

USAC Retirement Recommendation

I. Overview of this proposal:

This proposal seeks to address concerns by staff members who are nearing retirement. While we all appreciate Vanderbilt's matching 403(b) retirement plan, feedback from staff members indicates they do not perceive there is any award or recognition awaiting them when they retire after years of service. This proposal seeks to identify the root causes behind this situation and offers a suite of potential ways to address these concerns in a more consistent way across campus and to align Vanderbilt University with its peer institutions.

II. What?

Currently, there is little difference between retiring from Vanderbilt and simply quitting your job or being terminated by Vanderbilt. There should be significant value and appreciation shown for staff members who retire from Vanderbilt, with the longer the service the greater the appreciation shown. Another desired consequence of our approach will be to improve the retirement process for all staff members who work at the University. Staff bring intrinsic value to Vanderbilt University through both our work product and our goodwill. Retirees report feeling abandoned, since there is no consistent retirement recognition as they leave their positions and no established program for them to maintain a relationship with Vanderbilt after they leave.

III. Impact?

In 2013, approximately 221 people retired and another 243 chose early retirement (these numbers reflect the VUMC early retirement offering). In 2014, approximately 199 people retired and 33 chose early retirement. Statistically speaking, not everyone will remain employed by Vanderbilt until retirement, but having a standard retirement process in place along with an active retirement community could be incentive for staff to remain with the University, making their experiences and talents available and maximizing their benefit to the University.

IV. Why are we addressing this issue?

The root causes of and interest in this issue are varied:

- The historical, decentralized nature of the University tasked each department with the responsibility of funding retirement parties and gifts,

so a wide variety of approaches have been implemented ranging from fully-catered formal events to no recognition of any kind.

- With the ongoing changes in retirement plan offerings, there is renewed interest in retirement from the University.
- These 200-plus recently retired people are an un-tapped resource for Vanderbilt as a potential short-term work force during FMLA or times when additional knowledgeable people are needed for special projects or volunteer assignments.

V. **Insufficiency/problems with current state?**

With the exception of a few departments, everything related to retirement involves helping to educate employees on how to end their employment and to draw their retirement benefits from the government and from their personal retirement funds. Most staff members who retire from the university receive a payout of any unused flexPTO time, usually after their final day of work. Other than some legally required communications, no widely known effort is made by Vanderbilt to continue a relationship with retired staff members. Vanderbilt can show the pool of retired staff that they are valued by presenting opportunities for a continued relationship with the university.

VI. **Who has been involved?**

A subcommittee of the USAC Staff Life standing committee was formed to address issues related to retirement.

VII. **Recommendation:**

The recommendations below are listed in order of our preference, but we would be delighted for any of our recommendations to become a reality.

- Celebrate and reward all employees who retire from Vanderbilt University.
- Maintain an ongoing relationship with all staff members who retire in good standing. Ask retired staff members how Vanderbilt may serve them and they may serve Vanderbilt. See the appendix for peer institutions who have already implemented retirement programs of this nature, namely, Duke University, Emory University, and Johns Hopkins University.
- Develop an ongoing effort to truly value the current staff of the University by investing in them both now and in retirement.
- Create a desirable retirement package as something to look forward to at retirement with the value of the package relating directly to the total number of years of service. Offer this package, or more likely a reduced version of it, as an option to staff members who may wish or need to retire early.
- Facilitate a smooth transition from Vanderbilt health care coverage to an appropriate option available via the [Affordable Care Act](#).

- Communicate regularly with retired staff members, offering them discounts to events and merchandise, educational opportunities, and volunteer opportunities.
- Develop a Vanderbilt Auxiliary Board and utilize retired staff members as a sounding board for potential improvements being considered at the University. Engaging retired staff members who are a talented, experienced community and institutional memory would benefit both groups. It may be possible to leverage the Osher Life Long Learning Institute program.

