix Response Questions (n = 899)**

## **Fixed Response Survey Questions Frequency Tables**

**A1 I receive information about relevant events from my former KU department/unit.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	408	45.4	47.7	47.7
	2 No	448	49.8	52.3	100.0
	Total	856	95.2	100.0	
Missing	System	43	4.8		
Total		899	100.0		

**A2 The university and my former department/unit make me feel appreciated, remembered, and valued as a retiree.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Agree	376	41.8	44.9	44.9
	2 Disagree	461	51.3	55.1	100.0
	Total	837	93.1	100.0	
Missing	System	62	6.9		
Total		899	100.0		

**A3 My former department/unit makes me feel like I still have something to contribute.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Agree	278	30.9	33.8	33.8
	2 Disagree	545	60.6	66.2	100.0
	Total	823	91.5	100.0	
Missing	System	76	8.5		
Total		899	100.0		

**A4 I have a continuing relationship with my friends and associates at KU.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Agree	664	73.9	78.5	78.5
	2 Disagree	182	20.2	21.5	100.0
	Total	846	94.1	100.0	
Missing	System	53	5.9		
Total		899	100.0		

**A5 In retirement, KU has remained important to me.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Agree	689	76.6	81.9	81.9
	2 Disagree	152	16.9	18.1	100.0
	Total	841	93.5	100.0	
Missing	System	58	6.5		
Total		899	100.0		

**A6 The consideration and overall treatment I receive from the university and my former unit/department inspire gratitude and generosity.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Agree	328	36.5	40.2	40.2
	2 Disagree	487	54.2	59.8	100.0
	Total	815	90.7	100.0	
Missing	System	84	9.3		
Total		899	100.0		

**A7 The farewell by your unit.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Very Satisfied	350	38.9	41.9	41.9
	2 Satisfied	272	30.3	32.5	74.4
	3 Not Satisfied	125	13.9	15.0	89.4
	4 Not Applicable	78	8.7	9.3	98.7
	5 Do Not Recall	11	1.2	1.3	100.0
	Total	836	93.0	100.0	
Missing	System	63	7.0		
Total		899	100.0		

**A8 Help with managing your books, papers, and files.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Very Satisfied	145	16.1	17.4	17.4
	2 Satisfied	312	34.7	37.5	54.9
	3 Not Satisfied	169	18.8	20.3	75.2
	4 Not Applicable	185	20.6	22.2	97.4
	5 Do Not Recall	22	2.4	2.6	100.0
	Total	833	92.7	100.0	
Missing	System	66	7.3		
Total		899	100.0		

**A9 Your experience with KU Human Resources (HR) during the retirement process.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Very Satisfied	344	38.3	41.1	41.1
	2 Satisfied	346	38.5	41.3	82.4
	3 Not Satisfied	85	9.5	10.2	92.6
	4 Not Applicable	30	3.3	3.6	96.2
	5 Do Not Recall	32	3.6	3.8	100.0
	Total	837	93.1	100.0	
Missing	System	62	6.9		
Total		899	100.0		

**A10 Help with your transition from KU health insurance to private insurance or Medicare.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Very Satisfied	226	25.1	27.0	27.0
	2 Satisfied	331	36.8	39.6	66.6
	3 Not Satisfied	112	12.5	13.4	80.0
	4 Not Applicable	132	14.7	15.8	95.8
	5 Do Not Recall	35	3.9	4.2	100.0
	Total	836	93.0	100.0	
Missing	System	63	7.0		
Total		899	100.0		

**A11 KU's help with your financial planning for retirement.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Very Satisfied	96	10.7	11.5	11.5
	2 Satisfied	249	27.7	29.9	41.4
	3 Not Satisfied	165	18.4	19.8	61.2
	4 Not Applicable	270	30.0	32.4	93.6
	5 Do Not Recall	53	5.9	6.4	100.0
	Total	833	92.7	100.0	
Missing	System	66	7.3		
Total		899	100.0		

**A12 More regular contact from and with KU.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	209	23.2	25.7	25.7
	2 Perhaps	436	48.5	53.6	79.3
	3 No	168	18.7	20.7	100.0
	Total	813	90.4	100.0	
Missing	System	86	9.6		
Total		899	100.0		

**A13 Support with the social and psychological aspects of retirement.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	100	11.1	12.3	12.3
	2 Perhaps	242	26.9	29.8	42.1
	3 No	470	52.3	57.9	100.0
	Total	812	90.3	100.0	
Missing	System	87	9.7		
Total		899	100.0		



**A14 Assist with preparing newsletters for KU retirees.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	31	3.4	3.9	3.9
	2 Perhaps	185	20.6	23.0	26.8
	3 No	589	65.5	73.2	100.0
	Total	805	89.5	100.0	
Missing	System	94	10.5		
Total		899	100.0		

**A15 Help to maintain retiree memberships contacts list.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	74	8.2	9.2	9.2
	2 Perhaps	223	24.8	27.7	36.9
	3 No	508	56.5	63.1	100.0
	Total	805	89.5	100.0	
Missing	System	94	10.5		
Total		899	100.0		

**A16 Assistance with informational sessions, seminars, or workshops for soon-to-retire KU faculty and staff.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	75	8.3	9.3	9.3
	2 Perhaps	184	20.5	22.9	32.2
	3 No	546	60.7	67.8	100.0
	Total	805	89.5	100.0	
Missing	System	94	10.5		
Total		899	100.0		

**A17 One-on-one mentoring for soon-to-retire or recently retired KU faculty and staff.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	44	4.9	5.5	5.5
	2 Perhaps	200	22.2	24.9	30.4
	3 No	559	62.2	69.6	100.0
	Total	803	89.3	100.0	
Missing	System	96	10.7		
Total		899	100.0		

**A18 Help to organize social events for retirees (e.g., breakfasts, luncheons, volunteering, etc.).**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	55	6.1	6.8	6.8
	2 Perhaps	187	20.8	23.3	30.1
	3 No	561	62.4	69.9	100.0
	Total	803	89.3	100.0	
Missing	System	96	10.7		
Total		899	100.0		

**A19 Assistance to preserve or write university, unit, organization, or retiree histories.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	44	4.9	5.5	5.5
	2 Perhaps	207	23.0	25.8	31.3
	3 No	551	61.3	68.7	100.0
	Total	802	89.2	100.0	
Missing	System	97	10.8		
Total		899	100.0		

**A20 Participation with KU retiree clubs or educational groups (e.g., bridge club, book club, investment group, etc.).**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	85	9.5	10.5	10.5
	2 Perhaps	312	34.7	38.5	49.0
	3 No	413	45.9	51.0	100.0
	Total	810	90.1	100.0	
Missing	System	89	9.9		
Total		899	100.0		

**A21 Help to raise funds for KU student scholarships.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	35	3.9	4.4	4.4
	2 Perhaps	206	22.9	25.8	30.2
	3 No	558	62.1	69.8	100.0
	Total	799	88.9	100.0	
Missing	System	100	11.1		
Total		899	100.0		

**A22 Help to organize or contribute to exhibits of retiree creative efforts (e.g., the arts, photography, writing, creative endeavors, etc.).**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	35	3.9	4.4	4.4
	2 Perhaps	204	22.7	25.4	29.8
	3 No	564	62.7	70.2	100.0
	Total	803	89.3	100.0	
Missing	System	96	10.7		
Total		899	100.0		

**A23 KU courses, workshops, or sessions (e.g., computers and their use, the arts, staying active, etc.) for retirees.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	126	14.0	15.6	15.6
	2 Perhaps	328	36.5	40.6	56.2
	3 No	354	39.4	43.8	100.0
	Total	808	89.9	100.0	
Missing	System	91	10.1		
Total		899	100.0		

**A24 - Help to raise funds to support the institution.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	33	3.7	4.1	4.1
	2 Perhaps	186	20.7	23.1	27.2
	3 No	586	65.2	72.8	100.0
	Total	805	89.5	100.0	
Missing	System	94	10.5		
Total		899	100.0		

**A25 Information about personal gifting to KU.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, definitely	23	2.6	2.9	2.9
	2 Perhaps	156	17.4	19.5	22.3
	3 No	623	69.3	77.7	100.0
	Total	802	89.2	100.0	
Missing	System	97	10.8		
Total		899	100.0		

**D1 - Do you use a KU Email address? Mark one:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 No	86	9.6	10.8	10.8
	2 Sometimes	249	27.7	31.4	42.2
	3 Always	459	51.1	57.8	100.0
	Total	794	88.3	100.0	
Missing	System	105	11.7		
Total		899	100.0		

**D6 - Do you have more than one residence?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	75	8.3	9.7	9.7
	2 No	702	78.1	90.3	100.0
	Total	777	86.4	100.0	
Missing	System	122	13.6		
Total		899	100.0		

**D8 - How often do you visit KU? Mark one choice:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Weekly	125	13.9	16.0	16.0
	2 Monthly	108	12.0	13.8	29.8
	3 A few times a year	230	25.6	29.4	59.1
	4 Annually	37	4.1	4.7	63.9
	5 Hardly ever	226	25.1	28.9	92.7
	6 Never	57	6.3	7.3	100.0
	Total	783	87.1	100.0	
Missing	System	116	12.9		
Total		899	100.0		

**D9 - What, if anything, brings you to campus now? Mark all that apply.**

	Number	Percent
1. Professional activities	211	24.31
2. Personal/Professional friendships	379	43.63
3. College/School/Department/Unit events	170	19.63
4. Sports events	214	24.63
5. Cultural events	257	29.63
6. Retirement Benefits needs/issues	27	3.13
7. None of these	176	20.30
Number Responding	899	

## **Appendix B:**

### **2023 KU Retiree Survey Question D-10:**

**What I wish I had known when I retired from KU  
that I only realize now is...**

---

\* The evaluation research reported and distributed in this publication was supported in part by the Kansas University Endowment Association under the leadership of Dale Seufferling and received KU grant award number 1003353 made to Professor John Poggio, EPSY. The content of this report is solely the responsibility of the authors and does not necessarily represent the official views of the University of Kansas or the KUEA.

**Question D-10: What I wish I had known when I retired from KU that I only realize now is...**

- You really miss the interaction with your colleagues as well as those throughout the University.
- You need to have a structured plan for retirement. I was supposed to have a retirement party after covid was over. Still waiting.
- You lose access to darn near everything except your email which I do appreciate. IT could do a much better job of helping you move your computer files and explain what you will be able access and what you won't. This was the hardest part.
- Would have appreciated more ideas for future involvement as a retiree with my school.
- Your supervisors/PI's do not want your opinions on what could be improved or changed before you retire. Even though you had a really bad experience with the project/people you worked with, it's not worth trying to talk about it before you leave because they don't want to hear it and it's best just to let it go. You may want to help train your replacement, but that may not happen if your PI is extremely disorganized and doesn't get around to hiring someone before you leave. You may be asked to stay longer, but you should not in this case even though it may put your coworkers in a bad situation. It's not your fault and you should not feel guilty.
- Working longer has its benefits to postpone required minimum distribution withdrawals.
- Working in administration at KU is thankless and pays poorly. One reason people work at KU administration is because they love being on campus. Personal, face to face engagement and feeling like an appreciated human being helped compensate for the low pay and frequent belittling that came from faculty. After Covid changed how we work, the remote workplace made working for KU very abstract. Before 2020, many of the staff I hired came to KU because they loved KU and wanted to work here. Now that most administrative staff are remote, new hires will still receive verbal abuse from faculty and be paid poorly, but there will be no benefit of working on campus. I expect the turnover rate for professional, administrative staff will continue to grow as there is now very little special about working for KU administration. .
- What retirement options were available to me such as the KU Retirement Funds.
- What I wish I had known when I retired from KU that I only realize now is...
  1. The full implications of KUTEA insurance. I eagerly signed onto KUTEA the year I joined KU believing it was a KU-managed insurance business. I contributed regularly for 25 years. When I retired and needed to withdraw from my account, I was told it was not possible, and if I stopped my contributions, I would lose everything. I decided to close and count my losses.
  2. It is a different financial world when there are no more salaried incomes.
  3. The diversity of activities available for retirees to remain active and relevant.
  4. That it is so easy to get over-committed and not enjoy retirement.
- What I did in my job was not valued. I was reliable and tried to be as helpful as possible. But I wasn't high level enough.
- What health insurance I should have selected.
- We have to make the effort to stay in touch with friends and colleagues. Not wait for others to keep in touch.
- Way too politically correct, and I am a liberal. Too many administrators creating things that cost money with no benefit to a large majority of students. Athletics and the Alumni Association sucks money from other campus units with their fundraising.
- Very little. This was my second retirement. But what has apparently transpired at KU since my retirement was what I expected unless they hired the right person for the small-molecule x-ray lab. One experienced candidate from France was hired but returned to France after two months. Another quite experienced candidate from the University of Missouri looked good but was not hired. A postdoc from Northwestern was hired instead and he lacks the experience to do what needs to be done for problematic projects. This was apparently a decision made by Vice Chancellor Lundquist.

- Transition from working to retirement creates many questions you do not know to ask or who to ask. A system to help prepare for retirement (life after retirement) would be helpful.
- To Journal and document more of my days after retiring.
- Time is short. If there are things you want to do in retirement, don't wait too long to start.  
As a faculty member, you develop a professional identity that includes the respect of colleagues for your contributions and accomplishments. While working, this is felt on a daily basis. In some ways this is lost in retirement with infrequent connections to colleagues and new acquaintances who have no idea about your previous life.
- THINGS WERE GOOD THEN.
- There would be very little support for retirees.
- There were no surprises. Retirement from KU was my second retirement
- There were more opportunities for me to take educational classes and workshops. I really didn't have much time to take part in these activities.  
I did not get much encouragement from the Assoc. Vice Provost of International Programs (XXXX).
- There is an active group of people called the Endacott Society that offers intellectual and social activities for KU Retirees. I heard about it a couple of years after retiring. I have attended opera presentations, travelogues, computer and technology session presented by outsiders and retired faculty.  
I went to several of the retirement dinners in the Union. I learned about the retirees' group from an acquaintance.
- There are emotional aspects to retiring that I did not anticipate. While I worked at KU for only 12 years, I was a part of my work community for almost 20. Leaving was difficult.
- The transition to Medicare has been very challenging and confusing. I wish I had been better prepared. I have been retired less than three months, and this process has taken a lot of time and worry. I wish there had been better information on this topic. I downloaded everything I could. I went to presentations at the Douglas County Senior Center and I attended an session with a volunteer at the Senior Center -neither were particularly helpful- except the person helped me sign-up for Plan D.  
On reflection, another thing that would have been helpful was to have some assistance in getting files from my KU computer to the new computer I bought. and help with installing the new Microsoft programs. I tried to meet with the tech person who helps our department. S/he was kind and willing but I was so busy finishing grades, etc. (and exhausted), that I just couldn't meet. Then, it was the end of the year (December)-and beyond that I knew I would not be able to draw on her assistance when I was officially retired. I wish I could have had access for a few weeks in January-by then I could have really used the help. But mostly, I have worked it out. Again, I didn't expect any assistance.
- The seminars that KU offered regarding retirement were very helpful & informative, but additional information would have been beneficial. Health insurance for retirees changes every year, however, we haven't had any informational meetings here in Lawrence since 2018.
- The range of benefits for retirees --e.g., discounted parking
- The KU HR retirement planning seminars given every spring for many years prepared me well for retirement issues like SS, Medicare, health electives, TIAA and/or KPERS benefits. Plus issues like long term care insurance. I applaud KU's HR department for hosting these seminars. I attended them for several years before my retirement date, and I learned something new at each seminar.  
The only thing it couldn't prepare me for was the first year of retirement waking up each morning thinking it was time to go to work. That took a while to adjust to. :)
- The importance of the Endacott Society.
- The impact my buyout would have. That I would be cut out of my department. Did not know about retiree activities.
- The complexity of transitioning to Medicare from KU health insurance.
- The complexity and lack of clarity with respect to post-retirement health instance.
- The challenge of managing so much leisure time.

- The big problem with my retirement was that it occurred in the middle of the pandemic! So, there was no possibility of a retirement party, help with shifting stuff, etc. and we snuck out as best we could.
- That with time, KU would eliminate everything that brought me to campus post retirement. For examples (not all of them):
  - 1- Escalating cost of retiree parking permits quickly reached a level of gouging, and much of the rest involved a hostile parking fee environment.
  - 2- Greatly reduced facilities in Robinson Gym, where for fitness I regularly worked out. But a lot of that has been for HSES budget reasons been reduced and/or not maintained. Not the fault of very good Departmental people-- plainly a KU failing.
  - 3- Again as part of regular fitness efforts, I swam mid-day several times a week. Pool is now unavailable, and even for faculty/staff mid-day swimming, PARKING is essential.
- that transitioning to retirement would be so easy and joyful; that, even though I thoroughly enjoyed my work as both a teacher and researcher at KU, freedom from the grinding routine of employment as a faculty member would serve as a well-spring for more creative activities more than making up for those that ended.
- That transition from active employment to retirement would have challenges. The COVID pandemic didn't help.
- that the unit would not provide a modest desk or office space, as it had done in the past and as other units continue to do that the unit would not recognize retirees on the website's faculty listing, which other similar institutions do that the university would discontinue Park & Ride and free retiree parking for it — access to libraries and physical exercise facilities is very difficult now
- That the door would shut so completely from my unit. Although I will admit that I have not put forth much effort.
- That the decision to leave KU can be made so quickly.
- that the central administrative office I was in for 5 years acts like I don't exist; my primary identity program still acknowledges me, but I suspect it's because I donate.
- That people are too busy or too disinterested to stay in touch. It's a rather out of sight out of mind situation. There seems a lack of interest in what retirees can do such as mentor new faculty and graduate students, mentor faculty re retirement in time for them to do something about it. There is a scholarship in my name, partially funded by me. I have changed my estate plan to discontinue funding at KU. Part of the reason was a pushy endowment rep who wanted me to sign a contract re future giving.
- That my retirement from KPERS and Social Security is more than my KU income.
- That my program and center would be cut with no one I worked with left at KU to continue our work or stay connected to our former students.
- That my department would have little interest in me after I left.
- That my "retirement" was actually coming and I would have the time to properly prepare. e.g., sufficient time to use my HSA instead of losing 4 grand of my money.
- That KU would try to prevent me from receiving unemployment benefits by claiming that I had voluntarily retired when I had been laid off. (KU lost that case, and I was able to receive benefits.)
- That KU easily and quickly forgets contributions, values, commitments, strategic plans, goals, aspirations built up over decades.
- that KU doesn't really care about its retirees.
- That it takes at least a year after being retired to settle into it. Being a little lost at first is normal.
- That I would want and need to continue my work in creative ways that cross boundaries and disciplines.
- That I would lose access to software and tech support.
- That I would lose Teams access. If I have email access it would be nice to also still have Teams access. I did buy Microsoft Office personally but was dropped from seeing discussions in Teams.



- That I would enjoy retirement as much as I do even though the business of retirement made me nervous everything worked out. I didn't expect to be so filled up with gratitude for my career at the university that has enriched my life and provided me with the means to improve my standard of living.
- That I should probably have continued longer.
- That Florida would elect a crazy governor! I'm moving out of Florida ASAP.
- That fighting battles within KU to improve academics and conditions for students was a losing battle. That KU does not in fact value its retirees, that I would not be treated as an honored part of KU once I'd stopped working my tail off for it
- That even though I have Emeritus status that I would be excluded from many communications - including the time that my KU phone number was removed without notice - it just disappeared, even though I continued to support work on activities related to writing, national committees, and other things that supported KU. I continue to work as a contractor on projects, so it is extremely disappointing to see the level of "distance" even though I achieved this status (Emeritus).
- TBH, I am in the category of not retired, retired, since I left KU for an academic appointment at another university (Iowa State University). That my separation is treated as a retirement is more an artifact of HR definitions than a reflection of what I did. That said, I think KU could do a better job of clarifying in these cases how former faculty are recognized. I invested 27 years in KU and still feel fondly toward the university. I would like my role in the department to be acknowledged in the same way it would have if I had moved into retirement after 27 years.
- Support and benefits to Emerita faculty are minimal. There appears very little effort by the university/department to keep faculty involved and engaged with young faculty and staff.
- Since my retirement happened during Covid, it was very different than any other.  
I appreciated the gift the university sent me and wear the watch with pride. However, the department that I served for many years did not even send me a letter of thanks for my service. I was a lecture for almost 20 years. But, again, those were very different circumstances and I understand. The people at HR, however, were wonderful and walked me through each step of the way with countless calls and coaching me from afar, since meeting in person was not permitted at that time.
- Since I've been rehired by KU's Institute for Policy & Social Research, my 'retirement' life is a bit different. However, were it not for that connection my interaction with KU would be virtually non-existent. Which is unfortunate. As an FTE, my interface with KU was almost all consuming (ie: 5 or 6 days per week, 8-12 hours/day) so the difference is significant, without my continuing connection to IPSR it could be challengingly abrupt. And presumably as a retiree, I may still be able to provide something of value.
- Should have placed more funds into retirement, though with salary not much more could have been diverted. I have said that the only place you can afford to retire from Kansas is Kansas, except for Mississippi. That being said, since I continue to live in Kansas I have no financial difficulties at present.
- Rules and information regarding the following:
  1. Removal of my equipment from KU offices and labs
  2. Access to computer help and repairs
  3. Access to Libraries
  4. Access to Robinson gym and facilities
  5. KU parking
  6. Access to offices and classrooms for common/public lectures
  7. Bus/transportation on campus- handicapped facilities on grounds and in buildings
  8. Access to concert halls and theaters
- Retirement is a process and a huge change
- Retirement benefits and expectations of the University of Kansas.  
Information about Endacott Society and contact help.
- Pretty aware of services and opportunities

- Prepare a plan for intellectual activities, such as consulting, reviewing manuscripts, etc., in order to continue to contribute in some fashion to society.
- Phased retirement is awful. Should have just gone to part time.
- Nothing. I did a lot of personal research as to what would come.
- Nothing. I was 72 and ready to retire. Technology passed me by.
- Nothing really. We likely would have stayed in Lawrence and kept a close(r) relationship and been far more involved with the School and the University had we stayed. We're in California simply because that's where the grandchildren are. FYI, we created and largely fund a Study Abroad scholarship at the J-School. And I often wear KU attire. I am surprised by the number of KU folks we've run into. I would like to find an easier way to connect with folks in the Fresno-Clovis area and/or Central Valley. But alumni site is specific only to the large metro areas.
- Nothing really. I had the assistance, and it was most helpful.
- Nothing really ... the B-School changed significantly with the new "gender hire." I noticed the woke wave early in the process and left during Covid. The attitude among faculty during the change in administration went from a caring unit to one of indifference. Very sad. Proud of my 23 years at KU with many great memories, but no regrets about leaving.
- Nothing new, it is everything I hoped it would be. Excellent support from HR (Madi).
- Nothing comes to mind. I felt very prepared and quite eager to retire with lots to keep me busy in new networks outside KU.  
I do wish IT staff could have created a "personal" website for me so I could share my teaching (syllabi, assignments) and (ongoing) research (publications) with the broad public. Instead, people must go to Spencer Research Library to find or discover my thirty-years of work.
- Nothing comes to mind. I love KU and loved working there.
- Nothing comes to mind, so I guess that means KU prepared me well for retirement
- Nothing comes to mind, I was very prepared.
- Not to be intimidated by supervisors. Employees were treated like underclass citizens. Under appreciated
- Not sure there is anything additional as Staff Benefits and HR were very helpful. Also, since I had previously assisted others retiring in a previous job helped.
- Not sure I understand the question. My wife and I are both retired KU faculty and remain involved in a number of activities. I am in my 12th year serving the Library Board of Advocates and she is in the 20th+ year of serving on Audio Reader.
- Not really. I was well informed about the retirement process. I have several major interests that keep me busy, and stay in touch with friends made throughout my employment in the School of Education, Information Technology, and the Center for Community Health and Development.
- Not being able to roll over my TIAA funds to something else.
- No response - I wasn't surprised by anything.
- No regrets in this respect. I loved a lot of my work at KU and continue to support the University in various ways.
- no need now for me
- No clearly stated activities or programs for retirees.
- Navigating the transition to Medicare was more difficult than I thought. Lots of unanswered questions, not just by KU, but also by the Douglas County Senior Resource Center.
- My retirement was not a positive experience; sadly, it left me bitter.
- My primary contact is with Ameriprise about my investments. I wish I were asked to give guest lectures or attend meetings.

