

WSSU Phased Retirement Program

Informational meeting for potentially eligible faculty members



WINSTON-SALEM
STATE UNIVERSITY

Introduction

- UNC Policy 300.7.2 “The University of North Carolina Phased Retirement Program” establishes guidance for WSSU’s Phased Retirement Program.
 - To set up an orderly transition into retirement through ½ time (or equivalent) service for a pre-determined period of time for half-time compensation



Goals of the Program

- Institutions will be able to anticipate position changes and plan for them.
- Provide additional support for faculty members who are nearing retirement
- Ability to fill tenure track faculty positions while retaining the skills and knowledge of tenured faculty.



Eligibility

- Must meet the following criteria:
 - Full-time Tenured faculty
 - Have 5 years of full-time service at WSSU
 - Are 62 or older for TSERS members, 59 ½ for ORP
 - Are eligible to receive retirement benefits through either TSERS or ORP
- Tenured Faculty occupying FT administrative or staff positions are *not* eligible until they vacate such positions.

Eligibility

- Individual faculty members are responsible for providing all information to determine eligibility (age, service, retirement benefit eligibility).
 - **August 1 of the participation year is the beginning date.**
- Upon entering the Program, faculty members give up: tenure, full-time employment and contract for a period of half-time service.

Institutional Limits on Participation

- WSSU will limit participation in the Program to no more than one (1) member from each academic department at a time.
- WSSU may deny participation due to academic program compromise.
 - If granting the application would weaken the program's academic quality, accreditation standards or disrupt program sequence
- Application may be denied if there is a bona fide finding that financial exigencies prohibit further enrollment.



Participation

- Limited to 2 consecutive years
- Applications to enter Program must be made at least six (6) months but not more than eleven (11) months prior to the fall semester.
- Meet your department chairperson or dean.
 - Negotiate participation in the Program and a half-time work plan.

Participation

- Phased Retirement Application and Re-employment Agreement will be signed by the Department Chairperson, School/College Dean and the Provost.
- The signed agreement and the UNC Phased Retirement Program Release will be delivered to the faculty member.
 - At least 45 calendar days from the receipt of these documents to consider and sign

Participation

- Faculty have the right to revoke a signed Agreement & Release within seven (7) days of execution.
- By mutual accord from all parties, the Agreement may still be revoked after the seven (7) days.
- Applications are accepted on a first-come first-served basis until institutional limits are reached.

The Half-Time Work Plan

- In general, assuming FT teaching load to be 12 credits, the plan should include.
 - 4 to 6 credit hours of undergrad instruction
 - Research activity: faculty engaged in funded research will be allowed to reduce teaching load by one course through released time, continue to serve as PI (Primary Investigator)/CO-PI, continue to publish results and present work
 - Other activities: advising at 50%, committee assignments, public service activities, professional society activities



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