



FAQs on the Faculty Retirement Incentive Program (“FRIP”) Window Benefit Effective July 1, 2020

How does the Window Program work?

The Window Program is available to faculty born not later than September 1, 1949 and who will have at least ten years of service at Stanford at 50% FTE or greater as of September 1, 2021. 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 Professoriate or the Medical Center Line faculty or as a Hoover Institution Senior Fellow. Sabbatical leave time counts toward the service requirement but leaves without salary are excluded.

Under the Window Program, eligible faculty aged 72 or older as of September 1, 2021 can retire under Window FRIP and receive a 1X bonus benefit paid as a lump sum. The payment will be calculated on annual base pay at the time of retirement. For the School of Medicine, the Window FRIP calculation includes base pay plus the average variable pay for the 3 years preceding retirement.

What are some additional details of the Window Program?

The Window Program is intended to provide financial support for faculty as they retire. An individual applying for this benefit must make such application not earlier than July 1, 2020 and not later than December 31, 2020. An individual applying for this benefit must have a retirement date not earlier than January 2, 2021 and not later than September 1, 2021.

As indicated in the Faculty Handbook and the Window 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, and it has become effective under its terms.

Can I be recalled after participating in the Window Program?

No. Retired faculty will not be eligible to be recalled to active duty.

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

The faculty member will become entitled to payment of the benefit under the Window Program, but only if they remain employed by Stanford University continuously through their Retirement Date.

General questions about Emeriti status under the Window 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?

All grants must end by the Window Program retirement date or be transferred to an active regular member of the Academic Council or the Medical Center Line faculty.

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?

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 HR Service Team of the outcome. The calculation takes about one to three weeks. Call (650) 736-2985, Option 4 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 professoriate 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 Cristen Shinbashi in the Faculty Affairs Group (cshinbashi@stanford.edu) of the Provost's Office for more information about this reimbursement.

You may sign up for retirement [workshops and guidance](#) at the Cardinal at Work web site. You may also consider scheduling a free confidential financial consultation with one of the investment providers. To help you decide which options are right for you, find a list of dates and locations on the Cardinal at Work web site at <http://cardinalatwork.stanford.edu>. Click on the Retirement tab.

For faculty in the School of Medicine, please contact Ellen Waxman at (650) 724-7743 or ewaxman@stanford.edu.