- My chair and I negotiated a salary and benefits agreement prior to my retirement. I followed through, but the department did not, which cost me thousands of dollars. I wish that I had realized that KU would not perform.
- More time to work before mandatory retirement age of 70 1/2. Create individual retirement plan for single retirees. Work harder to negotiate an annual.
- more information on insurance coverage
- More information concerning how social security and income taxes would work after retirement.
- More information concerning Health Insurance and Part D. All information I was given did not help with my decision on which plan to choose.
- more information about retirement, signing up for insurance, healthcare, etc.
- More help with transition to Medicare and supplemental insurance.  
Info on campus resources still available, e.g., rec center, library.
- More & clearer info about setting up social security & Medicare arrangements would be helpful.
- Mine was a forced retirement. I was Project Manager for a grant I wrote for the PI and then s/he reduced my FTE by half and then announced it in a staff meeting without telling me first. It was handled horribly. S/he was mean, but my mental health is so much better now! It makes me sad as my son is a graduate of KUMed. My monetary gifts will go to Lawrence campus only.
- Loss of internet access to KU libraries. I miss “surfing” the journal collections, learning something new every day. Loss of the KU email address which would make it easier to maintain professional contacts and contacts with friends at the University.
- Life after retirement. Did not plan or learn enough about life after retirement. The transition from 60+ hours a week of meeting deadlines to a more open-ended lifestyle was a struggle.
- Length of time to full vesting.
- Lawrence is a hard act to follow
- KU is a poor employer. For years, we were given the message that tenure compensated for poor financial treatment and demoralizing work conditions. After retiring, I found that employment in private business is orders of magnitude more rewarding and less degrading on a daily basis.
- KU had great health benefits, very expensive to move to Medicare and a supplement plan.
- KU does an excellent job in preparing faculty who are transitioning into retirement. I have no criticisms of the resources made available to me.
- Just retired. Had a horrible time navigating the process. I don't understand why we can't know the rules from the get-go. Had much conflicting information. Very disappointing in the end. Felt like I was hurried out the door, still have questions/concerns but I am now persona non grata apparently as all communication has been cut off. I had no idea how despised I must have been!
- It's difficult to answer these questions in your format. I was forcibly retired because of the Pandemic. So whose fault is that? No one's, including the institution. That said, there was almost literally no help with retirement issues. I felt very unprotected and isolated from needed help. Even the retirement personnel were retired. It was overall a very unpleasant experience, but I cannot say that it was the usual one. So, I learned very little from it and cannot offer any advice.
- It is difficult staying in touch with my former colleagues. I was a staff member and basically stopped existing when I retired.
- Information regarding any future job possibilities at the University after retirement.
- important is to have asked more about Medicare deductions and supplemental insurance. I had no idea the process was so complicated, and I have talked to others who have said the same thing.
- If I had known COVID was going to dominate the first two years of my retirement, I might have left earlier.
- Ideas on how to keep in touch with co-workers. Also, reminders to departments to include retirees in social events.

- I'm fine with how it all went.
- I wouldn't get retirement party even after COVID measures ended
- I would have continued if I had continued NIH funding.
- I would be excluded from activities that I was so invested in for so many years. But I realize that this is a part of the natural transition to retirement. I remain active by reviewing journal articles, keeping in touch with former students and colleagues, etc.
- I worked in several departments at KU and loved most of them. I also never intended to retire but after 7 great years at ATS I received a new supervisor that was not a good fit. I really wanted to go part time at 65 because I enjoy working. The toxic environment eventually just got to be too much. I continue to have nightmares about it to this day. I would love to return to KU in a part time position and continue to look for one!
- I wished that I would have learned more about my retirement funds or more retirement planning
- I wish the percentage I had taken had for KPERS would have been larger. Also that my actual retirement I had been able to use the on campus resources. My husband was very ill and everything had to be done over the phone.
- I wish that my department (Psychology) had a newsletter telling us where our graduate students have gone, what our faculty are doing, and when we have lost current and retired professors. It would be nice to have a central link for stories, events and activities for current and retired faculty and students. I would like to know when my former colleagues have passed on, and where my living colleagues have gone for retirement. I would also like to hear about research being done and opportunities to share in such activities.
- I wish that I had looked at KU employment sooner than I had, with that being said I left employment when I felt my department failed to continue the level of excellence that I had experienced for my first 12 years. I was in position of food service management before and after the merge. When the director left I found that standards of quality and food safety were lax. This occurred after KU Dining's Nona Gollidge left and with the hiring of Mark Petrino and the advancement of Jim Schilling.
- I wish my email was not blocked so abruptly! I cannot send emails to my KU friends
- I wish KU had given me info on who to talk to for an overview of Medicare. Of course I was given info on what KU offered, but I had to reach out to nonprofits for advice on who to talk to for the big picture and where I could get real, detailed data. I realize now that KU could have given general advice to speak with an insurance agent or to contact Medicare or nonprofits that serve the aging population. That would have given me a much easier and more focused start on my search for info that included both an overview and hard data.
- I wish I'd known that KU would marginalize retirees and strip away most of the retirement benefits that were in place for many years: free parking, access to the gym in Robinson, free tickets to KU Theater performances, free or deeply discounted, tickets to Lied Center events, and free and available space for Endacott Society events. I wish I'd known that KU views retirees only as potential donors.
- I wish I knew more about my retirement funds that were part of my time employed by KUPI. The website is unhelpful and getting information is like sitting through a root canal.
- I wish I knew how much I would miss the challenges, working relationships and the excitement of keeping up with all the aspects of graduate medical education. I knew retirement would be different, but going from working fulltime and a busy schedule to having every day off for the rest of my life is hard to manage overnight.
- I wish I knew about age and grade criteria earlier.
- I wish I hadn't named a second benefactor in my KPERS.
- I wish I had taken the time to say goodbye and express my appreciation to more of my coworkers and professional colleagues. I assumed I would stay involved in professional activities that would bring us together. Covid changed that and after years of primarily zoom interactions, I no longer stay in touch or involve with former KU colleagues.

- I wish I had realized how few benefits accrue to retirees.
- I wish I had not stayed as long as I did. I was there 17 years left for 5 then returned. I wish I had never come back! The changes that the XXXXXXXXX regime made totally screwed that place up! never recovered and will never be as productive as it was prior too. what a shame!!!
- I wish I had not been as immersed in my academic life and career advancement as I had been.
- I wish I had more information about retirement income. How much longer did I need to work to get full retirement benefits(pensions). No one informed me how much I could receive or how much more I needed to work before retiring. All I was told was: I could keep my KU email account and my Kansas Health Insurance coverage.
- I wish I had known that retirement was so complicated, and that KU was not going to offer me any guidance. I had to seek information on my own and I don't know if I've missed anything.
- I wish I had known or received information about the expected challenges of post retirement years. It's been 7 for me, and I have been proactive about ways to acclimate and remain productive, but some conversations/sessions preretirement would have been extremely helpful.
- I wish I had known more about the Endacott Society.
- I wish I had known how quickly people who have given their lives to KU are cast aside and forgotten.
- I wish I had known how little support my department would give me while I try to get my last graduate student finished. They have not helped at all, the Chair and Graduate Director unresponsive to my queries. I wish I had known I would still have to pay for parking, even though I only occasionally come to campus. I would have tried harder to get my office cleaned, my data sets processed, and the four remaining scholarly manuscripts finished. I wish I knew how to unsubscribe from emails such as those announcing grant opportunities, since I am not eligible to apply. I had to ask to be put on the email list of announcements of thesis and dissertation defenses, since they are relevant to me being up to date in preparing my last graduate student, but I am still not seeing those announcements. Completing the paperwork for retirement within the time-frame listed was nearly impossible. That time frame should be much more clearly explained--you may not sign before you retire but you also may not sign after you retire. The letter is very confusing, and when I asked the staff (because the person in charge was out of the office), they did not know the answer.
- I wish I had known how complicated and expensive health insurance coverage would be. Once I got started with the process, a couple of months before I retired, I found the assistance of a volunteer--someone recommended by KU--to be very valuable in navigating choices. Still, it has been a shock that health insurance is by far the greatest monthly expense I have.
- I wish I had known at the time how often my direct supervisor contacted colleagues with negative comments about me as I prepared to retire - nearly 2 years before my planned date and at her urging. My plans for retirement were significantly affected by her insistence that I leave my position, ostensibly to benefit the unit by saving salary dollars.
- I wasn't aware until retirement that a percentage of my unused sick leave and/or vacation would be paid to me. That was a pleasant surprise. Something that I did know and was glad to know: When I began here decades ago, a retiring prof told me to start adding to voluntary retirement savings as soon as I could afford to. I took that advice, and, over the years, the money added up and was very beneficial to my retirement savings.
- I was well prepared for retirement.
- I was surprised to find how much I was cut off from the University after I retired. I retain my KU email account, but only to have incoming messages forwarded to my personal account and for purposes of retaining my library borrowing privileges. IT support has been somewhat helpful at times, but there is hardly any reference to retirees and their computing needs on the Computer Center's websites and I have come to believe that those answering the helpline phones haven't been given any information about answering retirees' account questions. My access to software that I used pre-retirement was cut

off. My advice to future retirees: get used to becoming a "non-person" & find ways to maintain contacts with colleagues on your own--the University will be of no help. (Except for KU fundraising drives!)

- I was fully prepared for retirement, personally, professionally, and financially.
- I was fully briefed on retirement benefits; Ola Faucher at HR and her staff did a great job.
- I was always informed so I have nothing to add here.
- I was afraid to ask HR for assistance because I thought word would get back to my director before I could schedule a meeting with her. The HR rep was completely helpful, extremely confidential, and of great assistance with a number of my questions. My final payout was accurate and on time. In retrospect, it was a stressful time and the HR rep made things so much better.
- I was actually well prepared for retirement. I retired emerita, and continued to do some consulting, including with KU. My mind set has been YOLO, and I am happy to work for or volunteer with projects that interest me and where I know I can contribute.
- I took an early retirement because I wanted to do things that I couldn't do if I wasn't retired. Cuz I looked at my retirement years, I am content with them. I do think I could share with anyone who wonders about what retirement would be like whether in engineering or in other disciplines.
- I think that I got "missed" by HR and had to make decisions about compensation for vacation/sick time with no time to figure out where to put it to avoid taxes. Also some difficulty (resolved) with keeping my KUMC e-mail. Not sure that developmental pediatrics valued a great deal by our health system.
- I think I was prepared for retirement.
- I sincerely wish someone had spoken with me about the time to begin the financial preparations. It was overwhelming and it seemed as if I was so rushed to get everything done. I think the transition should be planned and that some sort of professional counseling could occur to prepare people for retirement.
- I should have waited 2 more years to retire to have more funds in retirement.
- I should have planned more activities to do after retirement.
- I should have paid even more attention to saving for retirement (including my HSA), and to maximizing benefits (including the payout for unused sick days). One benefit I almost missed was the services available from the audiology department for hearing testing. (In fact, I could have availed myself of the hearing aids that I eventually got, much earlier. No doubt my students would have appreciated that.)
- I should have informed HR sooner about nefarious behavior and level of threat and bullying in the SoN dept. Discuss poor leadership that aids and condones bullying behavior within the dept.
- I retired to take a promotion at another university, so not sure this is applicable to me.
- I retired in June of 2022 so I don't think I can answer this question yet. I do wish I had realized how much work it takes to figure out health insurance but, other than that, I don't have a perspective on it yet.
- I retired from the medical school. I offered to come back and participate in student seminars and small group discussions for first and second year medical students, but was rejected by the dean of students who said that the current faculty needed the time to participate in these activities. I think this was a waste of a valuable resource, that is over 40 years of clinical experience, which could've taken some of the pressure off of younger, current faculty members who were trying to establish their careers.
- I retired early from KU as my partner (who is younger) took a tenured position at another university where I have been a visiting professor since leaving KU. This has given me a way to ease out of a more central role in academia.
- I retired during Covid. I made sure to attend all the seminars on retiring. That helped. I was prepared well before I retired so I don't have anything to comment here for you.
- I retired at the right time for me. Things went very smoothly with the people in human resources. Within the department, I would like to have been asked to give a farewell talk.
- I retired abruptly because I was one of only two applicants for the permanent position of Museum Studies Director. I had already done it for a year during Covid 19, and all our students were able to graduate, despite many obstacles. I also installed a more thorough set of goals and in many ways

improved the program's efficiency. With 45 years of museum experience, I was rejected so that a hip-hop actor with zero museum experience who didn't even want the job could be selected. She lasted only briefly and since this decision, they are about to place a third director. None of the appointees have had serious museum experience. This has left a bitter taste in my mouth, but, more importantly for KU, it has been disastrous for this program that had been so successful. KU needs to be placing people with appropriate experience or the quality of your degrees will become inferior to its competitors and the graduates will not be able to get the great jobs they were getting before this process began. What a pity for what was a successful program. It might as well be shut down completely instead of being directed by people with no museum background.

- I realize now that once I retired KU had no interest in me except for whatever money I might give.
- I only worked at KU for one year, but wish I had been there longer. My experience working there was very fulfilling. Just time for me to retire.
- I needed to understand my health benefits and the ramifications when I retired. Everything worked out okay because I left to work at another university.
- I like your retirement prep idea. I was reluctant to retire and did not realize how easy it would be to create a new life in retirement. Some meetings with examples from other successfully retires profs would have helped ease the transition. I became a yoga teacher and a docent at the U. of Arizona Museum of Art. I now know retirement is great.
- I liked teaching at KU although my department members never included me in their activities. We had one faculty member who was very disruptive ot collegiality.
- I knew this would be an issue eventually, but it is scary to think about the costs of healthcare as they go up every year, even with Plan C BCBS.
- I have received updates regarding departmental events and activities through personal contacts with former colleagues - not 'official' departmental notices. I have kept up with social contacts and activities through the University Women's Club and the Endecott Society. As a retiree, I have very much appreciated the continued access to my KU e-mail account, access to KU help desk for information technology, retiree parking option and access to the KU Ambler Rec Center. I appreciate the KU e-mail updates that come to the staff, students & retiree staff about open forums of what is going on on campus and am invited to attend.
- I hadn't realized I'd lose access to Microsoft office products on my computer.
- I had plenty of knowledge at the time.
- I had no idea how important the Endacott Society would be to me in retirement--wonderful colleagues, interesting programs, thoughtful conversations, lively events.
- I had a list at one time. I don't wish to revisit that traumatic time.
- I got good advises from KU about retirement, especially about the health insurance.
- I found the transition to retirement much easier than expected. I have many interests, read a lot, and have a satisfying hobby. The major burden for us was the long illness of one of our sons which ended with his death in 2007. I tried to contact a doctor at the KU Medical Center about our son's illness, but never received a reply. The one thing I wish I had known sooner was how satisfying my association with the Endacott Society would be. Before the construction of the addition to the Alumni building and the pandemic, I was on campus 2 to 3 times a week. During a tour of the new building, I was surprised that my favorite room in the Alumni center had disappeared, a very modest library with splendid Sudlow paintings where meeting were held. I fear what our future status will be.
- I felt very prepared for my recent retirement, asked lots of questions prior to retiring and was very proactive in meeting with HR and getting questions answered.
- I feel I was pretty well I formed with the exception of health benefits, which I searched out on my own.
- I don't know. I was planning for retirement financially, but I didn't know the steps required in separating from KU payroll and benefits. The health insurance may have been the part I least understood --- and

still don't. Once you are off the payroll, you don't have any resources to answer questions. So maybe I would realize now ask the questions before the separation is final.

- I don't know that I would have taken advantage of anything at the time of retirement. But over the years, I realize that I might have been willing, even eager to volunteer in the programs that meant the most to me during my time at KU -- such as the Phi Beta Kappa selection work, the honors program, the center for teaching excellence, and the Dole Center to mention a few.
- I don't have anything to add. I "retired" and moved to a second career, from which I have now retired.
- I do not feel like I am still a part of KU. The only way I can stay informed with what's going on in general is in conversations with my former co-workers. I feel like when retirees are removed from most of the campus email distribution lists we lose access to information.
- I didn't take early advantage of TIAA CREF advisors. I would do that differently.
- I didn't realize how quickly faculty and staff change, but I don't know that there is anything that would have prepared me for that — and the past 3 years have been exceptional in the ways they have stressed the institution and its staff.
- I didn't know how wonderful it would be to put more time into much of the same research and professional endeavors I was pursuing when I was still working.
- I didn't feel like I had any help trying to figure out the timing of my retirement what seemed like a substantial amount in my retirement it has taken some significant hits.
- I didn't just realize this now but many years ago: It is very important that the administration be knowledgeable and fully engaged in the support of required laws and regulations regarding animal care and use.
- I didn't have to retire because of personnel issues. I should have tried to just change positions. I've resented the fact that I 'lost' in the struggle with my supervisor and absolutely no effort was made to work with me to make my place of employment a 'nicer' environment.
- I did not realize how complete the separation would be, particularly from my department and school activities.
- I did not know that the Endacott Society is the KU retirees retirement organization. It is not mentioned in this questionnaire. It was very active until the Adams Alumni Center started undergoing renovation. Prior to that it hosted many Endacott interest groups. It is now having a hard time affording to sponsor all the activities that attracted retirees and provided useful services. The room charges are prohibitive. A great service to the retirees would be if the University would become interested in the problem and help alleviate costs. Asking us how satisfied we are, and ignoring the Endacott Society, makes one wonder how much the people who are asking the questions know about what is going on and adversely affecting retirees. To help us contact the Endacott Society!
- I could have told you in great detail four years ago when I was in the throes of the process, but I can't remember it all now. I just remember saying frequently "I can't believe they didn't tell us this or tell us this sooner." It seems like it would be possible to have an individual checklist tailored to each retiree, with links to the contact information and deadline dates for every aspect of the process.
- I can't think of anything. The HR department did such a fine job of preparing me for the transition to retirement.
- I am still working on KU related projects. The department chair gave me permission to bring my office desktop computer to Florida when we moved. But I would like to have had information up front about maintaining access to software and other resources prior to leaving. I work via VPN now which helps, but am I going to hit some time limit on access to software updates etc.? So, it would have been beneficial to be informed about this prior to leaving--this for those of us yet actively interacting with KU faculty and student (graduate student committee membership).
- I am interested in saving Smith Hall. How can the chancellor be against that?
- I am a total night owl, still. I go to bed about when I used to get up for work.



- I (mainly my wife) was talked into tax deferred annuities. I tried to explain the mathematics of how stupid that was but failed. When my wife died and I developed cancer I had to take her retirement out instead of re-annualizing it. That cost me over \$100,000 in taxes.
- HR was very helpful in providing the basic information I needed. Knowing what time of year to retire was a bit of challenge because one must pay the IRS Minimum Distributions from retirement and when one retires affects those payments. One's CPA should advise, but KU HR could have something in place.
- How wonderful it is to still have KU email and access to KU digital library materials and databases. Than you so much for this.
- How to work with finances after retirement
- How to deal with technology and the use of the Microsoft office more effectively and cloud storage. The complete confidence that I would have access to my law school files and the internet.
- How they treat retirees. I am aware of at least one direct report to Girod who requested a retirement party and he did not receive one.
- How rich retirement has made me.
- How retirement is even better than I thought it could be
- How quickly you are forgotten and become of no value to the KU community.
- How quickly time passes and how thoroughly life changes. Until I retired, I regarded myself as deeply involved in Political Science specifically and KU generally. The pandemic, broader political, social, and economic forces, deaths and illness of my former colleagues, my own health, and simply the great pace of change that we are all experiencing have changed that greatly. I see myself more removed and even marginalized from the things that occupied me in the past than I had imagined I would be. I found the closed response survey very difficult to answer. Most of these questions deserved nuanced answers and not the "either-or" options provided. But don't take this to mean that I would be eager to sit down and participate in a more in-depth interview. At least right now, I am not.
- How quickly the makeup of the faculty changes. When I am in the building I often don't recognize anyone I see in the hall.
- How quickly that professional life will fall away
- how quickly former colleagues move on with their own activities and how quickly the ties sever.
- How poorly Medicare pays for medical care.
- How much the interests of the department will change, but I expected this to happen and I have no regrets. I was determined to retire with no ill will or anger and I succeeded in that.
- How much private insurance is
- How much nonsense one puts up with during a working life/career.
- How much more time I have to enjoy my day and participate in activities that I never had time for when I was working full time.
- How much KU was a part of my life
- How much I would miss the friendships and my work.
- How much I would miss my friends and colleagues as well as students
- How much I would miss many people and the environment of the university as a whole. I often wonder if I could still be a part of it as a temporary (such as a 999 hour) or occasional (non KPERs) employee.
- How much I would miss daily contact with students.
- How much I really appreciated my years at KU
- How much I miss the contributions and innovation made by my section associated with Life Safety systems.
- How much I miss seeing everyone
- How much better I would feel physically, mentally and emotionally not having to work in an oppressive environment that KU continues to facilitate and practice toward employees. The HR staff are close to treating employees similar to gestapo type practices that oppress employees and make them feel

unworthy and confirming that they do not have rights. Likewise, the staff in the chancellor's office needs to provide better leadership in action vs. "lip service" that is spewed on his behalf.

- How long it takes to set up RMD from TIAA
- How little KU appreciates retirees or their previous contributions to the institution.
- How little I would miss my job
- How little contact I would have with my office. I realize we can all be replaced but there was no real contact even asking a question or wanting more information. Perhaps there was truly nothing I could assist with. Just surprised. I did tell them to contact me with any questions.
- How liberating it would be.
- How isolated from KU I would become.
- How incompetent I am in understanding this dual authentication and password updating when I'm not signing into my KU workstation everyday but just using my I-pad and I-phone w/ KU acct. I miss those helpful Library IT people!
- How I miss my colleagues and students. The daily interactions are priceless.
- How hard it is to transition your technology from KU.
- How hard it is to stay in touch.
- How great retirement is!
- How fast time flies as you get older.
- How expensive Medicare and supplemental health insurance is. More info on use/IRS requirements for retirement funds. Transition from full time employment without transition
- How difficult to gain access to buildings and parking
- How difficult the transition from employer health insurance to Medicare would be.  
How long I would have to wait for UKP to pay my withheld bonus balance.
- How difficult parking, for retirees, is on campus. With the elimination of the West Campus free parking, it is very difficult to spend time on campus.
- How difficult it was to transition to Medicare and needed more information about 403B. Specifically hearing from my advisor in a more timely manner. Create
- How difficult it is to maintain work friendships. Covid didn't help.
- How despite the lack of resources and severe salary compression/far under market salary that caused me and several of my older coworkers to work second jobs for years to raise a family and carrying 2 people's of work responsibilities for 29 years, I still loved my co-workers and realize the Brownback GOP KS legislature nearly bankrupted the educational system was not the fault of KU administrators. Unfortunately, with so many co-workers leaving or retiring, resulting in a huge loss of institutional knowledge.
- How crazy Medicare would prove to be.
- How crappy I would be treated by faculty and staff I had supported for many years.
- how completely severance would be. I feel totally adrift from the university to which I devoted most of my adult years.
- How completely cut out of the department I would be
- how busy I would be after I retired. I should note that I served on the HSCL board for several years after retirement. I also use KU libraries for personal research.
- How all my work was continued after I left. ??? What happened to my research, my students; my employees, etc. It seemed once I left the KUSSW I disappeared after so many years of contribution and hard, challenging work there. I am not even listed as a retiree in the School or the past Director of my unit. I feel hurt and dismissed for all my contributions.
- How abruptly all ties would be severed with KU
- How abrupt a non tenured contributor is treated
- How 41 years of retirement savings and the University's generous contribution would add up so nicely!

- Haven't had much time to do extra things but did participate in the Osher Institute when I retired. Am semi-familiar with donating to the KU Endowment Fund. Try to watch KU sports on TV only. Any help with discounts for retirees, I'm sure would be helpful. A lot of folks don't have ESPN or can't afford it so more games or a few more on regular channels would be appreciated (Channels 4, 5, 9, 41)
- Good question. I thought I was retiring at the "right" age, but I miss my job and my identity even more than I thought I would. I'm a three-time KU grad and love my alma mater, so working at KU was more than employment for me. If I had it to do again, I wouldn't have retired. My questions to those considering retirement would be, "Are you completely sure this is what you want? How do you know?"
- Given how the Endacott Society fir KU retirees and staff are being treated recently by KUAA with regard to continued use of the Adams Alumni Center, I think KUAA treats retirees as expendable.
- I did a full 5-year phase, which was tremendously useful. You should return to that and allow people to be present for only 1 semester. The current restrictions make phasing nearly useless.  
What I wish I'd known: how much pressure would be relieved! I hear the institution is no longer as enjoyable a place to work as it was.
- Financial considerations— what was the best retirement strategy to optimize investments, plan!
- existence of Endacott Society, which brings retirees together
- Even with the pandemic coloring the immediate preparation time of my retirement, I feel that KU helped me prepare as well as possible. On a light note, my biggest surprise was what to do with my "work" clothes. As confusing and life-changing retirement and preparing for retirement are, I suppose that's not a bad problem to deal with!
- Difference in retirement dates. 2 people gave me 2 different dates that worked for KPERS.
- Details about the policies and procedures around access and continuing support for technology
- Change of retirement programs
- Can't think of anything. I was well prepared for full retirement but not because of help from KU. I and my family prepared on our own, doing due diligence.
- Can't think of anything here. My retirement was well planned and successful.  
I engaged in studying topics I never had time for when working at KU:  
geology, physics, astronomy, biology, anthropology, meteorology, evolution, and Spanish. I bought used textbooks that had been used in classes at KU.  
I continued distance bicycling and running until I was in my 70's.
- Campus security access precludes any visit to the campus.
- Better information on health insurance in retirement. A list of KU retiree's perks.
- Better financial planning
- Benefits of waiting until after 10 years of employment
- As once chair of the Faculty Senate, Retiree Subcommittee, I knew that after retirement there would be an almost complete break with KU and that I could stay connected via the Endicott Society if I so desired, but after I did retire, that break would become nigh total. While other retirees had expressed bitterness and resentment at the break in their association with KU, I have accepted it as a logical conclusion — and I have moved on: I'm still involved with my own research, I still publish in my field, and I live independently on a farm in southern Douglas County.
- As a Retiree and Adjunct, KU kills my computer access during. Semesters I am not registered to teach. Even though, I communicate with students and prepare for class in non teaching semesters, but can't use my computer. A terrible way to treat Emeritus Professor.
- As a former chair who taught in several fields, if the university had compensated me as other institutions claim to do for their retired faculty, I would have enjoyed a far better retirement.
- Any info I needed about retirement came only as a response to my personal inquiries. No information was provided unless I asked for it. No information was provided prior to my inquiries to help me in making decisions about retirement or retirement benefits.
- Additional information about health insurance options and the transition to Medicare.

