

Retirement Rights & Benefits Committee Annual Report

Overview This report summarizes the activities and discussions of the Retirement Rights & Benefits (RRB) Committee, aligning them with the committee's official charges. The content is based on meeting minutes from October 15, November 25, 2024, January 22, 2025 and March 4, 2025.

Standing Charges

1. Articulate the Value of Retirees and Elevate Concerns to SenEx

- Retirees remain actively engaged with KU and contribute meaningfully to the university community.
- Survey findings show that while 67% of retirees feel appreciated generally, only 47% feel recognized by their departments.
- The committee identified concerns regarding limited IT access, unclear data access policies, and communication gaps, which impact retiree engagement. In March 2025, the committee met with Ed Hudson, Vice Chancellor & Chief Information Officer to discuss the areas of concern, limitations and potential improvements.
- Strategies to enhance communication and visibility for retirees should be explored further, including the One KU initiatives.

2. Periodically Review the Retirees Handbook and Communicate Suggestions to HR

- Feedback highlighted the need for clearer information on IT service transitions.
- HR provides each retiree with a personalized Retirement Memo covering benefits (KBOR vs KPER), healthcare, parking, the Endacott Society, and other resources.
- Suggest committee annually reviews and meets with Human Resources

3. Annual Fall Meeting with HR to Learn About Process Changes

- In November 2024, the committee met with Melissa Cole, Director of Benefits, who detailed the retirement process.
- HR emphasized that retirement discussions are confidential and not shared with departments. This helps prevent retirees from being treated differently by the department while the retiree is still working.

- Collaboration across university units, including the Endacott Society, OSHER, and the Provost's Office, is necessary to enhance retiree programming and ensure retirees stay connected.
- With regards to KU building a community of retirees that can share their knowledge of KU, HR acknowledged they have limited resources and encouraged broader institutional involvement, such as KU leadership and the Provost Office.

4. Distribute Call for Retiree Volunteers in Spring

- University Governance should coordinate with HR and the Endacott Society mailing lists, to distribute a call for volunteers to serve in the committee positions.

5. Coordinate Town Hall Events for Retirees

- Encouraged RRB members to attend Pre-Retirement and Financial Planning Seminars in March 2025

6. Conduct Retiree Survey on a 3-Year Cycle

- Insights from the 2023 retiree survey are informing current priorities. Selected survey results were cited in the January 2025 Insight Report for the TIAA Institute titled "Schools and their faculty retirees: The potential for mutual goodwill".
<https://www.tiaa.org/public/institute/publication/2025/schools-and-their-faculty-retirees-the-potential-for-mutual-goodwill>
- Retirees expressed a desire to stay involved but face challenges related to communication and information technology access.
- The committee should prepare the next survey cycle, with an emphasis on survey refinement and inclusion of new focus areas.

Specific Charges

1. Review and Improve Retirees Checklist

- Members acknowledged the need to revise and clarify the current retirees checklist.
- This initiative will be integrated with the ongoing Handbook review.

2. Attend Pre-Retirement Sessions

- Committee members are planning to attend pre-retirement seminars in March 2025.

- This involvement aims to evaluate the quality and accessibility of information provided to prospective retirees.

Conclusion The RRB Committee continues to advocate for KU retirees by addressing their needs, promoting recognition, and enhancing resources. Strategic collaborations with HR, the Endacott Society, IT, and university leadership will be critical in supporting retirees and enriching their ongoing relationship with the university.