

Survey of Changes in Faculty Retirement Policies 2007

By Valerie Martin Conley

The TIAA-CREF Institute, the research foundation sponsored by faculty retirement insurance provider TIAA-CREF, and the Cornell Higher Education Research Institute generously financed this project.

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Introduction

As many tenured faculty members approach traditionally acceptable retirement ages, observers of higher education are speculating about whether they will leave voluntarily, expect incentives to do so, or refuse to give up their positions indefinitely, leaving institutions with an aged faculty in desperate need of renewal. Although the 2007 *Survey of Changes in Faculty Retirement Policies* will not definitively end such speculation, it does point to trends in the way that institutions and faculty members are approaching retirement. The survey data also suggest, however, that a more important subject for speculation may be whether or not institutions can recruit and retain enough faculty to meet their growth and replacement needs.

The Committee on Retirement of the American Association of University Professors initiated its first retirement policies survey in 2000 to address a lack of reliable and systematically collected information on retirement policies and practices across U.S. institutions of higher education. At the end of the 1990s, there was a sense that institutions had been modifying policies and practices to gain more control over the timing of individual retirement decisions since mandatory retirement for tenured faculty members had ended in 1994. To gauge whether or not—and if so how—institutions were actually changing retirement policies, the 2000 survey elicited information about regular retirement programs for tenured faculty members, the prevalence and characteristics of retirement-incentive and phased-retirement programs, policies applicable to retired faculty, and perceptions regarding the end of mandatory retirement. A detailed report of the findings was published on the AAUP's Web site, and an article by report author Ronald G. Ehrenberg (*Career's End: A Survey of Faculty Retirement Policies*) was published in the July–August 2001 issue of *Academe*, the AAUP's bimonthly magazine. (Both items remain accessible through the AAUP's Web site.)

In 2005–06, the Committee on Retirement updated the survey instrument and redistributed it with an eye toward exploring how institutions might have changed their policies to deal with escalating health-care costs and the aging of so many faculty members nationwide. Specifically, the survey asked institutions to report the

number of faculty members enrolled in each type of institutional retirement plan, details about the plans and any retirement incentives offered, and information about the availability and cost of medical insurance and long-term health-care options for retiring faculty members and their spouses and dependents. The committee hopes the survey will help faculty members who are planning their own retirements, faculty groups who want to improve policies on their campuses, and institutions seeking to develop more effective retirement programs. This report summarizes the survey findings.

Data Collection

The sampling frame for the 2000 survey was constructed using the U.S. Department of Education's National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS). Members of the AAUP's Committee on Retirement met in spring 2005 to review the 2000 survey instrument and revise it in light of emerging issues and trends. The resulting survey, which was disseminated in 2006, had a total of forty-three questions covering four main areas or topics: (a) regular retirement programs, (b) retirement-incentive programs, (c) phased-retirement programs, and (d) policies regarding retired faculty. In addition, the survey gathered information about health benefits for retirees, spouses, partners, and families.¹ (See the appendix to this report for a copy of the survey instrument.)

Institutions that had participated in the 2000 survey for which the AAUP could identify accurate and complete contact information were invited to take part in the 2007 survey. Eligible institutions included public and private, not-for-profit colleges and universities with seventy-five or more full-time faculty members. A packet of information including a letter of invitation, a description of the project, and a copy of the survey was mailed to the president or chief executive officer of each of the 1,361 sampled institutions.

Respondents were given the option of completing a paper-and-pencil survey or an online version of the instrument. Multiple follow-up telephone calls were made to increase the number of institutions represented in the study. Completed surveys were received from

567 institutions, reflecting a response rate of 42 percent. Fifty-eight percent of the respondents returned completed surveys by mail, while 42 percent completed the survey online. Only one respondent completed the survey by telephone. Responses were received from 369 public and 198 private institutions (see figure 1).