- Access to events when I can't drive.
- A lost institution with no clear direction
- A consolidation of benefits is needed in Medicare if work health insurance overlaps with Medicare for any length of time.
- 1. Opportunity to enroll in long-term-care insurance would not be made known until the process of signing retirement forms was well underway. It should have been made known before retirement. 2. Visits to the Lawrence campus would be financially impeded by the high cost of a parking permit. Parking ought to be a no-cost provision, especially for working faculty members, extended to retirees. In general, commercial organizations provide "free" parking to their employees and so should KU.
- 1. More information on retirement plans. 2. That retired faculty lose access to e-mail, the library, etc.
- 1. How quickly technology would evolve and how difficult to remain current with it when you're not surrounded by colleagues. 2. How quickly you lose track of friends and colleagues—especially those who no longer use a KU email address
- 1. How little "I" mean to the University in terms of my professional work that continues. Example: Since retiring in 2006, I've written about 20 articles and given and given at least that many presentations and serve on a national DEI committee in my field. EVERYTHING I do has the tag line, "University of Kansas" (retired). Doesn't matter if I send a note or my colleagues notice it--it's as if I am invisible. (I "think," but am not sure that in that period I've done more speaking and writing than some former colleagues, but that's a different story.) Oh, and PS: during my time at KU, I wrote a grant that brought 1.5 million to the School of Education from the USDE. I did feel gratitude on my retirement, especially through Jerry Bailey and the Institute. 2. I annually give about \$500 to KU, and KU is in my will. Where does the \$500 go to? That's easy: KU IT services. For whatever great and good fortune, I can call up the folks at x8080 and get advice about what my problem with technology is without charge or "hey, you're too old and retired." Had I known that my connection to KU was going to be 95% through IT, I might have made different arrangements. 3. I temper this because I did not know I would move to Florida upon my retirement, except for part-time.
- 1. I wish that KU would have provided more guidance on the financial aspects of retirement, e.g., when is the best time to start social security benefits. Or simply advise faculty to work with a financial advisor. 2. I realize that that individual retirees retire with different goals and attitudes toward KU. Some faculty empty their offices, lock the door and close that chapter of their lives with little interest in maintaining contact with either KU or their former colleagues. Other faculty wish to maintain contact. It will be difficult to satisfy everyone.
- How quickly one can become unknown
- That as a retiree, I wouldn't be able to maintain access to the computer programs available to students, faculty and staff.
- How much of my life revolved around this place, and how much I miss all the people I no longer get to interact with. I still see some colleagues, but not many.
- What a remarkable retirement resource the Endacott Society is--for the fellowship of weekly gatherings, the stimulation of a wide variety of interesting activities, and (when we still had a "home" in the Adams Center and before the pandemic) very enjoyable social events.
- The degree to which any meaningful, professional relationship with the institution would be curtailed. I was fortunate in that I had good colleagues in other departments who retired before I did and gave me excellent advice on how to think about retirement from KU and to prepare for it. They also warned me about how my relationship with KU would radically change once I no longer had a "day job" there. My department was not interested in my offers to help with student advising, dissertations, occasional talks in my specialty, organizing events, or anything else (even though they complained about not having time to do these things). Retirees, especially at the start of their retirement, can be a useful additional resource if used properly. Fortunately, I did not experience the same sense of rejection from my

professional colleagues at other institutions or from my professional societies and continue my involvement in my field--just not at KU.

- That there would be absolutely no acknowledgement of my service except a watch that arrived in the mail. After pandemic restrictions were lifted, we were told that there would be no retirement ceremony or reception or any recognition. I had to find closure separately from any KU contact. I would have prepared more mindfully for this severe break if I had known beforehand. There are no perks for retirees. In speaking with colleagues at other universities, I find that they can visit campus and park without charge. If my computer were not KU-purchased and my department, my continued professional work and communications would have no IT support. For sure, my department will get credit for the publications I generate.

## **Appendix C:**

### **2023 KU Retiree Survey Question D-11:**

**At the time of your retirement from the university, what could KU have done to be more helpful? What could we do better?**

---

\* The evaluation research reported and distributed in this publication was supported in part by the Kansas University Endowment Association under the leadership of Dale Seufferling and received KU grant award number 1003353 made to Professor John Poggio, EPSY. The content of this report is solely the responsibility of the authors and does not necessarily represent the official views of the University of Kansas or the KUEA.

**Question D-11: At the time of your retirement from the university, what could KU have done to be more helpful? What could we do better?...**

- Written directions about retiree rights and privileges.
- Would have appreciated more education/assistance from Human Resources on the retirement process.
- Would be nice to be invited back for department events. Also to be offered discounted classes at KU Edwards. Or perhaps you have aging services that could be made available to retirees. Receiving a KU pin doesn't mean anything to me, it is the people that I enjoyed.
- Won't answer this one.
- With technology. It's hard to believe that the incremental cost of having emeritus faculty added to the Microsoft Office subscription could be very large. A lot of my files stored on OneDrive didn't make it.  
IT support has been very poor immediately preceding and after retirement. It's not like KU provides a lot of retirement perquisites that cost it much money.
- With COVID impacting our department, I was asked to stay on. Although I was paid based on my salary, I lost all benefits. Good thing I was eligible for Medicare. Tried to get an exception because of the pandemic but I was forced to retire. Still working a bit, department chair keeps asking me to stay
- While I'm retired from the Shared Services Center, I have taught for the School of Social Welfare up until May 2022. I need to officially retire from that adjunct position, I understand, so I can access my KBOR funds. None of that was clear to me and I'm not still certain I'm understanding that correctly.
- When I retired, my department was about to go through a significant transition. I had announced my retirement months before so it wasn't as if I was feeling pushed out, and I understood that there would be new, fresh ways of doing things. But it would have been nice if the incoming director would have shown a little more interest in understanding my contributions for the past almost 30 years. Perhaps he could have learned something. As it was, I was made to feel that my time there had been insignificant.
- When I left, I felt as if I just walked out the door and no one cared. For my retirement, our department had its annual end-of-semester lunch, and there was a cake with my name and the name of three other professors. That was it. A few months later a professor had a lunch at his house. As far as I know, that was not something our department organized. I never got a thank-you note from our dean. I think she was happy I was gone. I think if I'd been dean, I might have taken each retiree out to lunch, asked their plans, asked if they wanted to be involved in KU and how. I've noted that some universities include the names and photos of professor emeriti on their websites. My department does not. No one from our department has asked me to help with any aspect of KU. I was not happy at KU for many reasons, including that I never felt my work was appreciated. The "send-off" I got at retirement only reinforced that.
- What was done well was the assistance from HR in completing the necessary paperwork and feeling comfortable with the entire retirement process. Changing from KU health insurance to Medicare and its many convoluted paths was not assisted by KU. I had to do all of that on my own.
- Very helpful, quite helpful
- Units/departments could work to include retirees
- Units might benefit from there being a basic set of KU expectations (or suggestions) for the observance of a long-time staff members full retirement. The unit gathering for my farewell was so thrown-together as to be an embarrassment to them and to me. Also, I was eligible for emeritus status automatically but no one in the unit thought to send the request to the Provost's Office. I had to request it later, on my own. I don't resent how things were handled but it might have been a more memorable final day for me had KU provided some form of basic guidance. At the campus event for

retirees later, I received a nice KU watch. The battery was dead, which made me chuckle. It never did run well, and I never wore it. HR did a good job with the financial and insurance issues, though I wish I'd known at the time that by staying on another seven months (to 15 full years of service) I'd have gained a fair bit of additional money in sick-leave payout benefits. Didn't really matter to me but to some it might have. In certain ways, the "ceremonial" aspects of winding up my career at KU were disappointing.

- Understanding insurance. KU provides information on insurance only. There are so many choices and it's overwhelming. If possible, more one on one counseling.
- UKP never offered any assistance with retirement. I had to call KUMC HR to have some questions answered.
- Treat people better and not make them feel like 2nd class citizens.
- To me, people and maintaining connections are the highest priority. I had a lot of connections that were assisted by my department's regular communications and thus, I was somewhat devastated to be cut off from those communications shortly after I retired.

Since I deeply value the contributions my work and my department made to the university, I am also interested in knowing what is happening and changing there. Without those regular departmental communications, I certainly don't feel as connected. I believe when I retired, I was offered the opportunity to remain connected to KU through communications like KU Today, but I was informed that my departmental communications would cease shortly after retirement. That's a shame. It's too bad we weren't offered the same option to stay connected with our departments and our colleagues through being included in the regular communications.

- TIAA-CREF (different representative each visit). No personal relationship developed to help with future financial planning.
- This question is addressed in part above.

In addition, retirees have a good deal to offer in the way of mentoring. I would appreciate being involved in a kind of mentoring initiative, as it would quite possibly benefit both mentors and mentees.

- This is a hard questionnaire to complete to accurately give the survey a good perspective since my transition took place during the COVID 2020 year. The long term recognition was done after the fact by months and hardly any at all through the reporting line. I get that. It was a year of COVID learning. I have moved out of state and won't be back to KU much. I had to work extra hard to find the needed info for the retirement package. I was probably most disappointed that I had used my computer for teaching and training and upon leaving KU, learned that those privileges were terminated, and the Microsoft license was terminated. I suppose too that Jayhawk watches given to retirees won't compete with the smart watches now worn. KU was a great career and although much changed over the ending three or four years, in the big picture I so valued having the opportunity to teach and walk life with students and faculty. Thank you!
- Things went very well for me at that time. No changes to recommend.
- They could have found me a part time position. I love people and enjoy working!
- They could have (and should have) been better prepared for my departure. They knew for two years that I was leaving. They may not have known the month or day but they knew the year. I had a unique job that no one else on campus knew how to perform. My supervisor was relatively new and thought what I did was a piece of cake and he could wing it. Instead of sitting down with me for short periods of time weeks before, he waited until my last day and spent less than an hour talking to me. After I was gone, all the questions and problems he couldn't deal with, he dumped on a colleague. S/he became so frustrated that she left a few months after I did. It was quite a loss because she had been with KU for 10 years and was an outstanding employee. Before I left, I nominated a different coworker for Employee of the Month. S/he received the honor and it would have been nice if I have been included when he was surprised with the check, certificate, etc. Although, even if I had been invited, I probably couldn't have attended since I no longer had a parking permit. And, speaking of



parking, you should provide retirees with a few hour long parking passes that they can use to visit with their departments and former colleagues.

- There were a few additional forms that needed to be completed that I wasn't aware of until very close to retirement. A checklist would have been beneficial.
- There was nothing more that KU could have done to help me when I retired. But they could have done something to help KU researchers and the University as a whole. They could hire and/or retain an Associate Vice Chancellor for Research like XXXXXX who was eventually replaced on a permanent basis by XXXXX. Once XXXXX was officially made Associate Vice Chancellor, s/he managed within a short period of time to handicap two of the KUCR core labs that had provided excellent and useful services to the KU scientific community for more than 16 years while I was at KU. I know for certain that s/he is responsible for literally wasting more than \$500K of KU and/or taxpayer funds during a tight financial period (Covid). This money was used unnecessarily for the KU x-ray lab when these funds could have been used to finance other needy projects. I understand that the present small-molecule x-ray service is second-rate. Administrators making decisions like this will make sure KU stays a second-tier academic institution.
- There was and is some confusion about the role of "Plan with Ease."
- There is little KU can do about it now, but I regretted that as one of the early tenure track women in my School, I learned that after 31 years I retired as the second lowest paid faculty member. Only after moving a FIPSE grant administration to the Provost Office, became I aware that my pay was considerably below that of my male colleagues. As much as I love KU, and have contributed ever since I arrived, it still is disappointing to recognize that I worked under these conditions. I strongly suggest that KU focuses on pay equity now.
- The whole process went very well. H.R. was especially helpful.
- The University was saying "Don't let the door hit you on the way out" for the last 10 years I worked there. It was no different at the end. The most helpful thing they did was order large trash cans to throw away books and journals.
- The University really didn't do anything other than sponsor a banquet. Anything else was by the department/or professional school. I don't suspect many want the limelight shown on them but a more comprehensive effort should be provided to recognize those who have given many years to the university.
- The university did fine. My former director could not have been less helpful.
- The unit did not include me in its list of faculty who would be on health insurance but not on the payroll the summer I retired (my departure was June 30, so I owed for health insurance for that month), and the accounting section also missed it. I was retiring with a voluntary separation payment, which made parsing my final semester's paychecks and withholding a nightmare, so I missed it, too. That resulted in a most unwelcome bill in late November, and when I called accounting to verify the email, nobody was there to take the call, everyone having taken off early for Thanksgiving break except the poor student hourly answering the phone. It was a bad look in general.
- The thinking behind this survey misses the point. It segregates retirees as a group from the institution that they served for decades. The point should be to figure out methods of continuing integration and how to make use of retirees as a continuing source of knowledge and experience in the life of the university. Bridge clubs for retirees is beside the point. Continuing to think of them as lost parts of a department unit is beside the point. They were citizens of the broader university--they were on committees that went across disciplinary and even college lines. The university admin should think of them less as something to be administered in traditional ways and more as intellectuals who might contribute in multiple, creative ways going against the grain of the university's silos now that they are free of them. It should facilitate communication between retirees from different fields and from different years and it should put out "want ads" from centers, offices and units that might benefit in specific ways from their expertise--might they serve on panels about

teaching, for example, as part of non-public workshops for administrators to think about new ways of organizing the structure of the university or its daily functioning in specific areas

- The survey mentioned mentoring or one on one connecting. I wish that had been available to me.
- The staff were well organized and wonderfully helpful with the transition. When called upon they even continued assistance and guidance several years after retirement.
- The retirement process went well. My estrangement with KU has everything to do with the direction the University is heading as it follows trendy issues and doesn't simply try to provide a worthwhile education.
- The retirement final day was very nice. Haven't been back since
- The resources and assistance by HR staff were excellent; from pre-retirement group workshops to individual personalized email/assistance outlining action steps for various retirement options (Medicare, etc.). One item that I found a touch confusing was the dollar amount for transitioning life insurance. Since already over 65 (thus can only get 65%) - whether to enter the total amount desired at the end or enter the starting amount which I would then qualify for 65% of. For example, if desired to carry over 100,000 - should I enter 100,000 or ~ 154,000. It has been challenging to resolve this issue after the fact
- The provost was very helpful.
- The people involved with advising on retirement were excellent
- The outsourcing of Watkins Health services to the University of KS health system was the reason I'm still not employed by KU. It wasn't a good move especially during the height of COVID and then all the retirements. This outsourcing should have been made public and put out for bid instead of handing it over to an organization that didn't know anything about student health care.
- The offerings were always good. I didn't always realize how important some were until after I retired, but some of that was ignorance (even though I dislike that word) on my part. I take responsibility for being aloof about things. I will forever be grateful for being encouraged to put money toward retirement. Otherwise, I would have never been responsible on my own to do so. It made the difference between my being comfortable in retirement and having to continue to be employed just to pay living expenses.
- The need for my office space was very immediate and so closing up, cleaning out was hasty. My schedule didn't fit well the immediacy of the need so I didn't have time to sort better. A bigger dumpster would have helped. I am still amazed that essentially my only record is the publications or other products that we completed. Maybe that's efficient but the other piece is that the other examples or processes for our research is gone. Seems like that information or investment would be valuable to other researchers, policy and practitioners, but then I probably would still need to work to make it accessible or understandable. Curious situation.
- The KU HR department was great. They answered all my questions correctly, so I felt confident in making various decisions.
- The info in the retiree handbook is a bit hard to locate. It would be nice if it was summarized into a list of benefits.
- The HR person who helps retirees was very helpful. The main things people might have questions about are using/cashing out leave time (which can get complicated), and continuing health insurance, so these are topics HR should be very familiar with. In order to accrue enough sick leave to cash it out, I had to work 5 months longer than I had planned. I accrued 799.8 hours of sick leave, but had to work 2 weeks longer in order to get to 800 hours. I think in that kind of case, an exception could be made or it should be possible to have someone be able to donate .2 hours! I was told by HR that was not possible, so please reconsider that policy.
- The head of my department was not helpful or supportive. I got the information I needed on my own. This was an issue with this individual, not KU more broadly.
- The great service is still having access to KU email and the KU IT staff. We still write and teach (after 8 years of retirement) and always (repeat: always) identify ourselves as Distinguished Professors

Emeriti. The self-identification, a benefit to KU, is a way we thank KU for a 34-yr wonderful career. We created the Jay Turnbull Fellowship at KUEA before we retired, by a gift of \$50,000. Others contributed to that fund when our son Jay retired....more donors on behalf of any one person than ever in the history of the KUEA. These days, some members of our family (KU alumna) give to the fund. We do not, solely b/c we must use our resources for benefit of ourselves and our heirs.

- The best part of my entire 37 years at KU was working with Madi Vannaman! She is supremely knowledgeable about the KU retirement process. She also answers emails faster than god. She has great wisdom, with, kindness, empathy.... well, honestly I cannot say enough good things about her.
- The Addams Center is the ideal place for our various activities. Having to meet here and there, and at great cost, certainly seems to run counter to "Jayhawks Rising" and to "belonging" and to "inclusion" and to "lifting" everyone. "Strategic alignment" and "business models" and the creation of mini-cities and "world class" Football and Basketball arenas while dumping academic programs and staff is a poor way to build a university. Training is increasingly replacing thinking. Why not seek to integrate retired faculty with active students and faculty? Mentors are ageless. We all have much to learn from each other.
- Tell out of state retirees if there are local alumni associations.
- Talk to Cate Neely. I have told her in great detail when she did follow-up to the exit survey.
- support of the Endacott activities
- Support continued research.
- Suggest working with psychologist to better understand the mental challenges and changes.
- Some of the jargon involved in the process was confusing, but the people in staff benefits were helpful.
- Some in Strong Hall have characterized/dismissed the Endacott Society as just a social group. It is a secret to most faculty (survey by Faculty Senate committee) that all retired faculty and staff can join by becoming a member of the KU Alumni Association. Perhaps the Retirement Dinners could acknowledge that there is a retirees group. Acknowledge that there are three good benefits for retirees that KU offers. 1) KU Parking with their license plate based permits allows the purchase of 1 day or multiple day passes that allow retirees to go the KU Union, KUAA and other places without paying \$1.50 an hour. 2) University Theatre has free tickets for select productions. 3) The Lied Center gives up to 100 free tickets to a concert each year to the Endacott Society members.
- Some benefit for KU basketball tickets. I've gone to many games & 2 Final Fours. Is there a magazine for retirees or for School of Ed? I'd be interested in those.
- Show respect to retirees who have many years of service.
- Should not have said "no one was losing their job or having their salary cut as a part of the reorganization..."
- Setting up retirement withdrawals is a tedious two step (at least) process. You have to go to Plan with ease and then to TIAA. TIAA process involves various departments and the people do not generally get the transactions details right the first time. I had much better service when I had a dedicated person instead of a "team ". The local office has reopened but my sense is there is one staff person and everything has to be by appointment. I was upset when my representative Stephen Whitley left and no notice was given to me. I had met with him for several years.
- See above about phased retirement. The retirement "gifts" are kind of a joke as I remember; not even sure what it was (although I do still have things from previous years). Better salaries would have made retirement better; I was lucky enough to have chosen my parents well, While not under KU control, given that my wife is under KPERS, cost of living increases would be nice; she receives the same today as when she retired in 2005. To purchase what her \$630 would cost now would require \$970...this is damnable.
- Reinstate free parking for retirees

- Recognize each and every person who retires. I did not receive anything from our Dean recognizing my years of service in one department. I was loyal and dedicated to the medical students. There was no cake, no party, no gold watch. I helped plan and serve at many retiree parties. Sure made me feel unappreciated. I'm not bitter just disappointed. Thank you.
- Really, nothing. It was a very smooth transition. My only concern had been to have a successor to my position of Coordinator for the university's Institutional Review Board, but I had given ample notice of my plan to retire so that I could train my successor.
- Really nothing. HR/Staff Benefits discussed with me the possibility of applying for medical leave, instead of retiring. I had not planned on retiring until I received some unexpected health news. I feel that KU provided me with options instead of retiring. I am (and was) very pleased with information I received regarding work options and health insurance.
- Realize this is specific to retirement, but KU needs to treat employees in a more positive manner and perhaps they would not lose as many good employees, not just to retirement. KU protects certain individuals (especially those under the supervision of the administration) but they do not represent the university in a positive manner and cause the faculty and staff to have a poor opinion of administration. One of the questions was about volunteering to assist and provide guidance on projects..... why would a retiree want to volunteer when the administration didn't want to hear ideas from individuals while they were employed?
- Reach out specifically to retirees. I always thought retirees were more respected than they actually are. Mostly feel ignored and forgotten.
- Raises were given to administration supervisors managers provost chancellors with little given to the little man. So many people have come and gone even to this day they let a 24 year employee leave to start a new job without any word from XXXXX, wanting to know what he could do to keep him, nor did he express his gratitude for the money he saved, or the contributions he provided to Facilities Services, the knowledge he took with him about the HVAC equipment for the buildings and offices on campus You will not get that back. At one time everyone worked together more like family, actually took pride in their job and KU and upper administration recognized the workers Them days are gone! As XXXXX said to the employees under her/his management "you guys are the ones that make me look good" s/he appreciated us!
- providing more information regarding the complete process of retiring.
- Provide space for KU retirees to meet and socialize
- provide more IT help
- Provide information about what is available for retirees and assist them in the process. Also, find out little nuggets about their experiences while working there.
- PROVIDE HEALTH INSURANCE
- Provide free continuing education. Allow free access to KU coursework/ classes.
- Provide employees pre-retirement financial advisors.
- Promote me and other fully qualified associate professor women to full professor. Sexism and gendered salary inequities (with salary compression) still rule. "Merit salary" is a ruse wholly dependent on state legislative budgets.
- Promised no one would lose their jobs during Covid-19 and then allow athletics to cut jobs!
- Probably guidance on the whole financial and the health insurance issues.
- Prior to about 2005, retirees were entitled to free parking. I was a vice provost when this was ended by Provost Shulenburg, and I remember the discussion in the meeting in which that decision was made, and I supported it at that time. However, I now believe that this decision has been counterproductive. For example, I typically visit the Lawrence Campus about a half dozen times a year, and parking is such a hassle, especially as my mobility becomes more of a challenge. I would likely be more generous to KU Endowment if free parking was provided to retirees. I suspect that the

loss of parking revenue from retirees would be returned many times over by good will generated by reversing this decision from about two decades ago.

- Prepare a printed document with information and reference material that a retiree would need at the time of their retirement and during their retired years.
- Please just keep sending those newsletters.
- Perhaps the University Administration could have discussed my upcoming retirement with me and the ramifications for the program. I was "retired" but did not retire after the 2008 crash and the University could not hire 120 faculty. A "new model" was proposed that I could have told them would crash and burn. It did. There are now 2.5 people doing the job that I did at KU. I did a good job at KU. am proud of my 25 years of service to KU. I wish I would have had the opportunity to be involved recruiting my replacement. I also wish I could have gone out on my own terms at retirement age. But many people 50+ went out when I did. I am doing well and enjoying retirement and actively involved in the community. I hope the program that I largely built at KU is doing well. I just wish I could have been more involved with ensuring its success.
- Perhaps have Human Resources walk you thru the paperwork. And if possible, anything that can be done to help with Medicare and social security would be super.
- Perhaps do a little better helping us anticipate future financial issues. No one could anticipate Covid, but inflation has caused problems for many of us.
- Outline all the steps, documentation, contacts that are involved with the retirement process -- preferably all in one place and with one main contact person to guide you through the long-drawn-out and complicated process. Perhaps a web page or a personal online account that would contain all your necessary information in one place with checklists to help you keep track of everything.
- Orientation
- Opportunity for one-on-one HR counseling
- Dragging out the process only makes it more difficult. Fortunately, I'm the sort of guy who does move on. My farm keeps me busy; my continued research and publishing keeps me more than busy. I really don't need parties and get-togethers at KU to validate me. Two weeks ago I received, out of nowhere an email from my former chair in Classics, that she misses me around the department -- that was nice, even after being several years away from the department.
- On the day of my retirement, my husband tested positive for Covid. All celebration plans had to be canceled. It was an abrupt ending I wasn't prepared for. Absolutely out of anyone's control, so no, nothing KU could have done :)
- Offer phased retirement for staff. We have expertise that should be used for mentoring, training, etc.
- Nothing. Maude makes it easy to understand and gives you all the info you need.
- NOTHING; KU WAS SUPPORTIVE ABOUT PARKING AND TECHNICAL ASSISTANCE
- Nothing, the process and retiring experience went well.
- Nothing, staff were very helpful; the retiree luncheon/celebration was really well done (presented with sincerity and high quality).  
Once the decision to retire was made, KU HR was exemplary in helping me execute the decision.
- Nothing, Madi Vannaman provided a detailed letter that was very helpful. However, we also had a financial advisor who facilitated contacts with HR, the state, Social Security, etc. That's a luxury many don't have. I had sufficient support from research funds to hire a graduate student to help with packing my office, etc., and IT provided good support for technological aspects of retirement.
- Nothing really....though I think, when a retired faculty or staff member retires and come for a visit, being able to drive and park (for free) pass the guard gates would be nice, particularly at our ages. The process is cumbersome and not welcoming.
- Nothing in my case, perhaps a more careful review of food service operations would have been in order.

