October 6, 2015

Stephan Siegel
Chair, Faculty Council on Benefits and Retirement

Dear Professor Siegel:

The Faculty Council on Benefits and Retirement is charged with responsibility “for all matters of policy relating to faculty retirement, insurance and benefits” (Faculty Code, Sec 42-44). Activities historically performed include developing and addressing a prioritized list of benefits, retirement, and insurance-related issues, inquiries, and interests on behalf of UW faculty, especially by way of inviting key administrators and stakeholders to meetings to provide supplementary information as well as to receive council feedback on the topics at-hand.

Our recommendation is that the council identify 3 specific goals that can be accomplished by the end of the 2015-16 academic year.

The Senate office did a background review to help identify goals for your council. This included review of minutes from last year’s meetings, review of discussions at Faculty Senate meetings, and selected outreach for topics. Recommended goals and / or topics for discussion include:

- Investigating the following questions: what rates of retirement of faculty are economically sustainable at the UW? What are the impacts of varying retirement rates across units?
- Discovering what elements comprise a “competitive benefits-package” for faculty, evidenced by comparisons to the national standard for large, public Research I universities; additionally, taking into account campus commuting & local housing costs within this investigation.
- Investigating the implications, effectiveness, and effects of retirement incentives for faculty at the UW, addressing specifically if retirement incentives are working to their desired effect.

After your first council meeting we will be available to discuss the goals your council identified. Thereafter, we will post your council’s goals on the Faculty Senate Website to communicate the important work you are doing on their behalf.

Sincerely,

Norm Beauchamp
Faculty Senate Chair
Professor of Radiology

/nlb