



FAQs on the Faculty Retirement Incentive Program (“FRIP”) Effective September 1, 2009

How does the program work?

The program is available to faculty aged 63 to 71 with 15 years of service at 50% FTE or greater. Service at the University in a staff position counts toward the service requirement; however, the last 5 years must be as a member of the Academic Council or the Medical Center Line or as a Hoover Senior Fellow. Sabbatical leave time counts toward the service requirement but leaves without salary are excluded.

Under the program, eligible faculty aged 63 to 67 can retire under FRIP and then are recalled to service at 50% time for 2 years immediately following retirement. During the recall appointment, the faculty member will receive payments equal to his or her full salary at retirement, comprised of one-half in recall salary and one-half in FRIP benefit. The remaining FRIP benefit will be paid in a lump sum after completion of recall service. (Note: FRIP benefit earnings are not retirement eligible.) For example, if you are 64 and your base salary is \$100,000, you will retire and then work 2 years at 50% FTE and get paid \$100,000 each year. Then after completing your 2 years of recall service, you will receive the remaining FRIP benefit of \$100,000. You will receive a total of \$300,000 in FRIP benefit and recall salary.

Faculty aged 68 to 71 can retire under FRIP and then are recalled to service at 50% time for 1 year immediately following retirement. During the recall appointment, the faculty member will receive payments equal to his or her full salary at retirement, comprised of one-half in recall salary and one-half in FRIP benefit. The remaining FRIP benefit will be paid in a lump sum after completion of recall service. For example, if you are 71 and your base salary is \$100,000, you will retire and then work 1 year at 50% FTE and get paid \$100,000 for that year. Then after completing your recall service, you will get paid the remaining FRIP benefit of \$50,000. You will receive a total of \$150,000 in FRIP benefit and recall salary.

Under the program, salary means the annual salary of record and does not include supplemental compensation. The payment will be calculated on annual base pay at the time of retirement. For the School of Medicine, the FRIP calculation includes base pay plus the average variable pay for the 3 years preceding retirement.

Under the FRIP program will I get salary increases during my recall?

No. Your recall salary will be equal to 50% of your final salary at retirement. The amount of your FRIP benefit will be based on your full final base salary at retirement.

What are some additional details of the program?

The program is intended to provide financial support for faculty as they retire. The program provides economic benefit to the retiring faculty member, allows the faculty member to work longer before

retiring under FRIP, and requires faculty in all schools to be immediately recalled part-time and earn partial salary for 1 or 2 years. This spreads the tax impact of the FRIP payment over time.

As indicated in the Faculty Handbook and the program statement, FRIP can be canceled or changed by the University at any time. Faculty do not have an entitlement to FRIP benefits until both the faculty member and the Provost have signed the Agreement and Release.

When I am recalled part-time, are there restrictions on the amount of consulting that I can do?

As with active faculty members, it is important that retired faculty who are recalled to service be regularly available to students and colleagues and participate in the educational programs of the University consistent with the percentage time commitment of their recall appointment. However, retired faculty members may engage in other activities as long as they do not detract from the faculty member's ability to fulfill his or her recall service commitment or present a conflict of interest. Questions or ambiguities should be resolved with department chairs and deans prospectively to avoid negative effects on the functions of the University. See also the Faculty Policy on Conflict of Commitment and Interest at <https://doresearch.stanford.edu/policies/research-policy-handbook/conflicts-commitment-and-interest/faculty-policy-conflict-commitment-and-interest>

When I am recalled part-time, are there restrictions on summer salaries?

If the FRIP recall appointment is for 9 months of on duty service, the faculty member can earn additional compensation during an off duty quarter for work that is not part of the recall appointment. This work cannot increase the FTE percent of the recall appointment during the on duty quarters and cannot be conditioned on the recall appointment. Any additional compensation is subject to approval by the dean taking into consideration programmatic need and budgetary restrictions.

If I am (Research) how is my part-time recall appointment salary paid?

The treatment of (Research) faculty under the program is consistent with the terms of employment for (Research) faculty prior to retirement. (Research) appointments are normally coterminous with continued salary and other research support from sponsored projects, or the continuation of contract support. Should such funding cease, the appointment normally would end at that same time. School funding beyond the point at which the faculty member's funding support terminates is not an entitlement. This term of employment remains the same under the FRIP program. (Research) faculty who take FRIP are permitted to seek funding during the recall period. The fund-raising must be subject to the understanding that the faculty member already has retired, and will be available only for a limited period of time to work on the project for which funding is sought. If funding terminates, the FRIP recall would terminate and the FRIP payments would likewise terminate, including the Completion Bonus.

Will the school need to renew the recall each year for faculty eligible for a 2 year recall period?

No. If the recall appointment under the FRIP program is for 2 years, the faculty member can be recalled through the submission of a single FASA transaction indicating a two year service period.

Can I be recalled after the period required under the Program?

No. After the 50% FTE recall period under the Program, retired faculty will not be eligible to be recalled to active duty.