- Nothing I can think of. KU was a great environment. Students, associates, sports were exceptional. The Life Span Institute and Energy Balance Lab. provided credible support.
- Not telling the of different retirement benefits
- Not take away the only meaningful retirement benefit, e.g., the parking pass. Keep me on a School of Business mailing list so I would know what's happening.
- Not really certain, I am pretty self-sufficient and follow my own course. When I had retirement issues Human Resources was very helpful.
- Not place the start of 3 month delayed, forced facility floor renovation on my shoulders 2 days before I retired, causing me to have to empty out our greenhouse facility bays with 2 student helpers. It was a memorable retirement during the covid pandemic, in which we had worked on site everyday...
- Not enough space here.
- Not empower the incompetent or turn academics into a business.
- Not decrease my salary during covid when I had to work even harder teaching live and online!
- Not at the time of my retirement, but currently, I'm very unhappy about the way the Endacott Society is being treated. For forty years our campus "home" was the Adams Center, with spaces that were designated specifically for KU retirees when the building was new in the 1980s--an Alumni Association liaison office, a beautiful library that among other things housed over 700 oral histories of retirees, a computer room, a music and meeting room, and regular use of large rooms like the Summerfield. In the newly renovated Adams Center we've been reduced to one 10' by 18' office plus some storage space. We also can no longer afford to meet in the Kansas Union, where we were meeting during the renovation period, and our use of rooms in the Adams Center will be much reduced and costly. We may have to find off-campus space for or eliminate some of our varied and vital interest groups. For forty years Endacott has been a vibrant community of retired faculty and staff from KU, enriched by retirees from other universities who are spending their retirement years here. We truly are a warm and caring fellowship of former colleagues and friends and new friends and acquaintances, and a stimulating intellectual environment. For many of us involvement in Endacott represents what retirement from a university should be all about.
- No parking access and my security clearance badge would expire monthly as Prof Emeritus and sometimes I could enter the facilities and sometimes not. I discovered that I had to renew my security clearance monthly which was challenging to meet with my colleagues with our NIH funding. By the way, I have not received many thousands of dollars on research funding for time I am still committing but no payment for my efforts received and no response to my questions as Prof Emeritus without an employee number. As Prof Emeritus, I expected better treatment- no office, no support
- no need now for me
- Navigate Medicare decision/selection process.
- NAA more formal exit process with HR and the School
- My retirement went great. HR was awesome, especially Madi Vanaman. My manager had an awesome retirement party for me and I treasure the photos of that.
- My retirement was due to a layoff. One day I was talking to the director about getting training on software, the next week I'm notified of no reappointment.
- My retirement process went extremely well. I don't have anything negative to say.
- My retirement occurred just as COVID began and canceled the retirement lunch. That couldn't be helped, but was a source of disappointment.
- My retirement decision was a matter of fear of losing my job due to inability to keep pace with new requirements. My supervisor offered to help me and I didn't doubt the sincerity, but the times I asked and needed help were in opportune. I realized it was useless to expect help because my supervisor was overwhelmed with work, family and home responsibilities. I only added to the supervisor's load. was ashamed that I wasn't picking up new tech quickly and producing as expected. I thought I could do it. Yet my performance being reviewed each week and each time there was no progress. The



stress got intense and I wound up in ER for a day's worth of heart stress tests. When I got the medical bill, I knew I couldn't continue. I had begun some remodeling work on my house and was trying to repay loans. I needed the income but decided it best to resign. Retirement was disgrace. The supervisor and the director for my office wanted a celebration. I was too embarrassed and felt patronization of my age. It was not an occasion to celebrate. The first few years of retirement were full of concerns about budgeting my savings. I am less anxious about budgeting and yet the economy doesn't do much to help. I don't know that I have enough time for what is lost due to recessions to recoup before it is spent on daily living.

- My dept chair offered me \$50 for a retirement celebration. Embarrassing!
- My department used to have annual holiday parties in the winter and annual picnics in the spring or fall, both of which involved retirees. By the time I retired, that practice had ended, and I wish it hadn't.
- My department chair never acknowledged that I was leaving the university after turning in my resignation.
- Much better preparation for transition to retirement from financial to personal.
- More specific information and guidance on a personal level/interaction with respect to determination of the best health insurance coverage from a cost and scope of benefits perspective. Fortunately, my personal financial advisor, whom I pay for services provided a referral to a resource following my first year of retirement.
- More one on one with paperwork,
- More interaction with pending retirement seminars on what to do. Covid got in the way of that but continue assistance needs to be available.
- More information on the types of medical insurance under Medicare
- More information about the Endacott Society. The Alumni Association web site does not make it easy to find.
- More information & understanding of pros/cons regarding maintaining KU/State insurance vs Medicare enrollment at retirement.
- More help with retirement financial and medical care planning. I don't recall any.
- More education for retirement funding
- More current information from HR. More help with confusing insurance issues.
- More assistance in dismantling a research laboratory and the clearing of books, papers and sundry other items. This issue is not a significant problem, but coordination of a move can be difficult.
- Method to include retirees in notification about departmental retiree events/other key departments functions. Now depends on a current staff member remembering to include us.
- Maybe better financial help that goes beyond kpers.
- Maybe a mailing list from the department to retirees about what's going on. It's better now w social media, I found that on my own
- Maude Vanneman, HR, was very helpful in my transition. Not sure if she is still at the University or the services offered by her office is still a part of HR - She and her office were a valuable resource to me. I did not use the financial services and workshops for retiree planning because I had my personal financial advisor.
- Many retirees continue to be active professionally. Some continue to teach part-time, or research and publish, while others serve as officers for professional organizations on the national and international levels. These are all activities that bring recognition to our University as well. My department allows retirees to list their current activities in our departmental newsletter, but it would be appreciated to have broader recognition, perhaps in articles for KU Today and more widely distributed publications, perhaps even The Chronicle of Higher Education. Many of us KU retirees are still part of the broader community of academia, nationally and internationally.
- Make you feel that you are still part of the system.

- Make sure that retirees are in the link - receiving relevant information about the university and their specific departments.
- Make sure professional staff members have adequate representation when conflicts occur with tenured faculty. I would have worked longer had I felt that I had some support in an ongoing conflict with a faculty member in an administrative position.
- Make Med Center retiree benefits the same as Lawrence benefits (which are better)
- Make me feel like I matter
- Make a smoother transition with retirement funds. Having TIAA funds not accessible until months of red tape and a third agency involved to release funds is very burdensome. Allowing TIAA voluntary and mandatory to be exchangeable at retirement.
- maintain the benefits that were present at one time (tickets to Lied at reduced price)
- Maintain an office containing consultants for retiree rules and needs (retirement medical and financial information etc.)
- maintain access to Microsoft Office products.
- Madi Vandiman (sp) and her staff were very helpful in helping me plan my retirement and gave me a great deal of information regarding retirement benefits, health care coverage, etc. The Associate Vice Provost in International programs, did not give me adequate information about my transition out of my position and training of the person taking my position.
- Linked the retiree to financial planning. Better to support for the Endacott Society.
- KU was very helpful. Thank you.
- KU was very helpful. HR made the process very easy.
- KU was very helpful
- KU was quite helpful. The folks in HR, especially Madi Vannaman, were terrific. KU administrators, faculty colleagues, staff, and even students seemed to understand how wrenching the decision was for me. My erstwhile colleagues in Music have been great as well. Last semester and this, I've taught/am teaching a graduate-level class as an adjunct and loving it.
- KU was good to me and I appreciated the opportunity to work at KU.
- KU should have been clear about salary increases (or the lack of them) in my final years of work, the use of travel funds, to offering of computers, etc.
- KU should alert retiring faculty of the privileges it will take away in the future. See the note below.
- KU personnel seem to be afraid to provide anything except what is written, perhaps because they are afraid of risk of being held responsible for everything they say. It might be useful to have "informal" advisors. Perhaps recent retirees? I have no idea what I might access to as a retiree. I'm not tenured or classified so that might be the problem. However more adjunct faculty are providing their skills to support the university. I taught over 10,000 students in my time (conservative count). Recognize us and bring us into your support systems.
- KU is great and even working there for one year, I felt valued and supported by my co-workers and peers.
- KU Human Resources was exceptionally helpful and sympathetic to my situation and both Melissa Cole and Ola Faucher did well above and beyond to help me make arrangements earlier than I had planned.
- KU Human Resources made available all the information I needed to decide on options. Maybe be more detailed about the relationship among the pieces in the retirement arrangements. Retirement funding, medical care options, and the SEHP organization. I had to figure a lot of that out. My SEHP retirement health care plan is the envy of my age-mates; it is not cheap but it is very, very complete. I have had several expensive procedures recently, and with the supplemental plan I have not paid a nickel. Excellent plan, it is a big "thank you" from the state of Kansas to a retired employee.
- KU HR is so short staffed. Unless resources are devoted to KU HR, I don't think they can do more, despite best intentions.



- KU has been very nice in providing me Emeritus Status that allowed me to continue some of my professional activities.
- KU did what it needed to do, I was ready to retire and leave my department.
- KU did a fine job. IT totally sucks.
- KU did good job. I was happy.
- KU could have not forced me out of my job after a successful 32-year full-time career.
- KU Benefits' info on pre-Medicare retirees needs updating to include, without bias, detailed info on ACA insurance. The State's retiree insurance was much more expensive (for someone well-versed and prepared for the ACA), and the presentation of options seemed almost as-if there were incentives to staff to down-play "private" insurance.
- Keep skilled worker together instead of change to zones contractor came in ran the worker off that knew about the university maintenance.
- It would have been useful to have a checklist of things to take care of it to know when retiring. Besides insurance and investments, things like depositing papers in the Archives, deciding about a Retiree parking pass, how to get technical assistance, etc.
- It would be nice to hear more about departmental activities. Job talks, guest lectures, etc.
- It would be helpful to have a list of ongoing services and benefits that retirees qualify for. And to have that sent out again a few months after I retired.
- It would be helpful for retirees (or, for that matter, anyone leaving the institution for any reason) to go through an exit interview either with HR or the School. The university might learn a lot of interesting things and the retiree would have the opportunity to get stuff of his or her chest. I was extremely happy at KU for most of my career, but the last few years at KU sent me into retirement three or four years before I planned to. There was no one to tell why I decided to get out early, no one was interested. I did take advantage of several workshops HR offered about retirement, but it was often hard to get answers from them to specific questions (or even to track down the right person). The issue is not really the institutional process, it is, as always, the people. Sometimes you luck out and get the right person, and sometimes you don't.
- It went smoothly, and so I do not have any suggestions on what could be done better.
- It was the first Covid summer, sadly there was nothing that could be done in person.
- It was the beginning of the pandemic, gatherings were forbidden, we were still barely coping with Zoom, and my chair had just died from Covid. I think there was really nothing KU could have done better under the circumstances.
- It was perfect timing & a very eligible/certified in Simulation was interested in joining the KU SON Faculty. Covid restrictions greatly changed my freedom to stop in /continue an open active relationship on the Campus with SON Faculty/Students...
- It was not an easy transition, mainly due to people I needed to meet with were working from home and difficult to reach. It would be great if there were a schedule, with appointments, to address retirement from insurance (health, long-term care, life), to social security timing, to IRA/investment accounts, etc. It took nearly a year to learn what to do. It could be more seamless.
- it was harder because it was during the pandemic, and most offices I needed were closed or working from home.
- It was fine the way it was for me personally. I understood the retirement benefits and process from previously study.
- It was during the COVID pandemic. The institution did its best. Between this and the fact that I moved from Lawrence right after retirement, my department was not able to honor me, etc. and that's fine. This is also why I indicate here that I'm not interested in participating in KU activities since I live out of town.

- It was difficult to get ongoing information about steps of Medicare/social security from HR. It would help if retirees were assigned one person and stayed with that person. If there is turnover in HR, the pending retiree should be notified and introduced to new person
- It was a personal decision, not sure I could ID anything else
- It was a bit of a headache trying to figure out the payouts for vacation, sick time, mandatory vs. voluntary contributions, etc., but it all worked out in the nick of time. More knowledge about Medicare part A, vs. B., and when to sign up, would have been helpful. For example, I didn't realize that you could only sign up for Medicare Advantage plans during Open Enrollment in October and you must have Part B in place before applying for an Advantage plan. I almost missed the deadline. Laying this out in easy to understand language months before applying would be helpful. Maybe it's there, but I sure didn't get it until it was almost too late. Now future retirees are asking me for advice because I've been through it.
- It could have promoted the KU Retirees organization (The Endacott Society). Why was this organization (an official part of the KU Alumni Association) not mentioned at the Retirees Luncheon?
- Invite an appointment with an HR representative, perhaps 5 years before retirement that in the last year at KU.
- Initiating COBRE benefits was a challenge, and the first generation of access to retirement savings was largely left out of the process.
- Inform retirees about all the program sponsored by the Endacott Society. KU has a retirees' program. It could be better used by the University, and could be more useful to the University than it is. If the University really wants to help retirees, why not have the Chancellor meet with the Endacott Society to see how we can help each other?
- Inform and involve retired faculty in educational and social events with current faculty/staff as well as those who have retired.
- Include info to new email about my department and the medical school in general. My physician and PhD peers keep their KU email
- In the medical school, involve the retired faculty, especially the professors emeriti, who still wanted to remain active in a teaching role.
- In my case, everything was done correctly, from department level to the school level
- In addition to above better information and support for cleaning out office in particular for secure recycling and other recycling of videos, CD disk and books, journals etc
- I'm fine with how it went. The Benefits Office was very very helpful.
- I've always been a resourceful & organized person who thinks & plans, ahead. I was able to negotiate the retirement proceeds quite well.
- I would have appreciated knowing how completely and how quickly KU would cut off contacts (except for fundraising drives) with retirees.
- I would have appreciated a face-to-face meeting or workshop to explain retirement benefits, timelines, etc. When I asked for help, I was sent a long email. When I asked questions about it, I was sent another email. I just wanted someone to sit down with me and help me map it out. There are so many terms and deadlines and requirements, and I was certain that I would miss something. I've deciphered that long email as best I could, made phone calls to a couple of state offices, and received help from the local senior center. And still I'm uncertain. Fortunately I have an upcoming appointment with a Medicare counselor from the senior center. If KU could have done something like that, I would have had more peace of mind.
- I worked for KU for 24 years and 10 months. Because of the uncertainty of Covid, I decided to take the buyout that was offered in December of 2020. I feel that KU should have recognized those of us for our years of service. I definitely would have had the extra two months making it 25 years had it not been for the Covid pandemic. It not common today for people make it 25 years or more, with all of the job hopping that is common place in the work force.

- I wish the exit process w/ HR and my department were more thorough- I didn't know what questions to ask until it was too late.
- I wish I had gotten more financial advice from the HR person I worked with.
- I wish I could have taken my office computer home with me. 🙅 🙅
- I wish I could have had someplace to go to complain about my supervisor. I was staff with one of the longest periods of employment at KU. The same supervisor 'ran off' another person with many, many years of employment. Number of years of service had absolutely no meaning when the Shared Service Centers were introduced.
- I was unaware (until filling out this survey) that there were Retiree clubs or organizations.
- I was unable to get phased retirement benefits (i.e, my insurance covered when I went to half-time in my last year) because I was on a grant-funded project and the administrative leader denied my request. Might make it more clear to prospective retirees that not all benefits are available to all employees.
- I was satisfied with the information and help I received.
- I was quite frustrated that after serving several years on the XXXX Committee and working with the XXXXX faculty, no one said anything about my retirement, wished me well, or said goodbye. That was disappointing.
- I was part of the Covid buyout, everything that could be done was done.
- I was never invited to a retirement reception, or received any retirement information, but it was just the beginning of COVID.
- I was fine with my exit strategies.
- I was a faithful employee for many years. It was very frustrating not to be compensated for all of my sick leave that I accrued. In hindsight I should have taken sick leave like other employees as there certainly was no reward for coming to work every day.
- I wanted to become emeritus. The Biodiversity Institute welcomed this, but KU refused me because I was only here 7 years, not 10. I was very devoted and taught 4 meaningful classes, advised numerous grad students and was very active in Museum Studies, Anthropology and BI, but got nothing but a Research Associateship.
- I want to compliment Voya and their continued support throughout and today with retirement financial stability
- I took a leave of absence the first year I was away and wish I had been able to keep this status a year or two longer but was pressured by the Dean at that time (2016) to move to retirement. I don't know why this was necessary as I wasn't being paid and might have been able to return for a semester or year and help to finish a few more graduate students and continue to assist with service and teaching in the Dept.
- I thought the help given was very helpful. Can't think of anything else I needed.
- I thought that KU HR did a very good job of preparing the necessary administrative actions for my departure and did good job communicating with me. I asked my supervisor for no fanfare regarding my departure and she understood and was supportive.
- I thought everything was fine in my case. No issues at all.
- I think you did pretty well so I have no suggestions. The fact that the department ignores me is just part of life, the way things change and move on. I'm fine.
- I think the following would help: 1. KU should require approved/recommended insurance agents to i) provide detailed financial briefings and advice to their clients at the end of the year. ii) give campus - wide informational talks on retirement and financial related issues, perhaps once in three years. During my first three years at KU, I changed my insurance companies about four times based on apparently, incomplete information given by each agent that met with me. Once they got my signature, I never saw them again. Thank goodness, I eventually found an independent company who advised me and started managing my retirement funds. 2. KU should sponsor some informational

sessions on retirements about FIVE years before retirement. 3. Non-U.S. faculty and staff may require additional help in navigating US financial retirement system.

- I think retirement plans had to change because of the pandemic. I don't think KU or I could have anticipated that. We moved away from the area so has become difficult to visit/connect with former colleagues.
- I think plans for retirement start early in one's career. Waiting until the date is near is disastrous. My early planning, financial and otherwise unfolded as predicted. I thought KU did fine. The responsibility of retirement is on the future retiree. KU resources are satisfactory but perhaps less known than they could be. New faculty and others could benefit from advice/formation regarding 401K what it means, the tax implications and that it requires supplementation. Perhaps they are better informed than I.
- I think my director could have been more appreciative of me when I gave her 3 months notice. In the hiring process in my department need to be reevaluated on who they select for a position.
- I think KU has excellent support services although at times, some of the information was outdated.
- I think it's been taken care of as now the state sets up retiree insurance enrollment for us so much better than the 1st year when we had to contact the insurance company ourselves. I appreciated the sessions held @ the Union on retiring, etc., & insurance enrollment. So thank you for that. Maybe someone can take up the cause for reducing Med Advantagement or fraud calls on Medicare, etc. Since retiring, I've seen my mother have to answer the phone several times a day many days & repeat telling them not interested & to not call. Doesn't seem to stop the companies or folks who are maybe committing fraud. Thanks for listening.
- I think it was all good. The HR department was very, very helpful in getting me information and contacts to assist me with my retirement! I do appreciate being able to use my KU email because it lets me get information about what's going on and other information at KU.
- I retired when Covid hit, so interactions with the university were minimal - certainly no retirement events. I had to request contact with my department for notification of seminars, some of which I attend, but have no other information about my former department. KU also cut off use of Office and Photoshop software that I used for professional and personal use. So I've further removed interactions with KU by purchasing my own equipment. So, KU has not been particularly supportive. But I do enjoy the use of KU libraries, the one "benefit" that I actually use quite a bit.
- I retired during the pandemic, when mostly university offices were closed. That meant that I had to make all the arrangements for retirement remotely. Even so, I was surprised at how smoothly the formal retirement went. Because the department was closed, I had to manage clearing out my office myself--a giant task--including hauling many boxes of books and files to my car. I would have preferred some help with that. I do wish that retirees were entitled to continuing access to KU-licensed computer programs (Microsoft Office in particular) and tech support. Having to go it alone has made it more difficult for me to continue with professional activities, which are a credit to KU. Certainly KU can provide to retirees the same computer benefits that undergraduate students get.
- I retired in the midst of the pandemic, and had to do most of the retirement process online or by phone. It was hard. Very frustrating. I don't know what could have been done differently under the circumstances, but I hope no one else ever has to do it this way.
- I retired in the middle of the pandemic, so I understand why there was no recognition of my retirement apart from mailing me a watch.
- I retired in January 2021 during the buy-out. A large group of us missed out on the usual retiree festivities such as the retiree luncheon, the recognition ceremony in May, etc. When those events resumed, we should have been invited even a year or two later. I feel like there are events and gatherings that retirees should still be invited to.
- I retired during the work-from-home phase of Covid, at the end of December 2020. I think KU and specifically my department did a spectacular job in supporting us all through that crazy time.

- I retired during the pandemic. I don't recommend it. All the support systems were gone. The program I was in (and directed for 7 years) no longer exists. I come on campus mostly for cultural events. Any donatable funds I may have will be going to K-State Veterinary School.
- I retired during the Pandemic, so it was a difficult time for everyone. It would have been nice to have had more face-to-face interactions with HR and financial staff to help guide me, especially regarding decisions regarding medical insurance. I selected the wrong medical insurance and that can't be changed. I was at KU for over 50 years, and it would have been helpful to know what type of materials, if any, KU would like to keep for their archives. I feel like I am throwing out documents that would be of interest to others in the future. I received no guidance or help with those decisions at all. Additionally, I would like to receive information from my department on a continuing basis. I felt like I was cut off when I retired although I still have many personal relationships with colleagues.
- I retired during the pandemic so everything was out of the ordinary. I suppose if there was a way to let retirees know how they might continue their relationships with the University this would have been good. The only regular info I rec'd and continue to receive from KU is how to give money to the institution (which I do). I did receive a letter from the We doctor Docity inviting me to join but I did not—I believe this organization is retired faculty driven only (it supported by the U). It seems to be driven by very old retirees and many/most activities are old-fashioned/our-of-date for faculty who are not yet in their 80s (ex: « sing-along » group). Classes, trips, concerts sponsored for not just retirees but simply « older » faculty, alums, friends of KU would be nice. You might want to target organizing events or activities for the 50 and older crowd. HR wasn't great when I retired and failed miserably to prepare the necessary paperwork, I needed to begin Social Security/Medicare application. They also had no information about how to obtain my retiree KU ID (I spent several days tracking down people to give me this info—then had a complicated process submitting my personal info and photo online).
- I retired during the pandemic but I was told to bring my computer and keys back and clear out my office work space prior to the vacation and holiday time that I was technically still an employee. Made me feel like they couldn't wait to get rid of me. I got no retirement party. My boss did drop by with a gift from my team. I was not even invited to a KU retirement party.
- I retired during the CoVid pandemic, so there was no farewell get-together, just a zoom meeting which was pretty lame. I realize that there could not be anything else then, but KU could have set aside a time after the danger was over to honor those recent retirees who served the University for many years, with, at least a reception involving (edible) Hors d'oeuvres. As it is, I feel that KU took the easy way out, which is not surprising, since any sponsored get-together is watered down from previous years. Case in point- the Chancellor's reception. Meatballs! Really? I used to look forward to that. Anymore, the only reason that I go near KU is to go to the Lied Center.
- I retired during Covid. Finding staff support help in Carruth O'Leary was next to impossible.
- I retired during COVID. Nothing could be more challenging than that!
- I retired during Covid, so that put a major damper on a social event. One of my biggest concerns is that several of us retirees still have a lot to offer in terms of insights to various issues facing the university and are eager to be more involved in such activities (e.g., advisory committees). The university does not take advantage of our history and experience regarding such matters. We can be a willing, helpful and valuable resource but no one thinks to ask.
- I retired during COVID so there wasn't anything done. I realize this was a horrible time so I don't think I'm a good judge of what is usually done for a retiree.
- I retired during a payout period. The tax implications were poorly explained by HR leading to some issues with payment.
- I retired because of budget cuts did away with my position. I had no choice but to retire. Find some way else to save money than get rid of employs.
- I retired because my immediate supervisor was unjustifiably attacking me. I felt that I had no recourse.