VIII. Ideal Positive Outcomes/Result

The potential results of implementing these recommendations include the following:

- Staff members would feel truly valued by Vanderbilt University and as a result would give their best work efforts and would implicitly be goodwill ambassadors for the University both now and after retirement.
- Valued staff members would desire to remain employed, so retention rates could increase and staff satisfactions survey results could improve. Both of these outcomes could increase available resources.
- Maintaining relationships with retired staff could benefit the University directly by increased donations, selling additional tickets to events and Vanderbilt merchandise, filling needed volunteer opportunities, and drawing on the collective wisdom of these Vanderbilt ambassadors.

Appendix

About HR

Feedback

> HR Department

- Benefits
- Employee Occupational Health & Wellness (EOHW)
- Learning and Organization Development
- LIVE FOR LIFE
- Office of Communication Services
- Professional Development Institute
- Recruitment
- Rewards and Recognition
- > Staff & Family Programs
 - Family-Friendly Benefits
 - Employee Discounts
 - Employee Appreciation
 - Duke University Retirees Association (DURA)
- Staff & Labor Relations
- Workers Compensation

Map to HR

NEED HR HELP?



For contact information or more information about HR,

|| Duke University Retirees Association (DURA)

The Duke University Retirees Association (DURA) exists to provide meaningful opportunities for Duke retirees to stay in touch with colleagues, enjoy social interactions and find ways to volunteer services at Duke.

Membership is open to all retirees. Membership information and an application are provided to prospective retirees during their retirement planning session through the Duke Benefits staff. Alternatively, interested retirees may [apply online](#) following their date of retirement. DURA is supported by Staff and Family Programs of Duke Corporate HR. Contact us at Staff-Family-Programs@duke.edu for more information.

Benefits

Activities

DURA members receive the DURA newsletter and notices of meetings and social gatherings. Activities include two annual meetings of the membership, usually in the months of April and December. Combining refreshments, entertainment, and the necessary business of DURA, these events afford members the opportunity to visit with friends and former co-workers.

Parking Decals

DURA parking decals for un gated lots at Duke are also provided if requested by members. A vehicle registration form must be filled out and kept on file with Staff and Family Programs. The form lists the vehicle make, year and color of car as well as license plate number. You may not request more than parking pass.

Duke Store Discount

DURA members may obtain a discount from the University store in the Bryan Center. The discount is valid any time but can only be used once a year and is equal to the number of years of service (maximum of 30%). **The DURA membership card must be presented at time of purchase.** The discount cannot be combined with any other discount. Contact Staff and Family Programs at 684-9040 to receive the DURA membership card.

Register/Change Information

[Register online](#) to join DURA as a new member or to provide Duke Staff & Family Programs with updated personal information.

Privileges & Memberships

Duke employees are eligible for a number of [privileges and memberships](#) at Duke after retirement.

Duke Retiree Outreach

[DIRO \(Duke University Retiree Outreach\)](#) helps retired Duke employees serve their community, with a focus on helping Lakewood Elementary School. Volunteers can work a few times a year on special events/projects or can work with students once or twice a week as tutors or classroom helpers.

Duke Human Resources

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History

The idea of a retiree association at Duke (DURA) was first expressed by Charles B. Huestis, former Senior Vice President, at the Quarter Century Club banquet in 1982. The idea was carried forward by a group of dedicated individuals and DURA was formed in 1983 with Elon

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Clark as the first president.

DURA maintains its liaison with Duke University through the department of Staff & Family Programs in the Office of Human Resources.

Organization

Except for those powers reserved exclusively for the general membership, all powers of DURA are exercised by or under the authority of the Board of Directors. The Board is composed of seventeen members elected by the membership, including a President, President-Elect, Past President, Treasurer, and Secretary. There are three groups of four directors, to be elected each year to serve for three years. New Board members take office on April first.