Can I continue to contribute to the SCRP after being recalled?

Yes. Recalled faculty will be eligible to contribute to SCRP and receive University contributions based on their part-time appointment salary (but not the supplemental FRIP benefit payment).

What is the impact on retirement program distribution payments of being recalled to service?

Faculty who are recalled under the Program will be eligible to take in-service distributions from SCRP.

If I do not want to be recalled, can I receive the full FRIP benefit as an immediate lump sum?

No. The recall period is an integral part of the program and cannot be waived.

What if a faculty member is unable for health reasons to complete service during the recall period?

If a faculty member is unable to complete his or her recall service due to disability, the faculty member will receive the remaining portion of the FRIP retirement benefit that has not yet been paid, but the faculty member will not receive continued salary for recall service.

What if the faculty member signs up for the program and then is unwilling to fulfill the recall duties?

The faculty member will not receive further salary for the recall, and will not receive any further FRIP benefits. The terms of this arrangement will be in the Agreement and Release signed by the faculty member before retirement.

What if the faculty member signs up for the program and then terminates employment?

The faculty member will not receive any outstanding FRIP payments or further salary for the recall. The terms of this arrangement will be in the Agreement and Release signed by the faculty member before retirement.

General questions about Emeriti status under the FRIP program

What are my rights to participate in departmental decision making?

Faculty members who become official University retirees receive the emeritus or emerita title and become senior members of the Academic Council with privileges of the floor and of service on committees, but without the right to vote or hold office. Each school and/or department is responsible for determining the extent of the individual's participation in departmental affairs, which will vary from department to department. By its nature, however, an emeritus recall appointment does not permit the same status within departments as does a regular faculty appointment. For example, retired faculty,

whether recalled or not, are not asked to vote on appointments, reappointments or promotions. If it is in the department's interest to have them participate in such a decision, it should be in an advisory role.

May I continue to advise graduate students?

Emeriti faculty may serve on doctoral dissertation reading committees without being recalled to active duty. They may also serve as the principal dissertation adviser with a regular member of the Academic Council as a co-adviser.

What about my grants?

Emeriti faculty recalled to active duty are eligible to act as principal investigators on sponsored projects, provided such activities are within the department's intended role for the individual. The project must not exceed the duration of the recall period and the department must be willing to accept responsibility for meeting obligations to students and staff associated with the research, as well as the contractual obligations, in the event of the principal investigator's inability to do so.

What happens to my office?

Allocation of office or laboratory space and/or secretarial services varies by department and school. Individual schools and departments may have their own policies and practices with regard to available space and other resources. Questions should be addressed to the department chair or dean.

Can I keep my endowed chair title?

Yes, you may keep the endowed chair title followed by the "Emeritus" or "Emerita" designation. After your retirement, the chair will be assigned to an active faculty member.

What happens to my benefits?

Retired faculty holding a 50% recall appointment will be eligible for active employee medical coverage and many other benefits for active employees.

After faculty cease to be eligible for active employee medical coverage, the University offers a generous medical insurance program for faculty who meet the program's eligibility requirements (you share the cost of coverage with the University). Eligibility is based on your age, the date you were hired, plus the number of eligible years of service you accrue. You should contact the University HR Service Team in order to determine your personal eligibility. They prepare a calculation to determine if you are eligible for medical and dental benefits in retirement and what portion of the coverage cost you will share with the University. You will be notified by the Stanford Benefits service center of the outcome. The calculation takes about one to three weeks. Call 650-736-2985, Option #9 and request a retirement calculation.

Retirement benefits include free campus parking privileges, use of the libraries, and access to other facilities and services of the University. Eligible emeriti may also use the Tuition Grant Program for any eligible children. Emeriti may retain a campus home but should contact the Housing Office (fshousing@stanford.edu) to discuss the impact, if any, on any outstanding loans.

I need help thinking through my options.

We encourage you to contact your personal financial advisor. While the University cannot give financial advice, the resources identified below are available.

For purposes of personal financial planning, the University will provide Academic Council and Medical Center Line faculty and Hoover Institution Senior Fellows up to \$1,000 for reimbursement for the services of financial planners or consultants. This reimbursement, which is treated as taxable income to the faculty member, is available only once in an individual's career and requires the submission of a receipt to the Faculty Affairs Group of the Provost's Office. Please contact the Faculty Affairs Group (facultyaffairs@stanford.edu) of the Provost's Office for more information about this reimbursement.

You may sign up for a financial education class presented by Financial Knowledge. Class descriptions and information are available on the Cardinal@Work site and enrollment for active employees is through STARS. You may also consider scheduling a free confidential financial consultation with one of the investment providers (Fidelity, TIAA- CREF and Vanguard). To help you decide which options are right for you, find a list of dates and locations on the Benefits Web site at <http://cardinalatwork.stanford.edu>. Click on the Retirement tab.

For faculty in the School of Medicine, please contact Ellen Waxman at 724-7743 or ewaxman@stanford.edu.