- I received zero information from my department concerning my departure. I received a check list to fill out 4 or 5 days before final day, and most of it didn't apply because it was so late. The HR office was helpful.
- I missed not having a retirement party or annual retirement luncheon. It was during the pandemic, but I really felt isolated and didn't feel like I got to say goodbye to any of my colleagues. I would have had people from several departments attend a retirement event for me if there had been one.
- I really appreciated being able to keep my KU email account and get KU Today and the Chancellor's regular messages. I also really appreciated being able to keep my people.ku.edu web site, and still use it to revisit some of my KU work, as well as work I completed after leaving KU. However, the file space allotment (last time I checked) was rather limited, and the system has a limited software inventory. I can fully appreciate that these might be low-priority issues, and I raise them only in an attempt to generate suggestions. I count on my KU accounts to be secure and not subject to privacy infringement or advertisements sometimes associated with commercial accounts. As a result, I truly value those services.
- I read as much information as I could find in the policy library. I received a memo from HR with some specific personal information. However, it was difficult to find anyone who would respond or provide other information. That's OK. I understood that when I retired, there would be few to no retiree benefits. I would be able to keep my KU email, get a library card, and, perhaps, be able to park on campus if I buy a sticker. I intend to get a retiree ID card so that I can check out books. It is hard to find out information about presentations and speakers, but I receive information from the Spencer and the Hall Center. When I was at KU, I did attend speak at several retiree events. So, I know organizations are available. I am more likely to be involved in community organizations.
- I loved KU and my job. I continued to teach (at the Osher Institute) and publish (mostly self-publish) for several years to stay involved, but I simply do not expect much from the institution or my colleagues anymore. Though I never complained about my salary, I always felt underpaid and the many years of zero increases at the end of my tenure enhanced that feeling. As I age, I wish I had more money to "give back" to KU, but while I am far from being impoverished, I simply have too few dollars and have too many other "good causes" seeking what money I have. And I have never been one who likes to ask others to make donations.
- I lived at KU and retired with this rule in mind: never expect love from an institution with the the possible exception of marriage. I am grateful to KU for paying me to do what I loved.
- I left KU at the end of the spring 2020 term - the beginning of the COVID changes. This coincidence was unavoidable as I had committed to the voluntary separation offered two years earlier because of the KU financial situation. I would have appreciated some effort by my unit as I was a faculty member for nearly 20 years and earned two degrees from the unit in earlier years.
- I hear mainly from the KU Alumni Association wanting money. I never received ANY acknowledgement from the university for my long service. Money? Really?
- I have continued to do research and I am constantly running into problems with access to IT which I need. There is no one who can just FIX the problem.
- I had to ask for my 15 year pin and it was delivered via campus mail. Keep the pin and give money.
- I had a very fruitful career at KU with many contacts in the Spanish speaking world. Some 15 boxes of that legacy are now housed in the Spencer Research Library (the staff there is splendid). Anything that contributes to contact between different entities of the university and the exchange of ideas should be encouraged. When I came here in 1963 there was a faculty club on campus where I had lunch many days. There my mind was nourished as much as my body. I can tell by some of the earlier questions on this form, that serious thought is being given to many issues. (Keep in mind that in my case age is factor to many replies). Endacott zoom sessions are keeping me involved in many activities. There is a wealth of experience and knowledge in that group. Don't let it wither away. Good Luck!



- I gave six months' notice when I realized I would never attain a salary equivalent to my peers. The person I replaced, as well as the person who was hired to replace me, both had higher salaries than I did. My job performance All of my peers expressed how badly they felt for not being paid an equivalent salary. My performance was above par; I helped train new employees in other departments who came on board. All of them earned more than I did when I retired. Because of COVID I put in many hours for the better part of a year to get the job done. My managers knew this. I requested help because I was under water and hard pressed to accomplish all the job requirements, and was told no. In January of 2022, I was hospitalized with mini-strokes. The cause is unknown, but I am sure working long hours from home, stress of maintaining deadlines, not exercising and poor diet choices were contributing factors. It would have been meaningful to be fairly compensated, in terms of my retirement funds as well as Social Security benefits.
- I found that lumping unclassified staff with the classified staff at the retirement recognition ceremony was weird. I do absolutely appreciate the hard work of classified staff, don't get me wrong. But I do think there are 3 distinct categories of employees. Faculty/Research people, professional staff personnel; classified staff. Each deserve their special recognition ceremonies at retirement. Increased benefits beyond email retention such as software services would be appreciated.
- I found most of the retirement advice excellent but Medicare and Blue Cross kept losing papers, requiring months of stressful calls, and this happened to both myself, who was staff, and my husband, who was faculty. KU should warn people of the issues that they may face with incompetent Social Security, Medicare, and so on that might happen to them. Then it won't be such a shock when it happens, and it will be worse now with so many jobs in those areas unfilled.
- I found HR very helpful. The School of Nursing gave me a wonderful retirement celebration which made me feel very valued.
- I felt very close to my department but not especially close to the rest of the enormous university. My work and my choices about it kept me very tightly focused on disciplinary and departmental people and concerns. I appreciated my department very much, but once I was retired, there were no departmental or institutional mechanisms to keep me in the loop. It was a thorough separation that I have regretted. Some colleagues have been kind and kept me current about what they are our other colleagues are doing, but there's no institutional emphasis on maintaining departmental connection and no resources to support it, as far as I could see. I recognize that some of the responsibility was mine to stay connected, but the transition to retirement was somewhat difficult, and I had made plans about how to use my time. I didn't expect to be so thoroughly separated, and although I know my efforts were appreciated while I was there, I couldn't help sometimes feeling unappreciated. KU could help emphasize to departments the opportunity to stay connected to retirees, with departmental information, invitations to presentations, perhaps being included in year-end celebrations, and things of that sort. Retirees might feel more positive about the institution if they had a choice about participation rather than having a signal that they are no longer part of it.
- I felt the help I got was great. KU did a good job with retirement information.
- I feel very good about the transition to retirement I received. A three year 50% time phased retirement was highly beneficial for me and gave me flexible time to while still completing work on some research grants as well as continuing with teaching. Making faculty aware of their possible options such as the phased retirement program might be helpful.
- I feel like KU could do more to have an active roll (management) in assisting with the paperwork necessary in the process of initiating the release of retirement funds.
- I do not feel I needed help from KU in retiring. What I did like was the chance to put extra money into my retirement. And I also liked being able to teach part time for 5 years.
- I didn't retire from KU, I retired to many other things. KU should inform retirees that they should be retiring TO something. It is not the end of the world, it is the start of new things. You now have control of your time and activities. Having to get tickets for athletic events on my phone is difficult for me. Paper tickets should be given to retired faculty members if they requests them.

- I did not wish to retire when I did, as I was not of retirement age. Instead, I quit and called it a retirement. Two things contributed to my decision. I spent five years watching how the new director treated everyone around me. She treated me very well and would come to me for advice, but what I saw her do to others in meetings, and behind their backs, made my heart ache. I still have survivor guilt. The second is that - during the almost 15 years I worked for KU - I actually made less money (adjusted) than when I started. I had 40 years of professional expertise and made only \$60,000. Since I've left, I've heard from former co-workers who have remained my friends that the director conducted climate survey with HR. I hope things have gotten better for my co-workers, but when these friends describe certain current incidents to me, it feels to me as though they'd gotten so used to being treated so badly that even the slightest bit of professionalism is a revelation. I think my sour feelings - witness the long string of "I don't wish to engage with KU" on the previous page - is because of these two factors. I am sorry about that, and I apologize to you. I respect the university's mission and vision. I think the work is critical to our society. I love the energy and optimism of the students. Please keep working toward a better KU and a better tomorrow. Thank you.
- I could not feel more complete or satisfied with my departure from KU. The Department of Theatre and Dance were incredibly supportive, and I felt like I was treated with love and respect.
- I can't help you with the questions of medical/financial transitioning. My financial planner smoothed the way for me. Journalism farewells are variable but generally very simple. As a long time faculty member, former associate dean and HOPE award winner who always signed up for the extra work, I felt rather shoved out the door. Help with books and papers? Does any department provide that?
- I believe that more aggressive stance from the University could be helpful to provide formulas that can be used by faculty better determine the timing of the retirement.
- I am still very much involved in writing up and publishing my research results. If there had been a way for me to continue to do write grants and do research as a retiree, I would have done it. In fact, I did some of it for a few years, but it was too difficult for me to work it all out on my own. I didn't feel welcome to do it. There was no mechanism through which I could do it.
- I am interested in saving Smith Hall. How can the chancellor be against that?
- I am grateful to have my email account still active, and to have access to the KU Libraries. I have remained an active scholar in retirement, but it would have been much more difficult to do so, without Library access.
- I am bitter towards KU. I worked there for over 35 years, and I did not even make \$40,000. Pay is too low and the people that I worked with never had time to meet me on a personal level. Not once did they just stop to chat, but they were always in each other's offices chatting. I am so glad to be out of KU! Low pay and crap work condition. I worked at the Clinic for approximately 17 years. The office chair that I used the entire time was old when I arrived, and the Director said that we did not have funds for a new chair for me on several occasions. However, there were funds the purchase new chairs the students' computer room and lunch break room several times!
- I already had an excellent financial advisor, but not all soon-to-be retirees do. KU could help by keeping a current list of certified financial planners in the area to help retirees with the financial aspects of the transition to retirement. The same could be said for help with the infuriating Medicare Part D barrage of options.
- I actually retired 2x, once from Bio-Sci in 2002, after which I was accepted by Kansas Biological Survey as an un-salaried vertebrate ecology researcher (grant and award funded, generating overhead for KU). THAT was a very pleasant experience, from which I "re-retired" in 2018 after publishing quite a few reviewed research papers. But access is still limited by the exorbitant cost of a retiree parking permit. So, when asked a while back to give a seminar on W-Campus, I declined saying "I don't want to worry about feeding a meter while I'm presenting."



- Human resources were superb. I thank them for the help in transitioning. There were a few glitches with them, but I put that on me. I left because of department management. It had nothing specifically to do with KU.
- HR was quite helpful, but the complexities of moving to Social Security, Medicare, and, especially, the transition to bridge insurance for Medicare Parts B and D were daunting and irritating.
- HR was great. Not sure anything better could have been done.
- HR tried to make my horrible situation easier by telling me I could retire. I worked at KU Lawrence for 12 years. Loved it. I just wish I felt better about my 8.5 yrs. at KUMed. TIAA was of no help. They couldn't give me the info I needed to make a decision about my funds.
- HR staff were excellent about helping me navigate retirement and choices. I was very publicly and kindly recognized for my career contributions. I do not have additional recommendations.
- HR Department was very helpful in helping with my retirement and exit plans. They were supportive and informative. My department was terrible. I retired early and found other employment because of a hostile work environment built around authoritarianism, intimidation, negativity and fear. My supervisor refused to engage with me after I stated my intention to retire and accused me of disrupting the organization when I emailed a handful of my closest colleagues and associates telling them I was leaving KU. I copied HR with every email I had sent, and they agreed that they were completely appropriate and that his allegations were meritless. He refused to nominate me for emeritus status despite my meeting all qualifications and having a long, successful, and highly productive career at KU (I was granted status on appeal to the Chancellor's office). He has subsequently encouraged staff to not interact with me and has told people that I left under poor circumstances, which is not true. There was no retirement announcement or recognition of my contributions. I was cut-off and made unwelcome to return to my department of 20 years or to speak with my friends and colleagues. The experience was truly awful and continues to weigh negatively.
- How to get healthcare after retirement
- How about actually caring about faculty?
- Help with insurance transition
- Help taking out personal items I worked 20 +
- Have someone to mentor and assist faculty who want to leave their papers and files in the university archives
- Have someone help to make sure I understood what each state required regarding retirement of medical license as well as contact information. Help with contacting journals, state agencies, etc. regarding address changes. HR was sometimes difficult to reach which was partially due to Covid and limited face to face meetings. HR staff was great.
- Have small group sessions with HR about retirement processes, insurance options, etc. rather than just a letter. The letter was very helpful, though!
- Have an accurate, updated, and user-friendly retiree process manual.
- Have a resource booklet for retirees. More support for Endacott Society and the help and publicity they give to KU. Help to audit classes, with instructor permission.
- Given retirement info via a one-on-one meeting. Wish after 40 years with the School of Business I would be Included in newsletter. Also, was told there would be a retirement event in the future. To my knowledge no such event occurred unless it was only for faculty. Wish there was free parking and reduced prices for sports activities.
- Give us annual passes to park or drive thru campus.
- Give me retirement recognition at the time I left. My plaque and clear plastic memento came 1.5 years later and I had to go to HR to pick them up. I had to jump through hoops beginning 3 months before I left yet you couldn't get my certificate/plaque signed by the EVC until 1.5 years after I had left? My department did a great job for my retirement but the larger university was insensitive and

that left a bad taste. That was a reminder of some of the less than great treatment I received in my final years.

- Generally human resources were quite helpful. Imo the greatest challenge was getting switched over to social security & Medicare.
- Funding for my position was eliminated due to Brownback's tax cuts. I worked for KU for 34 years. My position was chosen to be eliminated due to my age. If I had been able to work to 67 years, as I had planned, I would be in a much better position financially.
- For several years following my retirement, my former graduate program needed someone to offer a couple of critical courses that I had covered for many years. I was willing to continue to offer these courses for little or no remuneration, but when my program director looked into this matter, he was told by the chair of the department that KU had a policy disallowing this practice. If there is indeed a policy against former faculty members returning to teach courses to graduate students, I think you are overlooking a potentially important and cost-effective resource for covering needed courses by highly competent individuals. I would encourage efforts toward eliminating whatever institutional barriers exist in this realm.
- For dually employed physicians I feel strongly that the rules of retirement should be outlined. HR and UKP give different info than Fam Med and apparently don't know how each other and Fam Med work regarding retirement benefits. I tried to clarify life insurance and Standard was very confused that I had two policies. Cobra insurance was a nightmare. I called for several weeks (no one returned calls) and by the grace of God someone answered today and emailed forms since never received them in the mail. It certainly feels like the right hand doesn't know what the left is doing and does not inspire confidence that I received all the benefits I was due. I was also interested in continuing to volunteer to do CBCLs a retiree but was told by department that it is too difficult to navigate the volunteer faculty thing (though Cardiology has at least one volunteer, Dr. Miller, I believe). Ideas above sound great though! 😊
- Find ways to maintain relations with retirees that involves pay for their specialized services.
- Find a way(s) to personalize the experience. The university leaves one with the impression that they are merely filling a box in the organization chart.
- Explain the continuity or discontinuity in tech support available from KU.
- Explain financial levels of Social Security benefits in retiring and drawing them earlier and cost of health premiums being higher.
- Everything. Probably because it was 2020, HR did not meet with me, did not tell me about deadlines that I ended up missing. What KU can do? Be proactive for retirees, initiate help with all the processes that have to be gone through. I finally contacted an individual I'd heard of at HR to get some information, and she sent me a very helpful checklist. Otherwise, I would have nothing but some rote forms (mostly meant for staff rather than faculty). My department also gave me no information, probably because of staff retirements and lack of replacements of staff by KU. So provide enough staff to help faculty through the process, give them individualized help. And have someone care, even just a little bit
- Everything. HR was useless and cumbersome.
- Everything went well. No complaints.
- Everything went smooth. I can't imagine how it could have been better.
- Everyone who helped me with the HR aspects of retirement was extremely helpful. I could have used more help knowing how to access technical support related to managing my KU email account, accessing library services, and navigating the changing landscape of technology once I left the protective environment afforded me by KU.
- Everybody at Carruth-O'Leary was terrific. Only thing I can think of would be more very early information (seminars, webinars, etc.)

- Everything possible could have been done. The department did nothing, seemed not to care at all and, in fact, several departmental members demonstrated hostility to retirees. It was openly discussed among retirees. A totally unforeseen event: shameful and foolish because the retirees will not contribute financially.
- Emeritus faculty need to have the ability to stay in touch. Currently, to maintain simple email, time consuming and unnecessary compliance training is required or your email is canceled. This prevents any communication with the Department.
- Email broadcast from the university to inform professors, students, and colleagues who is retiring with a photo, cause someone might recognize the face but didn't know their name.
- Earlier meeting with HR.
- Don't ask, "do you want your retirement plaque, stating..." most people do not want.
- Do not charge retirees for parking. Do not automatically discontinue my graduate student without communicating with me before doing that, so I can explain what is going on. That was a very disturbing experience.
- Do exit interviews
- Discuss the benefits/costs of phased retirement.
- Dept keep in contact and involve retirees
- Deal with the issues above and assured me that I would have continual access to the internet, email and technical help.
- Create regular opportunities for retired faculty & staff to participate in common learning/teaching dialogues. Opportunities for cross disciplinary collaborations.
- Create a checklist for retirees to make sure transition was smooth.
- Covid and the KU buyout forced my hand. I loved my job and would have stayed longer but I do not blame KU.
- Convince us that you value KU's retirees.
- Contact by mail about retirement luncheon/dinner. Never received any word about it.
- Clear information about state health insurance options and Medicare. I did not know I could continue dental and vision but drop medical until after detailed research. KU did not provide any information and the State provided misleading information. The State's Medicare plan is not at all the most cost-effective. Many KU retirees accept what the State recommends without doing comparative research and end up paying significantly higher amounts for medical insurance and prescription drug plans.
- Can't think of anything. I had been working with a financial planner for many years so I already had a good handle on things like Medicare, Social Security but I still attended the workshop on that. HR did a nice job with that.
- Can't think of anything--was satisfied with the experience. The Dept. gave me a good "send-off", I felt valued. I enjoyed my time at KU.
- Better seminars on health insurance. It is very confusing.
- Better retirement and financial planning seminars. The session I did attend was nice but really didn't help for individual plans and questions. Also, it would be nice for younger employees to be given a guide to financial planning with recommendations that at age 20 start saving/planning for this. At age 30 save this amount etc. Some examples of saving for homes, children, retirement, etc. are different stages of life. "Creative Planning" sent one off their radio show but it would have been helpful when I was younger even though I didn't have their preferred \$500,000 minimum for them to work with you. People need this guidance way before they have this kind of money so they know what goals to work towards.
- Better inform me of opportunities/ activities for retirees.
- Better financial / health insurance advice.

- Better coordination from HR and insurance/social security to include more up-to-date information. Perhaps a retirement seminar online?
- Better and accurate information.
- Automatically distributed information regarding (annually) "Shimomura Research Fund" established when retired in 2004
- At the time of retirement there are many things going on and lots of short term thoughts and/or plans. The last thing I would have contemplated would have been to sign up for anything. But the hard part comes in re-connecting and knowing the path to that reconnection. It is a good thing to retire and gain some distance, but it is harder to know how to reconnect.
- At the time I was satisfied with KU's help.
- Assistance with or options for dispersing my library of books and journals would have been most welcomed.
- Ask the departments to please notify retirees when lectures and other public events are taking place.
- As I was preparing to retire, Madi Vannaman in Human Resources was terrifically helpful. She is a gem! Otherwise, I was pretty much on my own to figure things out. Allowing emeritus faculty to keep using a KU.EDU email address is a very nice gesture - thank you. Cutting off access to Adobe Acrobat, however, is not so nice.
- As an institution, all the systems are in place. People comprise the systems. Some people are more effective in their jobs than others.
- An exit interview at the time of retirement would have been very beneficial.
- An earlier dean threw special events for retirees. My class of retirees got a brief recognition at the year-end faculty lunch.
- Although the University will answer your questions you have to be prepared to ask them and know who to ask. It would be helpful to have retired mentors available to assist and guide you through this process.
- Although I consider my retirement to be from KU School of Medicine, Wichita, I stayed on beyond my original retirement date to fill in a vacancy at KU Kansas City's Graduate Medical Education Department. I loved my time in Wichita. I loved the work, the staff, the residents, program directors, coordinators and all the other employees at the school in Wichita. I had worked in GME in Ohio for 22 years at an outstanding hospital and training programs. It was hard leaving Columbus, Ohio, but God surprised me with an even better place to work until my ultimate retirement. I was hired by Dr. Paul Callaway to be the COO of Wichita Center for Graduate Medical Education (WCGME). Dr. Callaway and I built an amazing team and the residency programs were all at their best. We worked well together until he retired. I enjoyed working with his replacement, Dr. Gretchen Irwin until close to my retirement date. For as much as I loved my time in Wichita, my exit was void of any recognition. I was there one day, and not the next with no communication to follow. I did not want a big send off and I made that clear. However, leaving a department I loved, without any form of gratitude was hurtful.
- Almost everything. Even holding open the door as I left would have been something.
- Allow me to retire under the buyout plan that was going on at the time. I was told I was too young. I had 31.25 years of service with the state at the time which was more than I needed to retire (I only needed 25 under Kansas Police and Fire). I retired anyway even though they wouldn't allow me to participate in the buyout program. I felt cheated!
- Allow 6 more months for eligibility to receive full sick/vacation leave benefits.
- Again, you all were so helpful. I can't say enough good things about the HR department.
- Again, nothing comes to mind. I have felt very much a part of the University during my retirement years and appreciate the friendships and access to resources in my department and across the campus.

- After retiring from the Army Reserve, KU was a cake-walk. Keep up the good work and thank you for the e-mail service.
- Advise retirees of all available resources for us at retirement
- Actually, nothing. I have only kind words for all who helped me with my retirement, from my immediate office, to the main Human Resources Office. It was all memorable in a good way. I still have fond memories of the staff assistance.
- Actually, my retirement went very smoothly. Everyone was very helpful.
- Actually care!
- Access to financial planning  
Consultative assistance on pursuing health insurance
- A visit by a HR Representative to walk me through file moves and other step-by-step procedures to end my service to the University.
- A heads up that the process is not one and done but a series of steps that occur over several weeks
- A comparison of current benefits that could have transferred over to a separate comparable plan without losing/lapsing any benefit.
- 1. If there is an organized way of retiring, I guess I didn't get the memo. People do fall through the cracks, so it was not a personal affront. 2. But then again, after I left, I didn't hear much from people except for a couple of friends. 3. What else could KU do? Ask people who are still productive intellectually and scholarly to come back and work with students pursuing graduate degrees. Yes, that "steps on" the toes of the incumbent professors, so it could be a delicate thing, but in cases such as mine (see above re scholarship and service), why the heck not? Just sayin'.....
- 1. Provide seminars or workshops on the broader aspects of retirement such the importance of maintaining social contacts and friendships after we retire. 2. Talk to faculty 10 to 15 years before they retire about the challenges that arise when we retire. 3. One of the biggest adjustments is the loss of technical support for computers. Is it possible to have continuing IT support after we retire regarding use and maintenance of computer software and hardware?
- 1. KU and the State of KS could have improved their explanation of how retiree health insurance works. There are meetings, but the presentations are full of jargon and confuse most of the employees who attend. The presentations need a total overhaul and employees should be encouraged to attend several years before they retire so they have the knowledge they need to make good health insurance choices. 2. KU could have maintained the benefits that were promised to us when we began working for KU.
- (1) not screw up the date, which messed up my paycheck and parking. (2) Give complete information about "plan-with-ease", which is a mess. (3) Give complete information about retiree health insurance (instead of just sending one to a website). (4) ANSWER QUESTIONS IN A TIMELY FASHION! (Note: I worked at KU Medical Center, not the Lawrence campus)
- Be mindful of the good will (or the lack thereof) you generate with a very small outlay of funds for retirees. See my answers to the question above. As of a few months ago, the Endacott Society can no longer afford to meet at the (former) Alumni Center because we are being charged. An older retired colleague routed his estate giving away from KU because the first communication he received upon retirement was a bill from the parking department! He vowed never to come near campus again. Those colleagues who retired 15 years ago mention being interviewed by a KU volunteer to assist with writing memoirs. None of my current retirees have heard a thing about such a program.

## **Appendix D:**

### **2023 KU Retiree Survey Question D-12:**

**Is there anything specifically you wish to say that has not been covered? What more do you want or wish from KU?  
What should we know?**

---

\* The evaluation research reported and distributed in this publication was supported in part by the Kansas University Endowment Association under the leadership of Dale Seufferling and received KU grant award number 1003353 made to Professor John Poggio, EPSY. The content of this report is solely the responsibility of the authors and does not necessarily represent the official views of the University of Kansas or the KUEA.

**Question D-12: In closing, is there anything specifically you wish to say that has not been covered? What more do you want or wish from KU? What should we know?**

- You should know if you don't already, that many retirees feel abandoned after retirement (see my answer to 2 questions ago). I don't know how KU can keep that from happening. Pretending that we're still useful is no good if we're not being used -- and I would think a made-up "use" would be even worse than a simple retirement. So here's my question to you: do you think this questionnaire will improve things? My own suspicion is that nothing will come of it. Which is fine: I've got spring planting to do ☺
- You should know as an institution interested in diversity, equity, and inclusion, KU seems to be excluding retirees as a group.
- You need to implement the impeccably researched results of a multiyear KU, Boomer think tank initiative that detailed a plan for a retirement enclave that would serve as a research lab and provide intergenerational housing. We had never imagined it might be on campus, but with all of the extraneous initiatives that are going to be on university land now, surely it is time to look at something that is a proven bonanza in terms of increasing giving on the part of alums. We worked extensively with the city of Lawrence and were dismayed when the initiative was essentially ignored. My name is XXXXX. My phone number is ###-###-####. I strongly encourage you to dust off this initiative and give it serious thought. Implementing this work would catapult KU to the forefront in both research and initiatives to increase giving.
- You might agree to meet with the Endacott Society.
- You did not ask about the Endicott Society. Support comes from the Alumni Association and not much from the University. I personally do not participate in it, but it could become a better means of keeping retirees involved with the University. I stay away from my Division/unit because I do not want to be seen as interfering with its current leadership. So a more general connection to the University is needed to keep feeling a part of the University family.
- Yes, questionnaire has been long.
- Yes, make space available, preferably at the Alumni building for retirees to meet and support each other
- Work at KU is unrewarding, with no opportunities for advancement and no accountability for supervisors.
- Wording of the intro to this survey "retirees that are still alive..." awkward phrasing wouldn't you say?
- Wish Parking would tell us exactly where we can park with a retiree permit. Can't find it anywhere online.
- While completing this questionnaire, I thought of nothing more I, as a retiree, want or wish from KU. Because of extenuating circumstances, I regretfully can't really be more involved with KU than I am now. I am. My retirement from KU was smooth largely because of guidance I received from Madi Vannaman of KU Human Resources. She is excellent. She thoroughly informed me about the retirement process and promptly and helpfully answered all my questions. Also, Dean Stephen Mazza and his staff at the School of Law were extremely kind and considerate in helping me make the transition from faculty member to retiree. The only concern I have, as a retiree, about KU at the moment is the University's development plans to the west and around the stadium. The plans seem to have seriously negative implications for Lawrence businesses and some neighborhoods. I wish the plans could be reconsidered and that KU would be more transparent about them.
- When I retired in 2008 I wasn't aware of how important computer where --- so now I'm way behind with all the ways computers are used. I get nervous every time I have to update my e-mail account. I need help every time I have to call the IT department every time. They have been very helpful in the past. Hope they stay that way.
- What I wish from KU - More benefits for retirees!