Home » Benefits » Retiree Benefits

Retiree Benefits

- Retiring from Emory University
- Benefits After Retirement
- Benefits for Retired Faculty
- Benefits for Retired Staff
- Rehired Retirees
- Post-65 Retiree Medical
- Annual Enrollment

Tools and Resources

- 2015 Pre-65 Retiree Benefits Guide
- Retirement FAQs
- Reemployment of Persons Retired From Emory Policy
- Eligibility to Continue Benefits into Retirement Policy

BENEFITS FOR RETIRED STAFF

- Yearly invitation to Staff Fest.
- Access to the facilities and catering services of the Houston Mill House. Contact: 404-727-7878.
- Continuation of your Emory e-mail address, which can be accessed via the Outlook Web App (OWA): <https://owa.emory.edu>.

- Self-Service Log In
- Policies
- Forms
- Pay
- Faculty Staff Assistance
- Employees
- Managers
- HR Reps





BENEFITS

CAREERS

LEARNING & DEVELOPMENT

WELLNESS

WORKLIFE

Home > Benefits > Retiree Benefits

Retiree Benefits

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Forms

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HR Reps



frequently asked questions

BENEFITS AFTER RETIREMENT

► Medical and Dental:

Upon retirement, you have the option to continue medical and dental coverage. For Emory employees hired after December 31, 2002, coverage is at full cost (no Emory subsidy).

► Flexible Spending Account:

If you are enrolled in a Healthcare Flexible Spending Account or a Health Savings Account, after-tax contributions may be continued through COBRA for the remainder of the calendar year in which you retired.

► Life Insurance:

Basic Life Insurance: Emory will provide basic life insurance of \$10,000 for retirees retiring from a regular full-time position (at least 36 hours per week); \$5,000 for retirees retiring from a regular part-time position (at least 20 hours per week).

Supplemental Life Insurance: Upon retirement, you may continue coverage for yourself and a covered spouse if you are under age 70. You must have supplemental life insurance coverage in order for your spouse to have coverage. Coverage terminates when you reach age 70, however, the policy can be converted to an individual policy at that time. Requests for portability must be submitted to The Standard within 31 days of retirement. For additional information, contact The Standard at 866-756-8118.

► Accidental Death and Dismemberment:

There is no portability or conversion of Accidental Death and Dismemberment Insurance.

► Long Term Care:

Long Term Care can be continued. Contact UNUM at 800-227-4165 to request a Continuation Form. It must be submitted to UNUM within 31 days after group coverage terminates. This coverage continues to the end of the month in which the last premium was paid.

► Disability Insurance:

Disability Insurance discontinues at retirement with no conversion option.

► Prepaid Legal Services:

You may continue coverage for Prepaid Legal Services until the end of the calendar year in which you are retiring. Contact MetLife at 800-GET-MET8 to arrange direct billing. Coverage terminates at the end of the month in which the last premium was paid.

► Home and Auto Insurance:

You can continue Home and Auto insurance through MetLife at the discounted rate until time of renewal. At time of renewal, the discount no longer applies to the cost of the policy. Contact MetLife at 800-GET-MET8 to arrange direct billing.

► EmoryCard:

Your current EmoryCard serves as your official ID during retirement. If you do not have an EmoryCard and you would like to obtain one, please visit the EmoryCard Services office located at 101 Boisfeuillet Jones Center during normal business hours; M-F, 8:30am – 4:30pm. For more information regarding EmoryCard Services, please visit: www.emory.edu/emorycard.

▶ **Courtesy Scholarship:**

Courtesy Scholarship eligibility continues for undergraduate and graduate courses; spouse/same-sex domestic partner and eligible children are eligible for undergraduate courses. Contact the Courtesy Scholarship Department at 404-727-2243.

▶ **Parking:**

Yearly parking permit is available at no cost if you are not receiving compensation from Emory. Contact Transportation and Parking: 404-727-7275.

▶ **Library Access:**

Continued usage of libraries and library search services. Contact the library at 404-727-6872.

▶ **Discounts:**

You are eligible for the following discount programs:

Sparkfly - You can continue to receive discounts through Emory's employee discount program administered by Sparkfly.

