

TO: All Faculty

FROM: Kyle R. Carter  
Provost and Senior Vice Chancellor

DATE: September 5, 2007

SUBJECT: University of North Carolina Phased Retirement Program

The University of North Carolina Phased Retirement Program application period for academic year 2007-2008 will be open from September 20 to November 1, 2007. The Program was passed by the UNC Board of Governors in January, 1998, and was available to Western's eligible faculty beginning fall, 1998. Only **tenured** faculty who meet certain age and service requirements ("Eligible Faculty Members") may participate in the Program. Eligible Faculty Members who are members of the NC Teachers' and State Employees' Retirement System (TSERS) must (1) have at least 5 years of full-time service at his/her current institution (2) be at least age 62 upon entering the Phased Retirement Program and (3) be eligible to receive a retirement benefit under TSERS. A tenured faculty member who is a participant in the UNC Optional Retirement Program (ORP) must (1) have at least 5 years of full-time service at his/her current institution (2) be at least age 59 1/2 upon entering into the program and (3) be eligible to receive a retirement benefit under ORP.

Faculty members who decide to participate in the program give up tenure and terminate their current full-time positions. In return, Western Carolina University contracts with participants for half-time reemployment for a period of three years. Participants negotiate individually with their department head to determine specific teaching duties. Half-time responsibilities and duties may vary among departments. All enrollments in the program begin with the fall semester and do not include summer school duties. Please go to the following link for further details for the Program at <http://www.wcu.edu/provost/resources/PhasedRetire.htm>.

Information letters are being distributed to faculty members who have been identified as meeting eligibility requirements. Faculty members who believe they may be eligible to participate in this program but who do not receive an information letter should contact Western's Office of Human Resources.

Informational meetings will be held at the following times:

Tuesday, September 18 <sup>th</sup>	12:20-1:20 Catamount Room, UC (bag lunches welcome)
Wednesday, September 19 <sup>th</sup>	12:35-1:35. Cardinal Room, UC (bag lunches welcome)

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