

RUTGERS, THE STATE UNIVERSITY
FACULTY TRANSITION TO RETIREMENT PROGRAM

Frequently Asked Questions

Q1. What is the “Faculty Transition To Retirement Program (‘FTTRP’)?”

A. The FTTRP is a faculty voluntary transition program. Faculty members who meet the eligibility criteria set forth in the FTTRP will have an opportunity to apply to participate in the FTTRP. Participating faculty members will relinquish their tenure by way of retirement in exchange for a term contract as set forth in the FTTRP.

Q2. Who is eligible to participate in the FTTRP?

A. The FTTRP is available only to faculty members who meet the following minimum requirements:

1. Must be a full-time tenured faculty member at Rutgers, The State University (“Rutgers” or “University”);
2. Must be a member of the Alternate Benefit Program (“ABP”);
3. Must be at least 55 years of age on June 30 of the year in which the application is made; and
4. Must have at least 10 years of service at Rutgers on June 30 of the year in which the application is made. For purposes of this criterion, service for both full semesters of the academic year shall constitute one year of service.

Q3. Are Rutgers faculty members who are not represented by the AAUP-BHSNJ or the AAUP-AFT eligible to participate in the FTTRP?

A. Yes, if they meet the FTTRP eligibility requirements stated above.

Q4. How can eligible applicants apply for the FTTRP?

A. Eligible faculty members wishing to participate in the FTTRP must file the Application and Election Form provided by the University during the period between the date in the spring semester on which distribution to eligible faculty of these FTTRP documents is made and the date on which completed applications are due in the dean's office (April 1 of the academic year before the faculty member's retirement).

The FTTRP Application and Election Form shall contain: 1) notice that the faculty member is officially retiring from the University effective July 1 of the academic year following the faculty member's application, 2) an application for re-employment under the terms of this FTTRP, and 3) an agreement that the faculty member relinquishes tenure effective on the effective date of the faculty member's retirement.

These forms must be received by the faculty member's dean on or before 4:30 PM on April 1 of the year in which the application is made.

Applicants shall also separately submit promptly an Application for Retirement Allowance. The form should be submitted to University Human Resources Benefits Department, 848-932-3990. The form is available on the University Human Resources website:

http://uhr.rutgers.edu/sites/default/files/form_applications/ABPRetirementAllowance_2.pdf

Q5. When is the effective date of an applicant's tenure relinquishment?

A. The effective date of tenure relinquishment shall be July 1 of the academic year following the faculty member's application ("Effective Date").

Q6. After submission of the FTTRP Application and Election Form and the Application for Retirement Allowance, can the applicant's retirement and application to the FTTRP be revoked?

A. Yes, by written cancellations of the FTTRP application and the Application for Retirement Allowance, received before the close of business on the last business day before July 1 following the faculty member's application. After that time, neither the FTTRP application nor the Application for Retirement Allowance can be revoked.

Q7. What are the terms and conditions of re-employment under the FTTRP?

A. The terms of re-employment will not exceed 50 percent of a full-time faculty load, as approved by Rutgers. Compensation shall be proportional with the re-employment employment assignment approved by Rutgers, not to exceed 50 percent of the faculty member's final year's academic base salary. As retirees, participating faculty have no claims of tenure or other rights and/or obligations of a tenured member of the faculty.

Participating faculty shall not be members of the AAUP-BHSNJ bargaining unit. Participating faculty who are members of the AAUP-AFT bargaining unit will maintain this status so long as they meet the eligibility requirements set forth in the Recognition provision of the collectively negotiated agreement.

As a condition of participating in the FTTRP, applicants who are accepted by the University must complete, date and sign a Separation Agreement and General Release form as provided by the University ("Separation Agreement") on or after the Effective Date and submit the signed Separation Agreement to the Office of Academic Labor Relations, 178 Ryders Lane, Suite 310, New Brunswick, NJ 08901-8556 on the Effective Date or within the following four business days.

Q8. Are participants in the FTTRP required to wait 30 days following retirement before resuming their employment with Rutgers?

A. No. Employment under the FTTRP may begin immediately following the effective date of the faculty member's retirement.

Q9. What is the period of re-employment under the FTTRP?

A. At the inception of the FTTRP and prior to September 21, 2020, eligible faculty members who apply for and are approved to participate in

the FTTRP will announce their retirement and then enter into a re-employment contract of up to three years, as approved by Rutgers; provided, however, that there shall be no such re-employment contract with a term longer than one year that expires on or after September 21, 2020, and any such re-employment contract with a term longer than one year that purports to expire on or after September 21, 2020 shall be deemed to expire on September 21, 2020, and neither the faculty member, nor the union shall have any right or recourse.

As of September 21, 2020, eligible faculty members who elect and are approved to participate in the FTTRP, will announce their retirement and then enter into a re-employment contract of up to one year.

Q10. Are participants in the FTTRP eligible for health benefits under the State Health Benefits Program (“SHBP”)?

A. As retirees, participants in the FTTRP are ineligible for active employee coverage under the SHBP. Like other retirees, FTTRP participants may be eligible for coverage under SHBP Retired Group coverage.

Q11. Are participants in the FTTRP eligible for University employee benefits?

A. The University will consider an FTTRP participant to be retired, and not an active University employee, for all purposes pertaining to University policies that govern employee benefits.

Q12. Would faculty members who are not otherwise eligible for coverage under SHBP Retired Group coverage become eligible as participants in the FTTRP?

A. No.

Q13. Are participants in the FTTRP entitled to Retiree Dependent Children tuition benefits?

A. Eligibility for dependent tuition remission is governed by University Policy 60.2.1.C.3. FTTRP participants shall be considered “retired employees” for purposes of Policy 60.2.1.C.3.

Q14. Is a participant in the FTTRP subject to requirements under the ABP to take distributions from the participant’s ABP retirement account?

A. Yes. Faculty members considering an FTTRP application should be familiar with up-to-date ABP information published by the State of New Jersey, Division of Pensions and Benefits. (This information is also referenced at this webpage:

<http://uhr.rutgers.edu/sites/default/files/userfiles/ABPRetirementAllowance.pdf>, see page 2)

Q15. Once a participant in the FTTRP has taken a distribution from the participant’s ABP retirement account, can the participant make further contributions to the participant’s ABP retirement account?

A. No. Under ABP rules, once an ABP member takes a distribution, the member is automatically considered retired, regardless of age, and cannot participate in any State-administered retirement system, including the ABP.

Q16. Will participants in the FTTRP be granted to Emeritus status upon retirement?

A. Qualification for Emeritus status is governed by University Policy 60.5.3.I.B. An FTTRP participant who qualifies under that Policy shall be granted Emeritus status.