- What about ongoing contact with students (mentoring, for example)? I identify with and support my primary unit, and not with the current university administration & direction. It would be great if software remained gratis for retirees, in my case this would be the Adobe Creative Cloud.
- Well, I'm not sure. KU was probably the single most important institution in my life, and I still use what I learned studying and working there to this day. I also persistently encourage people to pursue classes and degrees and try to help people understand how university education differs from other learning opportunities. This is a tough sell in an era of very high course costs, and online training alternatives, I always thought I'd take classes up to the bitter end, as they say, but that has proven to be infeasible in old age. I have taken and appreciated Osher classes and attended lectures given by KU profs at the Lawrence Public Library which are sometimes more suitable for my needs. Just now, however, I feel a rather urgent need to understand more about the hot new conversational AI (ChatGPT, et al.) — in terms of its social and educational implications and actual algorithmic implementation. I have found it to be surprisingly useful for exploring complex topics new to me, and fairly accurate (but sometimes just plain wrong) discussing complex topics with which I was already familiar. I would really like to see presentations on these issues at the community level through Osher and/or public library-like settings. Or possibly weekend or week-long conferences. I suppose this technology is being discussed fervently in university settings all over the world, and I would love to hear (in considerable detail) about such discussions at KU.
- Volunteer opportunities for KU
- Unfortunately, I used to be proud to say I was a KU educator and former graduate of KU. I used to believe that I once worked for one of the greatest premiere learning institutes. Now, I am finding it difficult to feel about the program as I once did. The program has been watered down over the past four years and weakened by its poor leadership. Now, more than ever is this the time for KU, SoN and Advance Practice Program should be holding our students accountable, hold to the highest academic standard, since removal of collaborative practice agreements for APRNs. KU runs scared of its students, especially in the SoN and now lacks severely in rigor. Current KU Faculty in the SON have little to no real-world experience, limiting student respect for their faculty. As for why, the answer lies with poor leadership wanting to control free thinking of faculty and freedom in teaching. They only want young faculty that they can control which only speaks to weak leadership.
- To have greater respect for the incredibly hard-working professional staff that keep the research facilities running and productive.
- This survey was unexpected, but also welcome! I was happy to learn that retiree's input is being considered by the university. Good thinking and my best for positive outcomes!
- This is fine the way it is.
- This is a technicality, but I would like to unsubscribe to many KU emails to my KU email address because I'm only interested in those which pertain to my discipline and any personal ones that I might like to get. Thank you for the opportunity to participate in your survey.
- This has nothing to do with my retirement, but I really wish KU would work for better salaries for faculty. That's certainly one way to show employees are valued.
- There was a room named after me. The Samuel L. Butler Jr. Standardized Patient Training Room. Thank You. I would like have access to this room. Health Education Building at 39th and Rainbow.
- There needs to be retiree access to the KUMC systems so we can see calendar of events and support activities. I would like to see the In memoriam page and the upcoming retiree announcements. I feel cut off from a support system I belonged to for 40 years.
- The world, America, Kansas, KU, the Political Science department and discipline, and I have faced huge challenges in the six years since my retirement. I suppose all of these challenges could have been better handled. I have not focused on particular things that KU could have done better. From my now removed perspective, I sense that KU's future could be clouded. Too much has been spent on infrastructure that may be underutilized in a future of declining enrollments. Too much has been invested in the STEM disciplines while the more philosophical humanities and social sciences have been ignored. Too much



emphasis has been given to athletics to keep up with our competitors. But I do not see how the various decisions that led to these concerns can be undone in a manner that will significantly improve what is most valuable about the college experience. It is hard to fault KU for responding to economic imperatives as they have, but I am glad that the best years of my life came at a time when the future was brighter. All I can say now is that I wish the best for current and future students and faculty.

- The whole experience and process of retirement exceeded my expectations. Keep up your good work!
- The university stays in touch in the sense that I maintain my KU email and receive a lot of information in that manner. My former department makes no outreach attempts. I believe that happened because most employees transitioned to KU Health Systems and there was no attempt at any kind of further outreach by Watkins Health Services. Basically, retired WHS employees are not perceived as being connected anymore by WHS or KU health systems. Since new employees do not report to Student Affairs, the connection is severed.
- The survey confounded my view of the university vs the department from which I retired. Unfortunately, responses did not allow me to differentiate between the two and my responses are different for each.
- The retirement process was smooth with no surprises.
- The results of this survey will be close to meaningless because the way you have chosen to allow most (but not all) responses; they do not allow for any negative outcomes except "not applicable" - you have e.g., "satisfied/not satisfied" but no "no" ("Not satisfied" is not the same as "not offered [by KU]"). Also, the first page of questions should be on a Likert scale rather than simply two choices.
- The questions left blank were not relevant to me. I do think some sort of brief retiree newsletter via email would be nice. Among other things, it could list newsworthy items such as that year's retirees and also any deaths.
- The process with "Plan with Ease" and the KBOR system was bulky, cumbersome, beyond stressful; in short it took me 2.5 months to straighten everything out only to discover that for some reason everywhere else in known universe can direct-deposit to my bank EXCEPT for "Plan with dys-Ease." That whole system is dysfunctional.
- The new chancellor inherited this disaster, this is the first time since Bernadette Gray Little and her gang took over that someone has asked, or even shown like they want input from the workers. Good Luck to you all
- the library brings me back
- The KU Libraries are great, my most important connection to KU, always helpful. I also appreciate The Hall Center and the Center for East Asian Studies, both of which keep me informed of their many interesting and timely events. The Spencer Museum also sends announcements. I do not hear from Art History because I asked to be taken off the faculty list so as not to receive all the meeting agenda and other logistical announcements and apparently they do not have a separate email list for events.
- The greatest majority of the communication I've had from ku since retirement is asking for money. Try telling me what you could provide in the way of quality of life support. I'd like to be involved but I'm not going to give you a check to buy access.
- The first set of questions should have more than two choices
- The Endicott Society is the most active link KU retirees have to KU. They have held regular scheduled meetings at KU Union until recently, when a policy change has forced them to find other places to meet. This group deserves more support from KU, not LESS!
- The Endicott Society is a wonderful organization for retirees which deserves much more recognition and support! Its leaders show films, sponsor lectures, hold lunches, plan trips and many other special events of great importance to retirees.
- The Endacott Society provides much in the way of socializing, learning, classes, seminars, discussions, movies, and much more. A very good organization.
- The Endacott Society is not supported! In fact, ES has been unable to use the Adams Center due to high costs and scheduling problems. Not a great way to treat the main staff and faculty retirees group.

- The Endacott Society has been a valuable group for me. I wish the University included Endacott members in events for new Retirees. Unfortunately, right now, with the changes to the Welcome Center and Adam's Alumni Center, many of the activities of the Endacott Society are being forced off campus due to budget constraints. Thank you for this survey.
- The contact with retirees regarding the various groups and activities is completely inadequate. Most of us have no idea what's happening or how to get involved.
- The books and files from my office have been put in storage. I wonder what should be done with them when I die.
- The agree and disagree questions don't feel appropriate. Maybe a sliding scale.
- The ability to audit courses for free. Invitations to general university social events.
- That I feel like I was almost totally forgotten as soon as I went out the door. I stay in contact with a few of my coworkers but like me most have retired. As a retiree we have no benefits at all. Retirees used to get free parking but that doesn't happen anymore. I have tried to stay loyal, but I do not receive the same consideration. Thank you
- Thanx for including me in all known events that are available
- Thanks for keeping us on the e-mail service. A regular (monthly) newsletter from the university and our individual departments to each retiree would be welcomed.
- Thanks for gathering this input and your effort to improve as needed!!
- Thanks for asking; I'm available if more is needed.
- Thanks
- Thank You for your willingness to outreach with Salina & bring your 'high performance bar' expectations to our community. What a Joy & privilege; truly an honor to serve as a KU Professor of Nursing.
- Thank you for the contact. Good luck!
- Thank you for remembering us.
- Thank you for reaching out to me. How considerate of you! I'd love to be more involved with KU than I am at the moment. I live right here in town; let me know how I can help.
- Thank you for reaching out to get valuable input. I hope something is put in place that will be beneficial in the future.
- Thank you for everything. It was pleasure to work for you. I wish to keep my KU email and health insurance. Please keep emailing me KU News. My house is in Lenexa and I do not drive to Lawrence anymore. Best wishes to your team.
- Thank you for asking. This is a very well-prepared survey.
- Thank you for asking for our input regarding retirement.
- Thank you for allowing us to keep the email, I hear from parents, students, staff still.
- Thank you for allowing retirees to keep their KU email indefinitely; that is really helpful.
- Thank you for allowing KU retirees to keep our ku.edu e-mail addresses and to use library facilities (Inter-library loan, Web Retrieve, etc.) for ongoing research.
- Technology support from previous comment. I feel much less connected to KU. I don't feel appreciated. I have 3 degrees from KU and worked there for 30+ years. The current Business School Administration is not gracious or welcoming. I haven't donated money since I retired and don't feel like anyone at KU would be a good steward.
- TBH, I am in the category of not retired, retired, since I left KU for an academic appointment at another university (Iowa State University). That my separation is treated as a retirement is more an artifact of HR definitions than a reflection of what I did. That said, I think KU could do a better job of clarifying in these cases how former faculty are recognized. I invested 27 years in KU and still feel fondly toward the university. I would like my role in the department to be acknowledged in the same way it would have if I had moved into retirement after 27 years. I also appreciate being able to keep my KU email address! And my library privileges.

- Stop being a business and get back to being dedicated to research and reaching
- Spanish and Portuguese lost several senior people for different reasons right around the time I left KU. It would have helped the Dept. over some bumpy leadership years if we'd been able to maintain some kind of ongoing association with our unit.
- Somehow my name and email were retained for all the messages about donating to KU, but not for anything else. That's also disappointing. After working at KU for many years and loving it, this is not what I would choose.
- Some of us are still unwinding from how the Covid impacted us, our lifestyle and activities.
- should have been access to KU website to keep current
- Cordial regards to John Poggio and this survey effort; we respected him and enjoyed working w/ him -- he's a damn good man in all ways.
- See my comments to the two previous questions. To say the University is interested in its retirees has a hollow ring if it ignores the one group that officially represents them. Do you know the Endacott Society exists?
- See my comments above. Thanks for the opportunity to provide input.
- See above notes and concerns that the Chancellor should be made aware. I am a former recipient of the Chancellor's Research Club Award.
- Rock Chalk Jayhawk!
- Rock Chalk forever!
- Retirement is wonderful. I look back on my years at KU with gratitude, and now I've moved on.
- Recognize those that gave years of service to the university and honor them somehow but the people that are still with us on Earth named and departments
- Questions related to Retirees Club and membership - the most important tie I have with KU.
- Please understand that I'm not as dissatisfied as it may appear. I haven't been retired very long, and I knew there would be no support or communication from KU. I guess the only thing I wish was different is that I asked for Emerita status when I sent in my official retirement letter, but I never received a response. I expect that my department chair was supposed to do something. Maybe I should have sent a separate request. Things are busy in the department. All the faculty and staff are overloaded. This isn't that important anyway. It doesn't impact my time at KU or how I think about the 28 years. It's very nice of you to ask these questions. I appreciate it.
- Please talk to Cate Neely. It was a most unpleasant ending to my otherwise satisfying work at KUMC and you need to know about it.
- Please keep in contact with retirees...KU has been a great part of my life and I don't want that to stop.
- Please keep the retirees on the email list. I feel connected to KU when I receive mail. I really enjoy the KU Today.
- people who continue to work scientifically after retirement are not considered.
- Only what I had stated before that I would gladly return as a temporary employee if at all possible without interruption to KPERS. I clearly understand "Temporary" or "Occasional " not part time.
- One wish is regarding email. I worked close to 18 years for KUMC and, although I was fully aware of the policy, wished it would have been possible to maintain my email account or, at the very least, to still have been able to access saved emails and or the KUMC email directory to have been better able to keep in contact with my colleagues.
- One of the principal connections for retirees to university life, esp. for retired humanists, is the Hall Center. I think you'd find an enthusiastic response to "Hall Center" as a category rather than a generic "cultural events." KUEA isn't mentioned specifically either. I annually give to KUEA and they are the major beneficiaries of my will. I get only generic appreciation letters from KUEA and can't even identify who to contact should I want to redistribute some of my funds.
- Nothing. I do continue to get medical care there
- Nothing more to add.

- I appreciate this interest. I am 10 years out from retirement. My answers to this kind of survey may have been a bit different 6 months out, 1 year out. I had no expectations from KU. My retirement was my journey - not someone else's to plan. Staying in Lawrence has probably kept my interest in what is going on at KU more than if I would have left Lawrence. I am interested in any additional follow up.
- Nothing else I can think of. I have been retained on various email lists, which I appreciate.
- Nope. I'm done. But know that the ongoing "tap" to donate falls flat. And many of the preceding "questions" require click-choices that don't really have validity; they're structured to avoid critical feedback.
- No place to mention that I come to campus to use the library and that I am on campus 4-5 times a week to work out at Ambler (as are other retirees). So my main continuing contacts with KU were totally absent from the survey!
- no need now for me
- Nice to be asked for my opinion.
- My years at KU were remarkable. My love for this institution is everlasting. I was provided multiple opportunities to grow professionally and individually. It is truly a special place that should never be taken for granted. The nature of higher education is rapidly changing and it is my hope KU is nimble enough to meet those challenges and yes, opportunities.
- My special gratitude to Dr. Bob Klein for his understanding of faculty concerns and providing valuable guidance to get through turbulent times. He is a true mentor and great leader!
- My situation was different from most. I followed my supervisor (who took a position at KU) per his request to help set up his office. A lot of my disappointments has a lot to do with the disorganization and no communication within the system.
- My sense of the questions was that they were tailored primarily to retirees who continue to reside near campus--at least the "activities" in which one might participate seemed rather focused on things to be done there in Lawrence or its surrounds.
- My most recent experience has been that as long as I remain a "friend" of various campus units and donate money to them, someone will keep "in touch." After all, there may be more money to come. I do not like the idea that my only value to KU now is as a potential donor. I DO want to say how totally GRATEFUL I am for continuation of my email address and for my ability to access library resources, print and digital: without this I could not have continued to pursue my research in retirement. I am engaged with the librarians in my field. I am a Friend of the Libraries forever. I want to end by saying how disappointing the parking situation is for retirees. It is an invitation NOT to come to campus. In my original KU contract letter, which I found in the course of my departure, KU promised I would have free parking as a retiree. We all know how sound that promise was.
- My husband's job is what brought us to Lawrence, and I was grateful to get to work at Watson Library on the KU campus. It was near retirement for me, so I only worked there for 7 years but have enjoyed many events at the KU Lied Center and still enjoy the retirement perk of retaining my KU Outlook account. One perk that was awarded at the time I retired was that my husband and I were able to attend some of the Lied Center musical events at no charge. That was taken away from the retirement benefits several years ago. Most of the events that we attended that were free had small audiences and it seemed like giving the retirees free tickets was also a benefit to the Lied Center in getting a larger crowd.
- My fondness for KU has more to do with the people who work there, the individuals and groups as a whole, the cooperation among people and various departments, their respect for the University's mission, and especially the University's respect for the people who ensure the daily operation of the entire organization.
- My department was under different leadership at the time I retired. That Chair was glad to see me ride off in the sunset. If I had known the current leadership would be what it is, I probably wouldn't have retired.
- Most valuable contact in making sure I knew what had to be done to process and finalize retirement from KU: Madi Vannaman

- Most of the contact (other than the emails from the Chancellor and the KU today announcements) has been from KU Endowment people -- they've been great correspondents because I donate, I suspect. I wonder if the damage done by XXXXX while s/he was at KU for that short time as college dean and acting provost has been remedied?
- Maybe a brief reminder of what retiree benefits are available to us. They change sometimes, and an update would be helpful when I come on campus. One of the best benefits is the ability to park wherever I like and only pay \$1/day for this service. Information about special KU hotel rates for visiting retirees would also be useful. Thanks for caring and asking for our input.
- Many retired faculty -- myself included -- are still active, publishing researchers, which benefits KU in grant revenues and in solidifying AAU membership. I definitely do not want to take travel money and other such benefits from tenured and tenure-track faculty -- but how might KU recognize and encourage these efforts from retired faculty to the benefit of both groups?
- Lower the cost of tuitions. To build the university. Only seem to be interested in money
- Learn to listen
- Last fall, my access to Microsoft Word was discontinued. I received no advance notice, and when I inquired as to why this occurred, I was told that this was part of an agreement the university had with Microsoft. I complained to IT and to Human Resources, the latter of which was completely indifferent to my situation, neither responding to my emails nor taking my phone calls. I contacted the current Chair of my former department and enlisted her support. After investigating the matter further, and pursuing other avenues, she reported back to me that there was nothing that could be done. I appreciated her efforts on my behalf, as she was the only KU employee who seemed the least bit interested in helping me. So now I have had to purchase an annual subscription to use Word. This is an expense and an inconvenience. As retired faculty, I still read texts by students and colleagues, and I still publish scholarly articles as well as other pieces. In sum, I cannot do without Word, so I have been forced to buy it. I have decided not to acknowledge my former institutional affiliation in future publications. Clearly, KU no longer supports my scholarly writing, and should not be credited for support it does not give.
- KUMC was my favorite place to work, beyond all other locations, during my 44 years of employment following college. Thank you for such a friendly and supportive, environment, and benefits which were wonderful. I always felt at home and have maintained friendships with people I met while employed.
- KUMC is part of KU, but this survey really only applies to KU-Lawrence. Adjust the survey or exclude KUMC.
- KU was very good to me and I am grateful for that. But a continuing relationship would make me happy.
- KU was and is still a great place to work. I thoroughly enjoyed my employment with KU. Schiefelbusch Institute for Life Span Studies is a great department to work for. I worked 34 years with them and enjoyed working with all the staff that came and went during my years of employment.
- KU was and continues to be a great place to work and learn; continue to encourage long term peer relationships as they will become more important when you do not see your colleagues on a day to day basis; our retiree group continues to have lunch together once a month to stay in contact, not so much about K always but to check on each other
- KU was a wonderful work setting for me. It would be nice to know if there are specific ways to stay a bit involved in retirement. Thank you!
- KU was a great place to work & with excellent people. I was a non tenure track prof. Am proud of KU.
- KU supports retirees in many ways: use of KU email, availability of IT staff for questions, retiree parking pass, availability of athletic and cultural event tickets, emailed news from University Relations, Chancellor, Provost, research centers/museums/Lied Center/schools/College. The absence of regular updates from my department has been disappointing, but that is an issue for the department that is not confined to retirees or alums and perhaps will improve post-pandemic. Also I have not notified the department to ask to be included in updates. I emphasize that I'm talking about newsletter type updates, invitations to social events, award ceremonies, conference parties, etc. Retirees should not be included in email or meetings about issues that are the purview of current faculty.

- KU spends a lot of money on sports and sports-related facilities. I know that is an important aspect of a university and much of the funding comes from private donations. Now the university is planning a conference center, etc. I would like to see energy and funding put into housing options for retirees. Such housing options in Lawrence are very limited. I would like to see KU partner with others for something like that to happen, not just create convention and sports-related facilities. I know it would be very much appreciated by many KU retirees.
- KU really dropped the ball for its retirees since 2020 and has continued to do so. KU is doing nothing to make retirees feel like a valuable part of the university. They even reduced the Endacott society space and increased its fees. Even though I don't participate actively in that group, it's a sign of how little KU values the people who poured their hearts and time into building the institution. And for the rest of us, no free tickets to KU cultural and arts events, no nothing
- KU of the 1970's offered a extraordinary education for even unremarkable students at a bargain price. Now, it's an indifferent corporate bureaucracy with a cute mascot and poor community relations.
- KU needs to be more hospitable to the alumni association; shifting it out of the alumni center was not a good move or look. And please stop with the sports marketing. That KU emphasizes big-time / de facto professional sports & the ridiculous corruption it brings is bad enough. That you should continue to pitch this to retired faculty that have had to put up with it for years is even worse. Fund the libraries instead.
- KU needs to be better stewards of monies and take care of their physical resources and need to bring money into Lawrence to help lower our property taxes since KU doesn't pay taxes on all the properties they own. I also hope they treat their regular employees better to make working at KU something people would desire.
- KU makes it very difficult for aging retirees with disability issues to finding parking and have reasonable access to many buildings. KU has one of the best organizations for retirees of any university - the Endacott Society but does its best to put obstacles in its way. In word and deed KU seems to regard retirees as a burden to be endured and if possible 'milked' for donations.
- KU made so many changes in the 50+ years I worked there, but I was fortunate enough to have great positions and great people to work for over all the years I was there. Thanks for the great experience and the opportunity to work for a great University!
- KU is top heavy in administration. One thing I learned while working at KU for 8 years is that half of the administrative positions should be eliminated. KU has turned into a joke of an institution since I graduated from there. Most of the administrators are worthless and just make busy work for themselves and everyone else.
- KU is radiating a message that sports and particularly football are the key piece in the university's image and financial prospects, replete with assertions that winning sports programs are important for student recruiting, while the preponderance of independent research on the topic shows they're not, or are at best transitory. It will turn into a self-confirming prophecy, the longer the university insists that it's true. That isn't good for the core mission of the university. Most of the dollars being poured into sports facilities has no academic benefit.
- KU has recently closed its pool to faculty and retired faculty. This was a major disservice to many faculty that swam every noon. I can't overstate what a blow this was to those of us for whom swimming was our main form of exercise.
- KU does have a retiree's organization, but it is not well known. It has about 400 members, a host of activities, a website, and a newsletter. It doesn't have university support. It was formed through the kindness of an alumnus who was extraordinarily loyal to and supportive of his alma mater and seemed to be interested in his former teachers at KU. He proposed a stand alone center to serve retirees but 45 years ago, the Endowment, Alumni and the administration were planning to build a new building to house alumni. The loyal alumnus was encouraged by the alumni, endowment and administrative leaders to use his funds to start a campaign to build the alumni center. They proposed combining functions of a home for alumni offices with a home for services for retirees. He accepted the combined building plan with some reservations and many, many suggestions. By the time the construction was completed, the

alumnus had expressed his disappointment, eventually disgust, with changes in his vision for services for retirees. His greatest disappointment may have been that he had envisioned financing the operation of retiree services through the use of appeals to alumni to honor former teachers with donations to a fund that would support and maintain retiree services. In 40 years time, the fund-raising appeal concept to support retirees' services is controlled by the alumni and Endowment officials. The base to fund the retiree services has shifted away from former students to the retirees exclusively. The renovated alumni center is no longer a base of operation for the retirees. The funds supporting the retirees' annual budget most likely will not support renting space to meet either on campus or off campus. Even if the budget would allow renting space in the alumni center, the alumni association cannot afford to give retirees exclusive use of space once part of the building design. A core group retirees' group, at best a fourth of nearly 400 retired faculty and staff and their spouses plus a few retirees from other universities, seem willing to continue the organization by begging off-campus locations for its activities, maybe eliminating activities. If any group has experience with change, I would venture it is those who have reached retirement age. They are making the best of 21st century demands on the university with little to no support from the university, from the alumni association or from Endowment. The social connection of the retiree's group is its strength and for some life encouraging. Why is there no encouragement from within the administration and among the alumni to see it continue?

- KU benefits for retirees are minimal. Throughout my years here KU was always GOING TO HAVE a faculty/retired faculty club/dining hall/facility of some sort. That never happened; so far as I know it's not going to happen now. If it weren't for the Endacott Society, retirees would be completely out in the cold. Throughout my working years KU contributions to my retirement were minimal compared to those at comparable universities I know of.
- keep resources for conducting research
- Just that I very much appreciate and value my time at KU!
- Just thank you.
- It's always difficult to know what questions are related to individual campuses. Wichita frequently seems to be asked about activities is KC as though we're readily available there. Without question, the campus have significant differences.
- It's nice to receive information from KU even though so much has changed. Department structures have changed but the campus feels like home.
- It's been over a decade. I remained involved in the first few years but have moved on in interests. I retain my email and have stayed on the school's email list to stay informed. I appreciate the occasional reach out to retirees. It is fine at its current level for my needs. Thanks for offering the survey input.
- It would have been nice if the free MS Office 365 license continued; I used it for my writings that still noted my KU-affiliation in the bylines.
- It would have been a great gesture for the department to have allowed me to keep my office or for comparable space to have been provided. To be stuck in a shared office, with nonworking computer equipment, was rather insulting.
- It would be nice to receive School/Department reports, memos, etc. because they contain interesting information about present and future programs, faculty honors, retirements, etc.
- It would be nice to know what benefits I can still receive from KU. Things like can I get discount tickets to Lied Center or sporting events. Can I use the rec center or health center; things like that.
- It would be nice to go on campus and visit the people that I worked closely with. But all of them work from home. There is a lot to see on campus, student art, Natural History Museum, Allen Field House, Art Museum, libraries, and workout equipment in Robinson. But it costs to park on campus.
- It would be nice if retirees received some type of preference or discount to university events
- It would be good for KU to continue offering some benefits, such as access to some computer software to retirees and to make more effort to include retirees in departmental educational and social activities. More attention should also be given to what people contribute while they are there. Even among those of us that brought in millions of dollars and established new programs, the attitude tended to be "but

what did you do for us today” When I talk with other retirees, there tends to be dissatisfaction with the time they were there, as well as the attitude after they retired.

