

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 59½ 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 (inclusive of service at UMDNJ) 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, and faculty members currently participating in the FTTRP who wish to extend their re-employment term, must file the appropriate Application 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 for eligible faculty members applying to participate in the FTTRP 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, 3) an agreement that the faculty member relinquishes tenure effective on the effective date of the faculty member's retirement; and 4) an acknowledgement by the faculty member that s/he has not received an incentive to apply for or participate in the FTTRP.

The Application, whether for eligible faculty members applying to participate in the FTTRP or for current FTTRP participants who wish to extend their current participation in the FTTRP, 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 applying to participate in the FTTRP shall also separately submit promptly an Application for Retirement Allowance. The Application for Retirement Allowance should be submitted to University Human Resources, (732) 745-SERV (7378). The form is available on the University Human Resources [website](#) or at this webpage:

<https://www.state.nj.us/treasury/pensions/documents/forms/abp220.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 and determined 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 who are members of the AAUP-AFT negotiations unit will maintain negotiations unit status so long as they meet the eligibility requirements set forth in the Recognition provision of the collective negotiations agreement. On or after May 1, 2023, participating AAUP-AFT faculty who were formerly represented by the AAUP-BHSNJ negotiations unit (“Legacy BHSNJ Faculty”) will maintain negotiations unit status so long as they meet the eligibility requirements set forth in the Recognition provision of the collective negotiations agreement applicable to Legacy BHSNJ Faculty.

As a condition of entering or extending a re-employment term pursuant to the FTTRP, applicants who are approved by the University must complete, date, sign and upload the relevant Separation Agreement and General Release (“Separation Agreement”) on or within the four business days following the Effective Date, at oulr@oulr.rutgers.edu.

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. Pursuant to the terms of this program, eligible faculty members who apply for and are approved to participate in the FTTRP with a retirement date of July 1 will announce their retirement and then enter into a re-employment contract for a maximum of three years, as approved by Rutgers.

Q.10. Can I extend my participation in the FTTRP?

A. Faculty members participating in the FTTRP as of April 1, 2022 and continuing through June 30, 2023 may be eligible to extend their re-employment term in the FTTRP for a period of time not to exceed three years. FTTRP participants on an approved FTTRP re-employment term of less than three years can file an application to extend their participation for a maximum, cumulative total of three years (i.e., original term + extension). The amount of time a faculty member has participated in the FTTRP, prior to any extension shall be counted towards the maximum three-year participation period. Faculty members whose re-employment term and participation in the FTTRP concluded prior to [date] are not eligible to extend their participation in the FTTRP.

Q11. 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.

Q12. Are participants in the FTTRP eligible for University employee benefits?

A. No. The University considers FTTRP participants to be *retirees*, and not active University employees, for all purposes pertaining to University policies that govern active employee benefits.

Q13. Would faculty members who are not otherwise eligible for coverage under SHBP Retired Group coverage become eligible as participants in the FTTRP?

A. No.

Q14. Are participants in the FTTRP entitled to Retiree Dependent Children tuition benefits?

A. The University considers FTTRP participants to be *retirees*. Retirees may qualify for tuition remission for themselves and their children under the conditions set forth in University Policy 60.2.1.C.3. Thus, to the extent the conditions prescribed in University Policy 60.2.1.C.3 are met, participants in FTTRP may receive tuition benefits for themselves and their children.

Q15. 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:

<https://www.state.nj.us/treasury/pensions/documents/forms/abp220.pdf>

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Q16. 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.

Q17. 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.