Discount Tickets - Discounts on cultural and special event admission tickets provided by Emory's Ticket and Information Center. For current prices and ticket availability call: 404-727-8425. For campus information call: 404-727-4636.

Fitness Centers - You can continue membership in the Blomeyer Health Fitness Center (404-727-4600) and/or Woodruff Physical Education Center (404-727-6547).

Alumni University and Travel - You have access to Alumni University and Alumni Travel.

Workplace Flexibility

Employee Assistance

Family Support

Housing & Relocation

Community Engagement

Employee Recognition

Retirement

Discount

Home / Retirement /

Retirement

Privileges

Retiree Events

Happenings at Hopkins

Community Engagement

PrimeTime News

Pre-Retirement Resources
(University & Health System)



Retirement

The Johns Hopkins University Retiree Program recognizes retired faculty and staff as valued members of the Johns Hopkins community. No doubt you have made important contributions to the university's achievements. As you move on to the next stage of your life, please stay connected to Hopkins!

The university retiree program includes special privileges, events, and resources—all described here and in the Retiree Handbook.

Contact Us

Sign Up for Emails

Give Us Feedback



JOHNS HOPKINS
UNIVERSITY

Retiree Handbook

WORK, *Life*
and Engagement

INTRODUCTION and CONTACT INFORMATION

The Retiree Program recognizes retired university faculty and staff as valued members of the Johns Hopkins community. Special benefits, privileges, and opportunities for Johns Hopkins retirees are listed in this handbook.

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retirees@jhu.edu

www.hopkinsworklife.org/retirees

Retiree Identification Card

Within one month of retirement, the Office of Work, Life and Engagement issues a wallet-size, laminated ID card to newly retired JHU faculty and staff for use when accessing certain benefits and privileges. If you have not received your card, or need a replacement card, please call 443-997-7000.

Retiree Email Accounts

Your JHU email account may be maintained following retirement from if your department is willing to sponsor the account. For questions about your email account, please contact your department administrator. If you are unsure who your department administrator is, please follow the steps below to retrieve this information.

1. Log into <http://my.johnshopkins.edu>
2. Click on the “myJhed” tab
3. Select “profile” on left hand side
4. On right side of page look for “I want to:”
5. Click on the “View My Departmental Administrators” hyperlink

If you do not need full access to a JHU email *account*, but wish to maintain your JHU email *address*, you may also set up an alias for your JHU account and so that emails are sent to a personal email account (i.e. Gmail, Yahoo).

1. Log into <http://my.johnshopkins.edu>
2. Click on the “myJhed” tab
3. Select “Email Alias” from the “Applications” box
4. Agree to terms
5. Enter custom email address
6. Click “Update Now”

For all other questions please contact the Help Desk at 410-516-HELP(4357).

BENEFITS INFORMATION

For information about health care, pension, or retirement benefits, contact the providers listed below or the JHU Office of Benefits Services at www.benefits.jhu.edu, benefits@jhu.edu, or 410-516-2000. For questions about health care billing, call CONEXIS at 1-877-722-2667.

Medical Insurance

CareFirst Blue Cross/Blue Shield1-871-691-5856
Medco Prescription Plan1-800-336-3862
EHP Classic.....410-424-4450

Dental Insurance

CareFirst Blue Cross/Blue Shield1-877-691-5856
CIGNA1-800-244-6224
United Concordia.....1-866-357-3304

Pension

Prudential (support staff plan).....1-877-778-2100

Retirement

American Century.....1-800-345-2021
Fidelity1-800-343-0860
TIAA-CREF1-800-842-2776
VALIC1-800-448-2542
Vanguard1-800-523-1188

Long-Term Care Insurance

CNA.....1-800-528-4582

RETIREE PRIVILEGES

PrimeTime News

The retiree newsletter, *PrimeTime News*, is published and mailed quarterly to all Johns Hopkins University retirees. Each issue features event announcements, news, updates on retiree benefits, and other information from Johns Hopkins.