- It seems to me that given the information you are asking for on this survey, anyone with any sense could identify me. That's why I have evaded some of the answers. If you really want anonymous, eliminate identifying questions.
- It seems that the Alumni Association is trying to push the Endacott Society out of the use of its building now that it seems to have become primarily the Welcome Center. KU still lacks the faculty club that was alluded to when money for the Alumni Center was being raised. More effort on building social connections among faculty and staff during employment would help build the support networks that help in retirement,
- It seems like all KU-branded apparel is either a KU logo or a logo plus a sports-theme. How about developing some KU apparel with a theme exhibiting pride in having worked and retired from KU? Maybe gift a "proudly retired" cap at retirement and make a sweatshirt (etc.) available for purchase at the KU bookstore. I'd buy one.
- It just makes me so sad that KU keep adding to the already over-staffed administration when my old department struggles to cover basic requirements. I believe KU has forgotten the importance of the undergraduate program or at least my old department has.
- It concerns me that the Endacott Society is having problems regaining the space it had in the alumni center. Presently, our a little drama group, which is one of several groups in the Endacott society, is having to meet in a local senior residence facility. I do not understand why the Endacott society is being charged rent.
- Initial survey page with only yes/no responses did not allow for any nuances. I receive some computer support through my department and the help center as I continue to dabble in research. However, there are some significant barriers to retiree access that I would be happy to discuss with relevant parties. I follow KU sports and would like to attend events occasionally. However, ticket prices are exorbitant. Perhaps an emeritus discount for some less crucial games?
- In addition to teaching medical students., I think the emeritus faculty who performed investigator-initiated research should help form a core within the medical school faculty to mentor and encourage young faculty with research. I found the resources available for research to be not only lacking, but sometimes inhibiting.
- If I still lived in Lawrence, I would be more involved. I moved to be near my only child and her family.
- If I still lived in Lawrence my answers would be different regarding social gatherings, etc.  
With my KU email address, I still receive all notices, so many I can't deal with them all. It would be nice to have something just for retirees, but that may be asking a lot. My main contact with the J School is through our excellent endowment rep. I left a scholarship for the school, and she seems to be the only one who keeps me up on the recipient.
- I'm retired and I have a handicap placard and wish I could get on campus more easily. I would probably be more involved if it was possible to get somewhere without having to park so far away or to beg at one of the booths to get on campus.
- I'm interested in lifelong learning. I am vaguely aware that I can audit classes but haven't looked into how to do that. I travel and am interested in learning some of the language for the countries that I visit. One of the things I do to support the Master Gardeners organization is manage their website. I remember that there were classes on Wordpress (and other software) online through a contract with KU, but it looks like I can't access them now that I am retired. Being a retired IT geek, I'm always interested in learning more about new software.
- I'm at KU all the time because I live very nearby. On my walking and motorcycle route.
- I'll add that I'm not supportive of the proposed commercial expansion on West Campus or of the proposed new "campus gateway" near the stadium. Along with certain other developments, they continue what I consider the corporatization of the university and the preoccupation with marketing and



the "big" sports. Despite those and other criticisms, I continue to be a loyal Jayhawk, and indeed have a forty-year history as a "Jayhawk Faithful" KU donor.

- I'd like to complement the departments I worked with in Kansas City. I worked with HR, in particular, Rhonda Bailey, to have my employment transferred from Wichita to Kansas City. This occurred within a couple days. Rhonda took care of everything and helped me get started in Kansas City. She even picked me up at my hotel the first day and brought me to the Graduate Medical Education office. Working with Rhonda was a different experience than working with the HR department in Wichita. I also worked with Imelda Osborn on my retirement accounts and my vacation and sick leave buy outs. Again, Imelda was much more helpful than the benefits person in Wichita. But the best of all was the wonderful people I worked with in the Graduate Medical Education Office. Dr. Greg Unruh, Andrea McMillin, Ashley Sims, Elaina Smith and Genny Gochenour made my time at KU unforgettable!
- I'd go to more sporting events but the "canned" music is too much and too loud. I can't hold a conversation during time outs. The KU Band has to compete for time. Also, why did we lose access to the swimming pools at Robinson? Thanks!
- I, like many retirees, no longer live in Lawrence. But KU remains my institutional home. Events that are accessible online are great for people like me, but it seems like gradually they are becoming fewer. It's wonderful that the KU libraries' electronic holdings are available to retirees--I use them frequently when continuing with my scholarly work. For items available only on paper, I have arranged with a graduate student to scan them for me (for pay).
- I would visit the campus more often if parking was not so difficult.
- I would visit KU more often if the parking permits were not so expensive.
- I would never have retired if the favorite parts of my job weren't taken away from my position. I was asked to add other duties I still feel I am not qualified to do and I never wanted to do. Once I started phased retirement, I felt I was not part of the department. Hired a lot of young faculty, one of which actually called me a dinosaur because I didn't want to rush into their suggestions for "improvements" in procedures.
- I would love to be included in KU IT activities like get togethers. I miss my friends. I would love to be able to attend the monthly IT all staff meetings so that I still have a sense of what is going on.
- I would love a part time administrative position!!! There are so many great departments and people.
- I would like to swim. I was swimming for the last 40 years. I wished that KU would open up the pools at Robinson for faculty, staff, and retirees. I was mad when KU closed the pools. I have been swimming at Robinson since I start working for KU in 1979. I trained for triathlons there. I know there is a lot of faculties and staff like to swim there.
- I would like to receive a calendar of events from the School of Music as a person who retired from there. They do send a pass to School of Music events that is very nice. But I often don't know when those events are. A calendar would be helpful.
- I would like to participate in any effort to reduce the cost of tuition. KU is no longer a public school.
- I would have liked to donate a software license that I purchased for a single project. The license cost \$10,000 and would have been a perpetual license- a one time payment. I thought it might work to have the program installed on the Virtual Lab. The IT people were so overloaded it never got done and there were other obstacles as well. Perhaps a liaison between private individuals and the university would be beneficial. My experience with KU Endowment was that they were not able to facilitate this kind of contribution.
- I would be so willing to help with mailings, lists, etc. for retirees if I lived in Lawrence, and if I do eventually move back, I will be sure and check in. I love doing that kind of stuff.
- I would be more involved but am not a sports person and am astounded at the money being spent on Athletics and not on academics. Student grade averages are plummeting because little is asked of them. Academic learning only comes when students put in the time and effort to get what they need. I taught Orientation classes at one point, and students got so much more help, advice, and encouragement to go to faculty office hours than they do now. Faculty and staff are being let go and not replaced, and dept

requirements and important courses have been decimated. KU is not the only school watering down its admission standards, courses, and hiring adjuncts. But that is not an excuse for a school that used to pride itself on its academic excellence. Most retirees I know have stopped giving to KU because it is no longer the educational institution they loved and were proud of. We walk on campus often for exercise, but I have no feelings when I walk past the buildings where I used to have meetings, an office, had colleagues, and taught some classes. It makes me sad.

- I would be happy to receive notices concerning activities and events that I might be interested in. I seldom receive emails about university events, though I do enjoy reading the daily news email sent out by the KU public relations people. I would think it would be possible to send out a questionnaire that would let us identify what kinds of announcements we would like to receive, from what departments/units and in what format we would prefer to receive them, which would hopefully reduce unnecessary contacts but target those that ARE sent. For example, I don't want to receive the paper invitations I receive from the libraries for their events (which would save paper and postage), but I WOULD enjoy receiving directly addressed (i.e. to all Libraries' retirees) emails about library events. I probably am not describing all this very well, but I would be willing to have a more in-depth discussion with someone about all the topics addressed in this survey, if that would be helpful.
- I worry that all the fundraising efforts seem to be in support of athletics when education is the primary purpose of the institution. I'd like to read more about excellent departments, teachers, students and special public service programs such as Audio-Reader. Those are my priorities and where I would direct any contributions.
- I wish this questionnaire had separate responses for the retiree's "unit" and the "University" as I would have answered questions differently. A small thing, but something easy to correct. I got a nice card from the Chancellor thanking me for my many years of service. It would have meant a whole lot more had the card actually been signed. I suggest that the Chancellor sign these in the future.
- I wish there were more than "Agree" "Disagree in some of the earlier questions; I have more nuanced responses. Also the questions did not cater to those with joint appointments. I was in two departments, and my experiences were different. Thank you for doing this.
- I wish I still felt like the primary missions of KU were teaching and research. I wish that STEAM was the mantra (Science, Technology, Engineering, ARTS, Math). I have no faith that creative and or liberal arts endeavors have any place at the table. Sad. There is no real sense that the histories of the institution are even known or acknowledged. Every administrative turnover (and there are way too many) start from scratch. I had a great experience as a member of the faculty from my 1st year (1978) through about 2000-ish. Then it got worse and worse (mind you I was not dead wood) just wasted enormous amounts of time doing service because I had some institutional memory...but it was all for naught. Wasted time. The institution (as have most) has gone from a shared sense of mission to a big business corporate model complete with corruption, disfunction and low morale. I feel sorry for the few younger colleagues still teaching that I care about. Not a very positive statement but my honest response.
- I wish Doug Girod a resounding vote of no confidence from the KSBOR. He is completely disinterested in KU as a primarily undergraduate institution. Arrogance and incompetence. Toxic.
- I will not donate or contribute anything to KU due to Girod's lack of leadership as chancellor. I have absolutely no faith in him. He is there simply to further the KU hospital's agenda and is not interested in the university. He has had limited leadership experience (never even was a dean) and it shows. All he is interested in is getting KU Hospital into KU and into the Lawrence market, e.g., Watkins Health Center and Kansas Athletics. He should be working for KU, not the hospital. The hospital's mission is to serve the people of the state of Kansas, not to serve Bob Page's agenda. KU due to Girod has been removed from my estate planning and my will.
- I was very happy to leave when I did. The university is being lead in a bad direction. Decisions being made without fully understanding or caring about the end results. Too much concern over diversity, etc. the university is more diverse than the state of Kansas. Worry about hiring the best instructors, not about hitting quotas. Leave the units and their funding alone. Funds keep being stolen from units that

are producing. Figure out a way to get rid of bad faculty. You are cheating the students. Tenure and promotion is a joke, do you deny anyone. Check actual research, I doubt half of them really do any. Make faculty and staff come back to work on campus. Students need to see people. I have said enough.

- I was on the voluntary Surgery faculty and Dr Alex Ammar extended an invitation to be involved in surgical education upon my retirement, which I gladly accepted. All heads of departments at KU should follow this example. I have had a number of retiree friends complain to me that they made an effort to be involved in teaching at KU Med, but no follow up occurred. As a result some of these retirees have gone to the Wichita D.O. school and have been pleased with their positions. Obviously KU has missed an opportunity. I would recommend that KU Med get a list of retirees from the Medical Society of Sedgwick County (Denise Phillips) at periodic intervals to recruit these physicians many of whom still want to be involved in the educative process. Some of these physicians could form a core group under KU guidance to shepherd this process along.
- I was never given the opportunity to continue use of my KU email address. Maybe it's because it was a KUMC address. My friend still uses her ku email address and I think that is a nice benefit!
- I was asked to serve on a retiree's committee immediately following my retirement. The ideas that were brought up as to things the University could do for retirees were always shot down. They didn't seem to be big asks and I found the meetings a complete waste of time. I'm sorry I can't be more positive.
- I was an expert in my field. Within the last 10 years I had twice been asked to be a panel member at a conference (had to decline, there were no travel funds). The new job description was different enough to pass HR, but KU lost my vast institutional knowledge. I was not offered a pay cut, nor the option of a part-time position. I love KU, it was just a bitter end. Rock Chalk, Jayhawk
- I was a regular contributor to the Chancellor's club; after retirement and the way I was treated; I sadly, feel no sense of pride or commitment to the University I loved and worked so hard for these 30 years.
- I was a Jayhawk as a little girl, now an alum AND retiree. But still feel mostly forgotten.
- I was a Covid retiree, so my experience occurred in that context. It was, for a while, a real break with the university.
- I wanted to find my own experiences after KU, and retirement seminars would probably not have pointed me where I am now (although they may work well for those who do not know what to do with retirement). I followed my interests in history etc. and have made myself a very busy, active, and extremely rewarding life. At this time, I value KU for--use of library resources for research, my email address, help when I have computer/email issues.
- I want nothing from KU but am glad to finally be given the opportunity to share my thoughts. I believe many institutions have exit interviews or questionnaires when someone leaves. Better late than never.
- I very much treasure my years with the university. I wish I were more involved today. Most of that is on me. I need to make more of an effort. Some of my disconnect is a result of Covid, but that's a pretty lame excuse now.
- I value very much that as a retired faculty member I have access to the University's library system, email system, and IT help desk and consulting. I feel very fortunate that KU provides those basic resources that remain very helpful and productive for me. Money could not buy those resources, so it is only as a KU retiree that I have access to them. Thank you for that.
- I value the Emeritus Faculty program. Access to library resources has been especially useful. Faculty members considering retirement probably are aware of this program but it might be part of a conversation with the department chair.
- I use my KU email daily and all my contacts know this is the way to reach me. I thank KU for grandfathering earlier retirees to continuing access through KU email, and I hope this will continue as I worked many years for KU.
- I truly loved working for KU and only wish the circumstances involving my retirement had been different and I could have continued to work. Thank You!!

- I truly believe my tenure at KUSM was appreciated, and I truly loved working for the medical school, especially with the students. In some respects, I was ready to retire, but in others I wish I'd stayed longer as Dean. Perhaps a brief sabbatical would have helped. Anyway, I am slowly adjusting to life away from KU.
- I truly appreciated and enjoyed my time at KU, specifically as a member of the SOEHS. When I recognized the talent and enthusiasm of potential new faculty at recent conferences, I decided that it was my time to step aside and let the next generation of scholars begin their academic careers.
- I truly appreciate that assistance is still available from the IT department. They've been excellent to work with when I've had issues accessing my @ku.edu mail from new phones. Being excluded from updated program access (i.e., Adobe, Microsoft) has made it hard to continue interactions with and provide "how to" assistance to former colleagues.
- I treasure many memories and connections from my decades at KU/State of Kansas. I wish my last several weeks hadn't been such a negative, emotional experience.
- I thoroughly enjoyed my years working at KUMC. Thank for the opportunity.
- I think there should be some recognition for 34+ years of service. The department didn't say or do anything (not even an email). I've seen notices in the weekly email "news" for other employees that were given receptions. My work in research labs brought in several million dollar's worth of grants to KUMed. I also think I should have been able to keep my kumc.edu email address but it disappeared at midnight 12/31/22. I guess dedication and service don't matter to KU.
- I think the university should have put more time into realizing what effect the retirement will have on the department. A little forward thinking would help with setbacks the department WILL experience, for maybe a very long time.
- I think that the value of teaching is underappreciated and the value of publication places too much emphasis on quantity, even to the point of writing without much concern for anything except bulk of production.
- I think that I have not been as involved with KU as I expected to be because of COVID. I am still hesitant to expose myself to large group events at this point. I also disagree with several administrative decisions such as the devaluation of the Humanities and Social Sciences.
- I think retirees just have to do activities @ their own pace but appreciate being able to have a chance to make comments. I like that the KU Mini Course is available for folks & that Osher Institute classes are offered in other locations than Lawrence so out of town retirees can maybe participate.
- I think KU should refrain from commercial development on West Campus or main campus.
- I think it should be known that the University has a long history of really using people to the point where they are exhausted and suffer a type of PTSD upon retirement. During my tenure at KU, I saw many inadequacies and inequalities among the various units. Many times I was told there wasn't a budget for staffing yet other new positions were formed or money was spent to give others increases and my staff suffered with low pay. I don't wanna sound like I didn't enjoy my time at KU because I did, but I think I like him be done to improve the overall mental health of stuff
- I still maintain contact with former KU colleagues and friends and I feel fortunate that I can use the libraries for my personal research.
- I skipped a lot of answers, and even a couple I did answer weren't entirely accurate, particularly when only yes or no answers were required.
- I retired from KU in 2007 at the age of 55 as a full professor and former department chair. Because I accepted employment in another country, I was not eligible for emeritus status - even though I continued to serve as the advisor of PhD students and as a PI on an NSF grant. I remain connected to KU as an adjunct professor, through collaborative projects with KU faculty and by listing my KU affiliation on scholarly articles. KU could greatly improve my attitude to the university by affording me emeritus status, a practice that many peer institutions do for faculty who retire and accept other employment.
- I retired during Covid, which threw everything out of whack; I know that. I appreciated the initiative and warmth of my colleagues goodbye comments and wishes, as well as those of greater KU itself (a watch!).

But, my department itself (AEC) was rather cold and indifferent. It's what I would have expected, but I don't think I, or any retiree, ought to expect that.

- I remain connected to KU and former KU colleagues in a variety of ways. I remain engaged with KU Alumni Association (lifetime member) and KU Endowment (I endowed a fund). As time permits, I will seek additional ways to remain connected. As a former central administrator, and retiree, and KU alumnus, I find a variety of ways to remain connected. This survey is a great tool and I hope you are able to get a good response rate.
- I remain committed to the University and the community. Though most of my engagement these days is related to KU athletics, it would be nice to have a monthly calendar of upcoming events (athletic, cultural, educational, technical) that are available to retirees. It wouldn't hurt to have a retiree discount available at the KU Bookstore (there may be, though the difficulties in parking have kept me away for a while).
- I regret that changes at the KU Alumni Association with the opening of the new Welcome Center did not consider the needs & expectations of the Endacott Society. It's really a shame that this important & very active group no longer has free access to rooms for meetings and activities. As far as I can tell, they were not adequately & appropriately communicated with as the facilities were planned.
- I regret making financial gifts to KU as KU has turned its back on those areas that were once priorities.
- I really, really appreciate the break on the parking fee for parking on campus. Thank you!
- I miss my job and wish I still worked there
- I maintain active interest and lines of communication with the Division of Herpetology at the Biodiversity Institute—specifically with Rafe Brown and Rich Glor. Both were incredibly helpful when I retired, and Bill Duellman and I moved to New Hampshire. My husband (now deceased) and I donated our libraries to the University and established endowment accounts for the benefit of the graduate students and post-docs in the Herp Division. I am grateful for the continued support of KU in providing me with access to computer software that I can use for my editorial tasks and research interests (e.g., Adobe Creative Cloud and Microsoft Office).
- I loved working at KU! Sometimes I still wish I were there! I loved the environment, campus, and just my overall experience with KU was great!
- I loved my time at KU.
- I loved every minute of my studying and teaching experience at KU. I hope you aren't offended that I'm not more engaged now - I live out in the country and don't have any connection to KU, but that doesn't mean I don't love you!
- I love that the parking policy for retirees and I deeply appreciate being able to get IT help. It was fantastic to be able to keep my office for the first year of retirement, but I know that was fortuitous. I hope to be able to at least have a desk in some shared office space this coming year.
- I love my university. I am proud of my work and the student outcomes in our graduate program. I support many of the new initiatives to keep the university financially solvent while maintaining excellence.
- I love KU--always have and always will! It was a fabulous place to work with wonderful opportunities, experiences, and relationships. I appreciate your work and dedication in designing and sending out this survey and compiling the results. I also appreciate Chancellor Girod's support in addressing issues and concerns of retirees. I hope more support can be given to retirees who gave their professional lives to KU.
- I look forward to see what your results are. Our field (in my case, second language acquisition) is being diminished by the forces of sadness and darkness and ignorance across the country), and we need to sustain one another. As an athletic 79 year old playing tennis 3-5 times a week and very much "woke," I want my field and higher ed know that our time after retirement can be helpful to others.

- I look at the KU Today I receive and sometimes read articles. I enjoy seeing this. I wish there was not such an emphasis on football. Basketball, yes, given how good they are! Academics can use much more funding.
- I live in Lawrence and think you should have built alumni housing between downtown and the campus to keep closer ties with your alumni. It would have benefited KU and the city of Lawrence. Many other universities have done this!
- I let former colleagues know of my interest to serve and then stepped back to avoid being a nuisance. The Dean under whom I retired is now gone. He told me I was valued. The retirement farewell was for 7 of us with a cheese tray and a glass of wine. I invited some people and it was an embarrassment. The interim Dean sent a letter recently regarding the scholarship in my name accompanied by a letter from the student who received it. I have made plans to get together with her. All is not lost.
- I left some responses blank because I could agree at the University level but could not at the department level. Part of the reason I retired when I did was that I was not being treated well by my department. There was always envy from other faculty of the attention I got for my work, and several faculty members made my life miserable--I reported this to the dean's office with some specific examples when I retired. I was never given the merit pay that I deserved. For example, I received a major grant one year, international recognition for my research, and a NYT article, and I received below average merit. When I questioned it, I was told that they needed to give the merit money to younger faculty to retain them. No one thought I would ever leave because they know I bleed red and blue. When I did retire, no one originally planned a retirement event for me until some of my colleagues went to the chair and noted that they needed to. The department did not invite my graduate students to the event and I didn't so much as receive a card after 24 years of service. After I retired I took another position and therefore was not eligible for emeritus status. There are always exceptions, and my department did not ask for one. I wanted my name to continue to be attached to KU because I hold two degrees from KU and gave 24 years to the university and I had hoped that the department did as well. When I retired from Saint Louis University, I was 2 months shy of meeting the 5-year requirement for emeritus status, but faculty in several departments requested an exception and it was granted because they wanted my name associated with them. In retirement I continue to publish, I founded a new professional association, I have been on programs sponsored by the National Archives Foundation and the White House Historical Association. I have had two Fulbrights, was inducted into an association's Hall of Fame, have lectured internationally, worked for NGOs internationally, and have been invited to other universities to speak. No one in my department has ever asked me to guest lecture or serve on a dissertation committee but I have served on committees at SLU and internationally. The Dole Institute of Politics frequently involves me in their activities including my recent organization of their Presidential Lecture Series, the Honors Program had me teach for several semesters and I serve on their advisory board as well as on the Emily Taylor advisory board, and the athletic department continues to include me in mentoring activities. The Graduate office occasionally has invited me to meet the winners of the graduate teaching award I endowed, and the School of Education and Human Sciences includes me in their donor activities as does the KU Debate program. I love KU and will continue to support it as I have since I originally received my bachelor's degree in 1972. However, the treatment by my department is something which continues to be hurtful 12 years after I retired. Although I do not have emeritus status, I always list in my bio that I am a professor emerita at SLU and a retired faculty member at KU where I served for 24 years. It would be nice, however, for them to identify my accomplishments on their Facebook page or acknowledge my contributions and accomplishments. I could have stopped giving to anything at KU, but the university is larger than a few people or even a department, and I appreciate all that KU has done for me from my undergraduate and master's education, professional contacts, support for my work as a faculty member and administrator, and an opportunity to work with amazing students, many of whom I remain in contact. I also appreciate the opportunity to complete this survey and vent.
- I keep up with retirees in my department via email.

- I haven't kept close touch with many of my colleagues. It is not out of the bitterness. Nor have I paid attention to the comings and goings in my old department. Again, it's not that I don't care. But I have moved on. I've been doing volunteer work and writing books. I don't think it would be healthy for me to wallow in the past. However, I am very proud of my long career at KU and still try to contribute really in ways I can.
- I have the feeling that the University treats younger faculty more generously than they did in my cohort. We had no paid time off for maternity/paternity, no time off for deaths in the family or sickness. Research standards were more demanding in the "old days" (when we walked up hill to school, both ways). There was never any mention of "work-life balance" during the three decades I worked there. That seems different now and it is probably wise.
- I have remained involved at KU in retirement far more than I'd planned, since I'm not a KU alumnus and two thirds of my career was spent elsewhere. But I still live in Lawrence and KU is obviously the city's most important institution. I have sought out and found many opportunities on campus for active volunteer service, volunteer leadership in Friends groups, presenting for KU Osher, giving to KU Endowment, continuing as a member of KU Alumni, auditing classes, and other activities (e.g., attendance at events of all kinds). I'd encourage other retirees to do the same. What I've not done is hover around my former department or express unwanted opinions about the administration of the university! Because I do come to campus fairly often, I greatly value the special retiree rate for a parking permit. I also received free KU business cards (to my surprise), which I use frequently. I would encourage KU to do more to promote the Endacott Society as a positive outlet for retiree engagement with the university. It could provide more useful service to KU, I think, if someone made an effort to enlist its participation and increase its membership. I'm a member, and it sometimes feels as though Endacott is an orphan. In general, I look back on my years at KU with great appreciation and very few regrets.
- I have received more communication via Chancellor's office than from my department. Having worked for the School of Business for 40 years I feel unappreciated.
- I have nothing more to add. Thank you for the survey. This seems like a good idea to get feedback from many retirees.
- I have no complaints. The impersonality I perceive is simply a by-product of being part of a large institution.
- I have initiated an endowment commitment for KUAE student scholarship. This comes out of the love that I have for KU.
- I have given about 29 oral history interviews as a member of the Endacott Society. I found that some KU departments had webpages for emeritus faculty, and others had no information. With budget cuts, some departments and the School of Music have no staff for webpages. Trying to find out about Music events is not easy, unless it is a Lied Center event. Trying to find out a retiree's career sometimes is easy, but it depends on the department. Covid caused a pause in Endacott events, and then several years of construction and remodeling of the Adams Alumni Center meant meeting off campus in temporary venues. Oral History and lecture events are slowly returning.
- I have fond memories of my work at KU.
- I have enjoyed continuing professional work at KU - working jointly with other KU staff on scientific research projects, publishing papers, and giving presentations on Kansas water resources that I have offered to give to or been requested to give by scientific and engineering associations, state and local agencies, and non-profit organizations. I also provide service to organizations, agencies, and the public in answering water resource related questions based on my experience. The work is providing the state, nation, and world useful information and approaches for assessing water resources, enhances the practical application of research at the university for the state, and, as such, is a fulfilling activity for me. The university supports me with the continuing activities. The work is a voluntary activity for which I receive no pay.
- I have been very happy with the Endacott club but we have been squeezed out of the alumni center to the point of having to meet at the downtown library. We can't afford to meet at the union or alumni

center. This makes my connections to KU feel more tenuous and I am going to be much less likely to contribute to the endowment as I have in the past. I feel we retirees are not valued. I still like my department but have not felt valued from the administration.

