

**COMMITTEE ON RETIREMENT ISSUES  
ANNUAL REPORT FOR 2010-2011**

I. Functions

This committee was established by the Faculty Senate and Academic Staff Assembly to:

1. Review and make recommendations on university services relating to retirees; and
2. Review and make recommendations on services relating to retirement planning.

II. Past Year's Activities

The Committee on Retirement Issues met three times during the 2010-2011 academic year. The committee was successful in improving its effectiveness and in expanding opportunities for university retirees. A key internal committee change was the authorization by the University Committee of the appointment of an academic staff committee member as co-chair for the academic year. Further, a request was made to make this change permanent. The committee was delighted when the University Committee made this recommendation to the Faculty Senate in November 2010 and the change was approved. Our members feel strongly that sharing committee leadership better reflects the makeup of the committee and the division of effort among committee members.

The Retirement@UW website subcommittee continued its work from last year. Committee members are Don Wiebe, Millard Susman and Doug Worsham (chair). Patricia Iaccarino volunteered to replace Pat Walsh after his retirement this year. Doug set up a Google Moderator page to allow Retirement Issues Committee members to post "user stories" to aid the committee in web design. Several challenges face this subcommittee with the WiscWeb CMS tool. The fear is that it seems to be geared toward larger scale, larger resource sites than what our vision is for this site. Another fear is the lack of resources available to the RIC and creating an unsustainable infrastructure.

The committee reviewed a retirement guide, authored by a UW-Madison emeritus staff member, Louis Sather. Louis presented his document at our December meeting. A sub-committee (Pat Walsh, Bill Steffenhagen and Millard Susman) worked with Louis to ensure information in the guide was accurate and up-to-date. Discussions took place over two meetings regarding this information and what was thought to be relevant for use on the Retirement@UW website once it was up and running. Committee members suggested several edits to the document. Members of the Retirement Association agreed to post the document to their website. Once the Retirement@UW website is operational, it will be posted there as well.

III. Future Issues

Secretary of the Faculty David Musolf met with the committee regarding the issue of non-emeritus UW-Madison faculty and staff being dropped from the campus directory after retirement. It was suggested that our committee meet with Carla Raatz from the Office of Human Resources. The new Human Resource System (HRS) will be going live later this spring. This new system may allow each campus to decide how to list emeriti in its directories.

The Retirement@UW website subcommittee will continue to meet and report back to the RIC.

The Morgridge Institute for Research and the Wisconsin Institute for Discovery indicated to the Retirement Association that they are interested in posting on their web site volunteer opportunities for retired staff. The Retirement Issues Committee plans to work closely with the Retirement Association to pursue these opportunities and communicate to members of both groups.

The committee would like to put more effort toward pre-planning for retirement. Several retired members have voiced concerns that they wish they had known about resources to help toward planning prior to their retirement. The Retirement @UW website would certainly be an excellent venue for this.

Patricia Iaccarino has agreed to be the academic staff co-chair for the 2011-2012 academic year. However, the Committee on Committees will need to appoint a faculty co-chair for next year.

#### IV. Summary/Recommendations

The committee has four recommendations. First, continue work on the retirement website to move from concept to reality. Second, although this hasn't been pursued actively this year, we still feel it is important to secure space on campus to house a retirement center to serve retirees as a place to meet, share and learn. Third, work with the new HR system to determine if it can provide web directory listings for non-emeritus UW-Madison retirees. Fourth, continue to expand our relationship with Lifelong Learning and the UW-Madison Retirement Association in the area of increasing retiree volunteerism.

#### V. Committee Membership (2010-2011)

Darrell Barth	Maria Ritacca
Joan Calkins	Jeffrey Russell
Margaret Davey	Charles Stathas
Susan Heidrich	William Steffenhagen
Jane Hutchison	Millard Susman
Patricia Iaccarino	Charlene Tortorice
Joan Irwin, co-chair	Ann Wallace
Donavan Klimpel	Patrick Walsh, co-chair
Steven Limbach	Donald Wiebe
Stephen Pearson	Douglas Worsham