

Personnel Policy Committee Meeting Minutes

October 6, 2020

Committee Attendance: McGowan, Ashwell, Darhower, Carrier, Gunter, Koch, Little, Lunardi
Guests: Courtney Thornton, Ryan Bernarduci, Gareth Washington, Margot Henion

Agenda item - Phased Retirement and Additional Compensation Regulations from the Provost Office (G Washington and R Bernarduci)

- Background: In the last two years, HR and Faculty Affairs have received inquiries from faculty and college administrators regarding phased retirees' ineligibility to receive summer salary and additional compensation. Our practice is inconsistent with that of UNC-Chapel Hill. Upon review of UNC system policy, and discussions with UNC system and UNC-Chapel Hill HR staff, it was determined that this was a local decision which NC State had the purview to change if desired. This change is viewed as beneficial for phased retirees and for faculty considering phased retirement. Because additional compensation and summer salary are only currently available to full-time faculty, that regulation must also be updated to allow this change.
- [REDLINE REG 05.58.01 Additional Compensation Paid through the University](#)
 - In addition to minor editorial improvements throughout, the substantive changes are:
 - Section 3.5 makes phased retirees an exception to the full-time FTE eligibility requirements for summer salary and additional compensation.
 - UHR is taking this revision opportunity to add a section specific to SHRA employees
- [REDLINE REG05.57.01 Phased Retirement Program for Tenured Faculty](#)
 - In addition to minor editorial improvements throughout, the substantive changes are:
 - Duration, workload, and salary information stricken from Section 1 is addressed in the newly expanded Section 3
 - Section 2 additions clarify the treatment of salary and supplements for administrators who are tenured faculty and eligible to participate in phased retirement
 - Section 3 adds clarity around termination of a phased retirement contract and voidance of a phased retirement agreement not yet in effect. It defines the source of the base salary definition and allows phased retirees to earn summer salary (9-month) and additional compensation (9- and 12-month). It notes the responsibility of TSERS participants to monitor their earnings as not to exceed earnings limitations and remain eligible for retirement benefits and health insurance.
- A major goal of the suggested changes is to increase flexibility to allow but not require additional earnings for faculty in phased requirement who want to continue sponsored research and/or summer teaching

- Also had to deal with complications due to TSERS (which has limits on additional compensation) vs. ORP
- Question: Why just the 2nd summer session of the first summer on phased retirement? (Reg 05.57.01, Section 3.3.1)
 - Since phased retirement usually starts on July 1 so 1st summer session is not affected by PRP
- Question: Was the goal to bring us in alignment with UNC?
 - In part, since faculty asking about this pointed out that UNC allowed this, which was viewed as an advantage over NCSU
- Question: Is phased retirement available for professional faculty?
 - No, per language in system regs
 - It was noted that full time professional faculty are eligible to receive additional compensation (just not to participate in the phased retirement program)
- Discussion of alternatives to formal phased retirement for professional faculty (for example, Music reduces their FTE) and making formal phased retirement available to professional faculty
 - Why is it not available?
 - UC, COS, COE would be interested in exploring this
 - Can we propose an alternative at NC State that would work it's way up to the System office?
 - UNC School of the Arts: eligible faculty did not mention tenure
 - UNCOSA - Who are "Eligible Faculty Members"? Multi-Year Contract faculty members. (Visiting Faculty are not eligible.) At least age 62 and at least five years of contributory participation in TSERS and be eligible for a retirement benefit. OR At least age 59 1/2 at least five years of contributory participation in the ORP and be eligible for a retirement benefit. Must have at least five years of full-time service at current institution. Note: Faculty who occupy full-time administrative or staff positions are not eligible unless they vacate such positions. (https://www.uncsa.edu/mya/faculty-staff/faculty-resources/faculty-affairs/faculty-affairs-forms/phased-retirement/phased_retirement_overview.pdf)
- Comment: 3 year fixed contract but also limiting participation...financial exigency may curtail this
 - Point is to communicate that the ability to go on phased retirement is not a guarantee
- Next steps: Cabinet for approval before changes can go into effect
- Question: Some people who enter additional comp do so via research funds; are there any limits as to type of account (e.g. 3-accounts, 5-accounts, etc)?
 - No
- Question: Issue with early start to Fall 2020 semester and 9-month faculty
 - Reg adds language to allow Chancellor to adjust time frame as needed
- Concern: Were changes (beginning of 9 month contract / fall semester) made to Reg 05.58.01 (Section 4.1) without Faculty Senate approval?