Tuition Remission

As a retiree, you are eligible for 100% remission on credit courses, 80% on non-credit, personal enrichment courses, and 25%

remission on private instruction at the Peabody Institute. Your spouse, same sex domestic partner, and dependent children are eligible for 50% remission for credit and noncredit courses and 25% for private instruction at Peabody.

There is a maximum amount of tuition remission of \$5,250 per family per calendar year for part-time study; the annual maximum for dependents is \$2,625. Courses must be offered by one of the university's academic divisions.

Completed remission forms are needed prior to registration. Go to <http://benefits.jhu.edu/tuition/remission.cfm> for the forms and instructions, or contact the Benefits Service Center at benefits@jhu.edu or 410-516-2000.

Osher Lifelong Learning Institute at Johns Hopkins

You and your spouse/same sex partner are invited to become members of the Osher Lifelong Learning Institute at JHU, a program for retired and semi-retired individuals pursuing intellectual enrichment and rewarding cultural and social opportunities. Programs are offered at the Grace United Methodist Church in Baltimore, the Johns Hopkins Columbia Center, and the Montgomery County Center. You are eligible to receive 50% remission for annual membership dues; your spouse/same sex partner is eligible for 25% remission for annual dues.

For information, visit <http://osher.jhu.edu> or call 410-516-9719 for Baltimore and Columbia or 301-294-7058 for Rockville.

RETIREE PRIVILEGES

Welch Medical Library

JHU retirees have privileges at the Welch Medical Library. Some electronic services require a JHED ID and password. To obtain a JHED ID, follow the instructions 1 through 7, on page 3 for establishing a retiree email account. Visit the Welch Medical Library online at <http://welch.jhmi.edu/welchone/> or call 410-955-3410 for more information on available services.

Sheridan Libraries

You are eligible to retain some of the same privileges at the Milton S. Eisenhower Library that you held prior to retirement. A photo ID is required to enter the library, and you must present your retiree identification card at the circulation desk on the main level of the library. Some electronic services are also available. For a tour or list of available services, visit the MSE Library online at <http://www.library.jhu.edu> or call 1-800-315-1947.

JHU Museums

You may receive discounts on tours at the Evergreen Museum and Library, located at 4545 North Charles Street in Baltimore, and the Homewood Museum on the Homewood campus. For information and a schedule of upcoming events, visit www.museums.jhu.edu or call 410-516-0341 for the Evergreen Museum or 410-516-5589 for the Homewood Museum. Volunteer docents are needed at both museums, and training is provided.

Johns Hopkins Maryland and Delaware Tags

In-state residents can purchase MD or DE license tags with the Hopkins seal at a cost of \$10 for Delaware tags and \$35 for Maryland tags. For information or an order form, call Alumni Relations at 1-800-548-5481 or 410-516-0363.

RETIREE PRIVILEGES

Johns Hopkins Travel

You are eligible for travel discounts when travel is booked through the Johns Hopkins Travel Center. You may also be eligible for AARP or other senior discounts. For more information, call 1-800-492-5916 or e-mail premiertravel@bcdtravel.com.

Johns Hopkins Club

Retired faculty and staff are invited to join the Johns Hopkins Club. The university's alumni club provides a place on the Homewood campus to gather, dine, and socialize. For more information, visit <http://web.jhu.edu/hopkinsclub> or call 410-235-3435.

Wilmer Optical

You and your family members are eligible for 15% discount on prescription eyewear, frames, lenses, and lens treatments, 10% off nonprescription sunglasses, and 5% off contact lenses for a six month supply or more. You can also receive a discount of \$500 per eye on any laser correction procedure. Call 410-955-9373 for more information and a list of locations. For laser correction procedures, call 410-955-5080 and select option 2.