- I have been gone less than one year. All my thoughts on working at KU were covered at that time. As an official retiree, I really have low expectations of what the University will do for me. Please let me keep my KU email address going forward as that is important to me. I fully expect that eventually, someone of relatively high rank will suggest that all non student/employee email be closed for "security" purposes. Reading the KU Today and other various messages does keep me connected to what is going on at KU.
- I have been contacted many times by KU personnel as a historical, technical and compliance resource in my fields. I enjoy being helpful for continuity of what I left behind. I can be contacted anytime. KU-FM Retired
- I have avoided campus since the start of Covid 19 which is the reason I have not been on campus since. I avoid unnecessary large people groups.
- I had a great 38 years at KU. No regrets, no issues.
- I had a great 30 year run at KUMC. I'm grateful for the time I spent there. It was a good career. I walked into retirement with my head up. Primarily, I've been out of touch because I've been busy in other areas of my life.
- I greatly enjoyed my affiliation with the university staff and colleagues. I'm proud of the long association and work that we completed. Thanks to John Poggio and the RRBC for asking.
- I greatly appreciate having my email account and hope that continues because I can stay up to date on things at KU. This is the first time that KU has reached out to retirees as far as I know and that is a shame. Retirees have a vast knowledge of the university and how things operate, and you haven't taken advantage of that. For example, I believe a terrible wrong was committed in the organizational restructuring of Watkins Health Services. I believe it was in direct opposition to the intent if not the letter of Mrs. Watkins estate / will / trust. But no one reached out to me or any other retired leader from WHS. What a confusing mess and for what? Also, the current leadership has never reached out to any of us retired leaders for any input or even just history of decisions that had been made by us and others in the past. Again, a waste of a good resource.
- I greatly appreciate continued access to the library collections, both digital and physical. I appreciate the free KU Theater tickets, but am disappointed that Lied Center ticket support was ended for retirees. I am grateful for the relatively cheap campus parking permit -- it makes it possible to use the libraries and to attend events on campus despite being limited in how far I can comfortably walk. I am disappointed in how much money is being given to athletics, especially to men's football. The dollar amounts projected for stadium renovation and development north of the stadium are disturbing. Thanks for asking.
- I FOUND KU A LAND OF OPPORTUNITIES FROM THE DAY I ARRIVED IN 1967. SUPPORT FOR COMPUTER RELATED ISSUES IS CHERISHED.
- I felt like little more than a tool to be used while working for the department of surgery. I was there for nearly 30 years mostly as a hospital employee then as a KU employee for the last year and a half when my position was transitioned to KU. I worked in a hostile office setting for the last decade there. I want nothing to do with KU or that department.
- I especially appreciate continued use of KU email, Library resources, and especially all points access to certain international digital databases for Chinese studies supported by the East Asian Library.
- I enjoyed working at KU so much and made many life time friends.
- I enjoyed teaching and research at KU but have continually been disappointed by KU administrations' lack of support. Salaries were minimal and, upon retiring, I discovered that my yearly salary, as a professor who taught large classes, took on extra duties, build a shared service laboratory, had only slightly increased over the inflation rate. Faculty colleagues that became administrators, however, did have major increases. For donating funds to KU, I've seen most fund-raising go to Endowment, who seems to support athletics more than academic endeavors. While I can donate funds to my Department, I've chosen to support my undergraduate institution at another state simply because I think they need



and will use the funds to support student research more than my Department or, certainly, Endowment will do.

- I enjoyed my years at KU. No regrets.
- I enjoyed my years at KU.
- I enjoyed my tenure at KU and would like to keep in touch in some meaningful way. I still work part time for the department which affords me some regular contact with my colleagues for which I am grateful.
- I don't need greater engagement with the university. I had a very rewarding career and a wonderful sendoff. I am very content in retirement, with opportunities to do those things I never had time to do while working.
- I don't know what to suggest because I've never retired before, but I think input by those affected or soon to be affected would be the most important as most disciplines has its own areas of interest/concern.
- I do appreciate that I have been able to continue to participate in the educational opportunities offered by KU as a part of the visitor scholar program, wherein individuals 60+ with the approval of the instructor can sit in on classes if there is room. I have participated in many of these classes and am currently doing so. I also appreciate the availability of the science library and take advantage of it at least twice weekly. Not everyone lives in a community that has a major university. I also appreciate that some of my grandchildren can take advantage of the University for their education.
- I did not answer some of the questions b/c none of the choice were appropriate. For example, the preferred answer to a yes/no question may be "sometimes", "at some level but not others", "it depends on the specifics", etc. This is a very common problem with KU surveys and questionnaires, which sometimes do not allow one to continue without responding to every question, and sometimes allow you to continue but do not allow you to submit an incomplete survey when you think you are finished. The latter is infuriating, and such surveys should be prohibited by University guidelines. Hopefully I will be able to submit this one!
- I deeply appreciate access to the library and KU IT. The KU IT staff have been terrific to me, as a retiree.
- I currently care for elderly parent. May be more involved later in Kansas City when no longer caring for parent. Thank you.
- I continue to attend KU as a student and appreciate the opportunity to do so. I also appreciate retiree parking benefits.
- I cannot stress enough how important the Spencer Museum of Art is in the way it challenges students, faculty, and staff. Under the guidance of Saralyn Reece Hardy, this institution continues to evolve in ways that many can only envy. Preconceptions about art (creative endeavors) are difficult and so the idea that the very core of university activity (research, innovation) is rooted in art is often unrecognized. It was my privilege to be part of this environment for 21 years. It continues to inform my art and my views on possibility in this new phase of life.
- I came to KU as a 50 yo PhD student in 2002. I was so excited to be there. I left my work there feeling less excited. Now, four years after retiring, I'm beginning to feel less sad about my retirement. I could have been very productive, academically. On the upside, I stay in touch with my former staff and friends from KU and have acquired woodworking and epoxy skills and developed a business with my husband. For sure I won't go back into my life of academics other than tutoring at a local school, not a bad thing. We loved Lawrence, a special place, and I am so proud of being a Jayhawk. Good luck with your survey.
- I benefitted greatly from my time at KU. Were I more close geographically, I would likely participate more in departmental events; but, for now, I remain in contact with friends and colleagues and look forward to learning of the continued success of my former department.
- I appreciate the opportunity to stay active with colleagues and have access to the campus for meetings and other events. I DO feel valued by my colleagues and honestly, compared to Children's Mercy Hospital... mmmm.... KUMED has been and continues to be fabulous! Love you all!!
- I appreciate the connections that KU has maintained with me and I value the efforts made to compose this survey - good work! I look forward to learning results from all the responses. Thank you.

- I appreciate that my School keeps a retired/emeritus section on their website. It makes me still feel valued and I enjoy seeing others who I worked with there. I do wish I would hear from a few of my coworkers, but I guess we were not as close as I thought we were. I truly appreciate our Dean and what she has done for the SSW and hope she stays a long time. I enjoy the KU e-newsletters and Facebook postings. I'm not on Instagram.
- I appreciate my time at KU. I met and worked with the best people. I feel very fortunate.
- I appreciate having worked at KU in Wichita
- I appreciate being able to continue to use my KU email and receive notices from KU about campus events and lectures. I appreciate opportunities for KU retirees to buy parking passes on campus. I volunteer on campus and parking is very helpful. I participate in the Alumni Assn.
- I am very grateful to keep the KU e-mail and library privileges. I appreciate the retiree luncheon. I would like to stay on the graduate faculty indefinitely. Thanks.
- I am so grateful to KU. I follow all the email news, sports etc... I still purchase KU gear. I try to contact alumni for events when traveling. I come to KU to visit friends. I really appreciate the ku.edu email. THANK YOU SO MUCH!
- I am proud to have been part of KU if even for just one year. Thank you
- I am proud of efforts to increase diversity university wide, across students, faculty, and staff.
- I am not in the income range to give much in the way of \$ to KU. I have lived in Lawrence near campus since 1985, though, and still consider the campus to belong to all of us in Lawrence and especially those of us who are KU alumni as well as retirees. Please DO NOT LET the Chancellor's plan for a gateway at 9th and Mississippi to Fambrough ruin the pastoral nature of that part of campus. It is ridiculous to put that density there, and I pray the corporate development elements at KU never encroach on Marvin Grove and the grand sycamore tree near the football practice field.
- I am interested in saving Smith Hall. How can the chancellor be against that?
- I am happy to be free of my former dept. I come to campus to use the library. I greatly appreciate the internet.
- I am grateful for my continuing library privileges and for being able to buy a parking pass. Please work to keep these things for retirees. I think it would be quite lovely if KU offered reduced fees for retirees to cultural activities (plays, concerts, etc) and the Ambler recreation center.
- I am filling out this survey as a retiree, but the fact is I have just recently become an employee once again training firefighters through Kansas Fire & Rescue. I am Part-Time Fire Service Instructor as of January 8th of this year.
- I am concerned subsequent to an issue I have become aware of with respect to consideration of contributions to KUEA. It is essential that endowed contributions to KUEA for scholarships and/or support to any specific purpose, account or unit remain in sanctity and be utilized only for that purpose. Such contributions are not contributed as 'general use' funding support.
- HR should mention the ACA insurance availability for retirees not eligible for Medicare.
- Health problems I now have from my job at KUPD.
- Having moved to Minnesota, I am unable to attend events at KU. I do enjoy all of the information shared from the University, CREEES and International Programs. I really wish I could be in Lawrence tomorrow (March 23) to see The Ladies beat Nebraska in Allen Fieldhouse. My husband and I are having health issues at this time. I hope, in the future, we will be able to do more traveling and spend time in Lawrence.
- Having facilities and services that would be useful to a retired person and would cost KU little to provide. Office space, telephone. Retirees sit on a huge bank of institutional memory that could easily be consulted by administrators who typically are here for only a few years and make decisions without knowing local history and context.
- Greatly appreciate retiree privilege, e.g., the use of KU email, news on KU (KU Today).

- Given the impact of COVID I suspect many pieces of a more formal process were omitted, but there was almost nothing done to mark the end of my career at KU.
- Free basketball tickets? (joke :)
- Endacott Society/KU Retirees organization should be able to access the Alumni Center without charge, since activities enhance the University and its mission.
- Emeritus status should be honored and provide more interaction with existing KU functions.
- Don't lose sight of the valuable resources that are available in the knowledge and experience of the retirees.
- Department should respect and recognize the creative work and research publications of the retirees even if they are retired. These publications bring the name of the Department and University.
- Contact from KU Endowment has been terrific.
- Consider financial possibility of restoring/improving retiree discounts for KU events and parking.
- Building relations like this is a real challenge. The university and individual units do a terrible job of developing relationships at a human level. Virtually all big, traditional organizations have this problem. So, I am not surprised that I feel pretty distant from KU and my unit.
- Benefits for retired faculty: 1. Inclusion in software available to faculty. I continue to be a publishing scholar but must pay for software out of pocket. 2. Eligibility to compete for grant/travel funds when travel or giving papers retired faculty lists KU affiliation. 3. Provide campus event information (beyond athletics) to retired faculty. I get Hall Center info as a contributor, but it is not sent out to all retirees. Similarly, there are other major events not affiliated with the Hall Center that are not publicized to retirees. 4. Have HR send retirees annually updated info on retirement benefits, as some are deleted and if any are added.
- Athletics and top people are overpaid while workers are underpaid and not valued.
- Assistance and consultation in the evolution of health insurance, drug prescription options, Medicare and options resulting from the pandemic.
- As stated before, I feel hurt and dismissed for the lack of recognition for the many years of hard & challenging work in the training, teaching and research in the Office of Mental Health in the School of Social Welfare.
- As I age in the Lawrence community and read the obituaries of KU faculty and staff, I am always struck by the fact that very few suggest donations to KU. That's odd, isn't it? People who gave years of service to KU? This is not a conclusion based on science, but still makes me wonder how and why the university fails to connect with its employees in ways that inspire future gifts to university programs.  
As a retiree, beyond my own continued scholarship, I have very little interface with the university or my school. This is neither good nor bad - it is just surprising.
- Appreciate the continuous use of email and receiving news on KU.
- Apart from pandemic difficulties, KU is meeting my expectations in retirement. The Endacott Society is a good group for activities. I get enough news of campus happenings through my KU e-mail.
- Actually. I want absolutely nothing more from the University of Kansas.... in fact I was insulted when I received a form letter and a watch from the chancellor and I returned it.  
KU is a bad place and it's good to no longer be associated with this institution of higher education and the staff that they continue to hold up as pillars of high regard.
- According to a report several years ago, the Endacott Society of the University of Kansas is apparently one of the finest faculty retirement groups in the nation. Let's keep it so. Members of the Society have much to offer to the University, as they have for several or more decades. The dialogues we conduct in various areas beautifully continue the tradition of academic discourse.
- A very active retiree activity on campus is the Endacott Society which has operated out of the Alumni Association. It appears that they see this retiree group as more of an inconvenient nuisance to their operation than a vital link to the extended KU community. Case in point: their development of a fee

structure for Endacott's use of the newly refurbished space in the center that will probably force this group off campus.

- A few questions were hard to answer because my response doesn't fall within offered options. For example, I retired to Wisconsin, but I return to KU/Lawrence every couple of years (choice was once/year or "hardly ever"). I have remained professionally active--giving periodic talks, publishing, mentoring former students or others in the profession, plus a stint on MLA Executive Council. I have found continuing KU support of these activities (digital library access, email account, tech assistance when I need it) invaluable: I feel this is a mutually beneficial exchange: KU still offers that kind of support (not all universities do) and my institutional affiliation keeps the KU name in front of the professional audiences with which I engage. My former department has been hugely supportive when I'm in town (for example, last year they helped support the organization and activities around a talk I returned to give). I also very much appreciate continuing to receive information about Hall Center activities (several have been virtual since the start of the pandemic) and CLACS; KU Today emails; and periodic emails from Provosts and Chancellor. (I appear not to be on comparable lists from CLAS, my former unit, although I do hear from them now and then). My one wish might be to receive more information about Department sponsored talk (as I do with Hall Center and CLACS), especially when there is a virtual attendance option, but I know how busy everybody is, so this does not at all rise to the level of a complaint. My Wisconsin location limits the ways in which I might help (mentoring soon-to-be-retirees sounds great but I'd have to do it virtually); fund-raising has never been my strength, and much as I love KU, I don't have significant funds to leave them at life's end (if this changes, I will certainly be in touch). But I might be able to help with a newsletter for retirees, especially for the parts that would focus on continuing retiree professional engagement -- something I feel is growing in our culture and is hugely valuable for retirees to remain usefully connected to their identities; I also think many retirees have a lot to offer. I could also see participating (probably virtually) in a one-time seminar or workshop focused on tips for an active retirement.

## **Appendix E:**

### **2023 Interim Mid-Year RRBC Work Group Final Report\***

#### **2008 and 2019 Retiree Survey Response Themes and Recommendations**

The responses of retired faculty and staff to the 2008 and 2019 retirees' surveys included many recurring themes (Appendix A: A Synthesis of Open-Ended Responses across Two Survey Points). Collectively and in the main, the open-ended survey responses reflected the perspective that the University places little value on the career contributions of retirees. For many individual respondents, several of the benefits that existed in prior years are no longer available to retirees, or cost/charges have increased markedly. Consensus is reflected in the response themes across both surveys. These concerns are systemic and repeated between the 2008 (Appendix B) and 2019 (Appendix C) surveys with little to no evidence of an institutional response to them over time. Rather, they reflect evidence that some benefits have even been reduced. The tenor of retiree responses across both surveys reflects a harmony on the need for the University to address how the institution responds to the desires of faculty and staff in their preparation for retirement and during retirement, and how KU is inadequately organized to achieve retiring colleague needs. The KU Benefits Office provides individualized retirement information to employees upon notification of retirement, or upon request, and there is retirement information on the KU web pages, but these sources for information may not be widely known. The institutional response of the University to the retirees' concerns reflects on the culture of the institution, therefore it is important the efforts going forward reflect a culture that values their retirees: out of sight is not out of mind. Below we have identified twelve (12) themes that emerge from the evidence expressed across the hundreds of retiree surveys each followed by recommendations that derive from the themes. The twelve themes have been grouped into two major "timing" areas meriting the reader's attention.

#### ***I. Preparation for Retirement***

- 1. Theme: *KU Practical Matters*.** The need for information on retirement varies in that faculty and staff begin planning at different times and for different reasons. It may occur before or after the time that retirement information sessions are held (now typically once annually). Or the retiree may prefer that their exploration of retirement not be made public.

**Recommendation:** The information included in the University Retirees and Phased/Prospective Retirees Handbook (2020) and an itemized list (especially with deadlines) should include a timeline for the decisions and tasks needing to be completed by faculty and staff in preparation for retirement. The Handbook should be reviewed carefully and edited annually by the University Senate Retirees Rights and Benefits Committee and HRM Benefits, as needed due to changes in the KU, KBOR, or federal provisions. The need and goal are to improve retirement planning. HRM Benefits has offered annual pre-retirement sessions since 2005. To improve this effort, each semester

---

\* The evaluation research reported and distributed in this publication was supported in part by the Kansas University Endowment Association under the leadership of Dale Seuferling and received KU grant award number 1003353 made to Professor John Poggio, EPSY. The content of this report is solely the responsibility of the authors and does not necessarily represent the official views of the University of Kansas or the KUEA.

(Fall, Spring), offer *two* voluntary sessions for (1) Thinking/About to Retire, and (2) Additional Information for retirees' attention. It should be made clear that HRM Benefits provides individualized retirement planning upon request.

2. **Theme: *External Practical Matters*.** Decisions about health insurance, the Social Security process, Medicare, BCBS, etc. represent areas of concern on the part of many faculty and staff before retirement and add to their decision on readiness for retirement.

**Recommendation:** As currently done, but to reinforce as retirees miss announcements, a series of seminars on topics such as health insurance, Medicare, TIAA/CREF mandatory and voluntary investments, 457 plans, and Social Security benefits should be scheduled biannually for those preparing for retirement as a service to all faculty and staff in general. These should/might be attractive to all faculty and staff in addition to those who have decided to retire and those already retired. The KU pre-separation letter should be examined to ensure completeness and accuracy.

3. **Theme: *Town Hall Meetings*.** Issues associated with retirement that are not anticipated yet come as serious concerns or consequences to some retirees.

**Recommendation:** A “town hall” meeting (simultaneously offered face-to-face and online) on retirement and relying on a panel of retirees for discussion as well; with a focus on experiences that may not be anticipated needs; and, to be scheduled and held each semester.

4. **Theme: *Supportive Financial Planning*.** Financial planning was mentioned frequently, i.e., the “...had I known, ...expected, ...been aware...” moment. This is a tough one as financial planning is available to everyone but ordinarily, on a fee basis. But at KU, some retirees indicated they had no “early” thought of or planning for these inevitable eventualities.

**Recommendation:** If there is an association of financial planners or possibly the Lawrence Chamber of Commerce, a relationship needs to be negotiated with such groups to offer an open session on financial planning for retirees. Prior recommendations point to the very real need for such services to alert all faculty and staff to the realities of retirement.

## ***II. During Retirement***

5. **Theme: *Need for IT Support*.** The very real need for and availability of Information Technology (IT) support for retirees is not specified and varies across academic departments and units. Nor is access to software detailed for retirees. Department and research units vary in accommodating the IT needs of retirees, including knowledge about access to and continued use of a KU email account. The times they are a changin(!); books and libraries are no longer the one or primary source for knowledge and work for many faculty and staff; access to IT personnel and support, computer hardware, and software are today always necessary and essential for many.

**Recommendation:** Continue to support and provide access to software and updates routinely for retirees, and provide IT personnel support as needed for faculty and staff after retirement. IT support should be made available to retirees as a courtesy; and, ensure continuing access by retirees to KU email accounts if desired. Provide retirees free/at-cost access to all KU available software (e.g., MS Office, TEAMS, SPSS, OneDrive storage and access, etc.).

6. Theme: *KU Retiree ID Card*. There was concern expressed in several responses that retirees were not aware of how to obtain a KU Retiree card. There may be a lack of public information on the process for obtaining one. This was mentioned many times. Yet many others reported having received a KU ID card during the retirement process.

**Recommendation:** Procedures for obtaining a KU Retiree ID Card need to be highlighted and incorporated in the information distributed to all retirees during the time of retirement. An administrative office (i.e., as Faculty Development and Services) should have a named and designated Vice Provost to serve, act, respond and monitor retiree needs and questions so retirees can know or learn whom to contact to seek information, and how to obtain benefits and privileges.

7. Theme: *Campus Parking*. Parking on campus is central to retirees maintaining collaborative relationships with colleagues and when accessing campus activities such as events, libraries, engaging in research, participating in activities, and accessing the many different locations where these and other events occur. The number of retirees on campus at any one time would not contribute to excessive demand for parking in any particular lot.

**Recommendation:** Free or greatly discounted parking permits at rates below the current charges should be available to retirees. The fee should remain fixed (or lowered or at the lowest) at the price/charge at the individual's retirement point.

8. Theme: *Workspace*. Access to office space varies considerably as a local decision across departments, centers, and research units. Office and continuing research space are not available to retirees as a matter of policy. Consequently, some faculty and staff have access to space meeting their research needs whereas others do not. When interest and need by the retiree exists, it provides an opportunity and a multifold benefit that will enhance the university in the eyes of retirees. Not having space is a problem when faculty or staff are continuing their research and, in some cases, collaborating on research.

**Recommendation:** Office and research space should be determined during the pre-retirement planning process and accommodated and adjusted over time to the extent feasible. This can be a shared space and need not always be adjacent to the retiree's academic discipline or pre-retirement research area.

9. Theme: *Campus Privileges*. Continue/retain privileges, i.e., providing free or discounted tickets to campus activities and venues such as theatres, athletic events, concerts, talks, etc. following retirement. Library access, both physical and electronic access, is a very real benefit that is valuable to retirees and their

continuing interests. All benefits must be detailed, readily available, and known to retirees. Several times it was mentioned that benefits previously available to retirees are discontinued after retirement. Another frequent area of concern related to retirees is the ability to attend courses free and continuing free access to computer/OneDrive accounts.

**Recommendation:** A determination as to what, when, and why some of these benefits are discontinued needs to be reviewed, researched, and if possible, reestablish benefits that were once available.

10. Theme: *Retired Mentors*. Many faculty and staff became informed about the processes for retirement via relationships with colleagues. Retirement for them became an enjoyable experience. Retirees represent an important resource to current faculty and staff early in their consideration of retirement.

**Recommendation:** Establish a retiree mentoring program allowing prospective retirees to be mentored by experienced retirees who are themselves well informed and know to direct individuals to the official resource sites and contacts. Ensure known and understood opportunities to acquire KU Affiliate status.

11. Theme: *Continuing Ties*. We are social beings. Administrators at the department, College, School, and unit levels need to be fully cognizant of this ongoing custom and condition as related to and impacting retirees.

**Recommendation:** Provide for and support interaction among retirees, as well as retirees relationships with continuing (i.e., still employed) faculty and staff. Offer through KU a retiree website location or category on the KU website that retirees can access and interact with others (e.g., create a KU Retiree Facebook page).

12. Theme: *KUEA and Endacott Groups*. Membership in the Endacott Society, affiliation with KU Alumni Association, the role of KUEA, etc. needs to be made known and clarified if necessary. Many retirees are not KU alumni and fail to understand why affiliation with the Alumni Association may be required, useful, necessary, or available. In the same way, these agencies and others, such as the KU Endowment Association (KUEA), need to be kept aware of all retirees, their needs, desires, and preferences.

**Recommendation:** A document describing how the Endacott Society was initially established in the Alumni Association through a contribution by an alumnus needs to be added to information that describes the Endacott Society. The focus should be on clarifying membership in the Alumni Association as a condition of membership in the Endacott Society and recognition of the donor. KUEA must be given access to and allowed formal contact with retirees to present the services they can and are willing to provide.