Recreation Center Membership

You and your spouse/domestic partner may register for an annual membership at the O'Connor Recreation Center on the Homewood campus. To obtain a domestic partner membership, you must also become a member. ID card required. Visit <http://web.jhu.edu/recreation> or call 410-516-7490 for more information.

RETIREE PRIVILEGES

The Johns Hopkins University Press

You are eligible for a 25% discount on Hopkins Press books. To place an order online, use the 4-letter code, 'HJAY,' for discounts. Use the same code to order by phone. Identify yourself as a retiree to the customer service representative, and he or she will apply the discount. For information, visit <http://www.press.jhu.edu> or call 410-516-6956.

Lacrosse Tickets

Complimentary tickets to all Blue Jays regular season home games are available to retirees upon request, starting in February. Retiree ID required. Tickets must be picked up at the Homewood Athletic Center. Call 410-516-7490.

FINANCIAL PERKS AND PROGRAMS

Attractions, Promotional Offers

The Office of Work, Life and Engagement offers discounts to amusement parks, local attractions, and vacation destinations. Visit <http://www.hopkinsworklife.org/discounts> or call 443-997-7000 for details. Offers vary, but generally include the following:

- **B & O Railroad Museum** - discounts on admission
- **Baltimore Orioles** - discounts on tickets
- **Baltimore Symphony Orchestra** - discounts and group offers
- **Cove Haven Entertainment Resorts** - discounts on romantic and family get-away packages
- **CruiseOne** - discounts on leading cruise lines
- **Hershey Park** - discounts on admission

FINANCIAL PERKS AND PROGRAMS

Attractions and Promotional Offers

- **Hippodrome Theatre/France Merrick Performing Arts** - discounts on show tickets
- **Jos. A. Banks Clothiers** - 20% discount with Hopkins ID
- **Kings Dominion, VA** - discounts on admission
- **Maryland Zoo in Baltimore** - discounts on admission
- **National Aquarium in Baltimore** - discounts on admission
- **Simplytixs** - discounts for tickets to local venues such as 1st Mariner Arena
- **Six Flags America in Maryland** - discounts on admission
- **Tee-Time Golf Passes**

Computers

Apple

Call 1-800-MY-APPLE or visit <http://store.apple.com/us-hed>.

Dell

Call 1- 888-987-3355 or visit www.jhu.edu/purchasing/dell.html.

Social Events

Reunite with friends and former colleagues at university-wide activities such as Hopkins Night at Camden Yards, Hopkins Night at Ripken Stadium, Hopkins Night at Ravens Stadium, and others.

Retiree trips, luncheons, and a winter holiday reception are also held annually. Look for announcements in each issue of *PrimeTime News* or visit <http://www.hopkinsworklife.org/primetimenews>.

OTHER OPPORTUNITIES

Community Engagement

The Office of Work, Life and Engagement runs several programs during the year that you can contribute to. For examples:

- American Red Cross Blood Drives on the Homewood campus (You can be a donor or volunteer during the drive.) Learn more at <http://hopkinsworklife.org/blooddrive>.
- Adopt-a-Student Uniform Drive (http://hopkinsworklife.org/uniform_drive)
- Adopt-a-Family/Adopt-a-Senior provides families and individuals in need with gifts, clothing, and grocery gift certificates that they may not otherwise receive or be able to afford during the December holidays. (http://hopkinsworklife.org/adopt_family_senior)
- Vernon Rice Memorial Turkey program provides turkeys and fresh vegetables to families in need during the November and December holidays. (<http://hopkinsworklife.org/turkey>)

Volunteer

In addition to the rewarding and interesting community service opportunities listed above, JHU retiree volunteers are also needed in our office to assist with mailings, light clerical work, and staff events such as the American Red Cross Blood Drives. To offer your services, please call 443-997-7000.

Employment

If you would like to work at the university on a temporary, casual, or limited basis, please apply online at the JHU jobs website. <http://jobs.jhu.edu>.

NOTES

Updated July 2013
The Office of Work, Life and Engagement