Regular Retirement Programs

Institutions offer a variety of retirement-income programs, including both defined-contribution and defined-benefit (or pension) plans. In “Endgame: The Design and Implementation of Early Retirement Incentive Programs,” published in 2003 in *Retirement: Reasons, Processes, and Results*, Daniel C. Feldman describes these two major types of plans and explains how they differ in terms of the financial commitment of the employer to the employee. In defined-contribution plans, employers deposit a set dollar amount (usually based on a percentage of annual salary) into a tax-deferred fund. In defined-benefit plans, the employer provides a guaranteed annual pension, basing its amount on a formula that typically includes salary and years of service. Institutions sometimes offer a combination of these two types of plans, permit faculty members to choose between the types of

plans, or allow them to participate in both types.

Figure 2 shows the percentage of responding institutions offering different types of retirement-income programs to faculty. Forty-two percent offered defined-contribution plans (such as TIAA-CREF). An additional 41 percent of institutions allowed faculty members to choose either a defined-contribution or a defined-benefit plan (such as a state plan that calculates benefits based on a formula that might include years of service, final average salary, and age). Where faculty members were given such a choice, most institutions (72 percent) required participation in the defined-benefit system as the default.² Just 12 percent of responding institutions reported offering only a defined-benefit program, and only 5 percent offered a combined plan that includes features of both types of programs. Only one institution reported not providing any kind of retirement program at all. Most institutions required faculty to participate in some plan: 81 percent of respondents reported that they do not allow faculty to opt out of all institutional retirement plans.

Public and private institutions offered different types of retirement plans. As figure 3 shows, most of the institutions offering defined-contribution plans were private (76 percent),

Figure 1. Percentage of Responding Institutions by Public-Private Affiliation

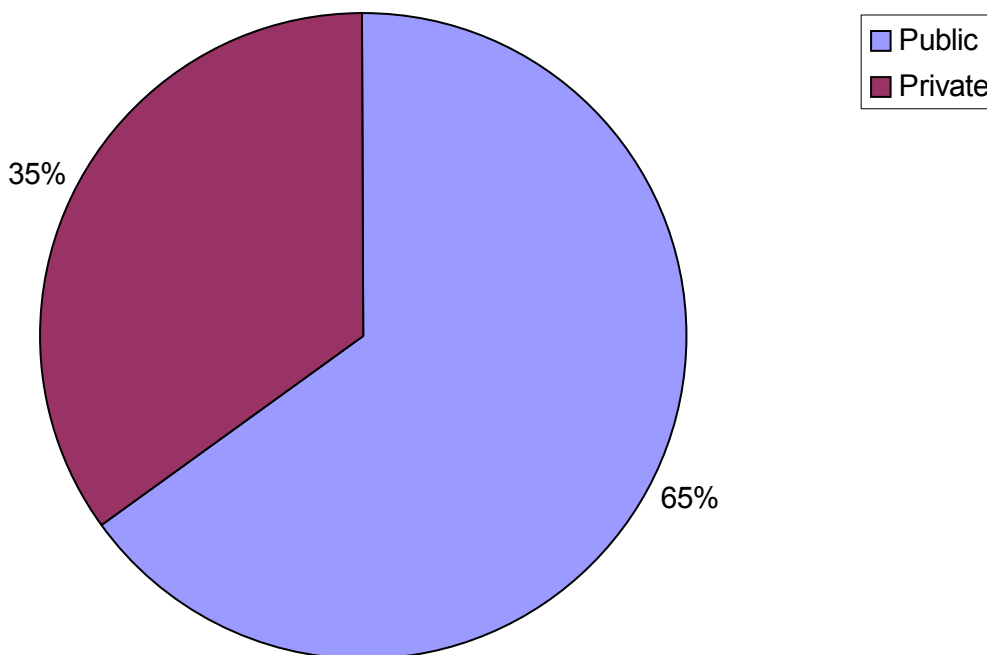


Figure 2. Percentage of Institutions Offering Different Types of Retirement Plans

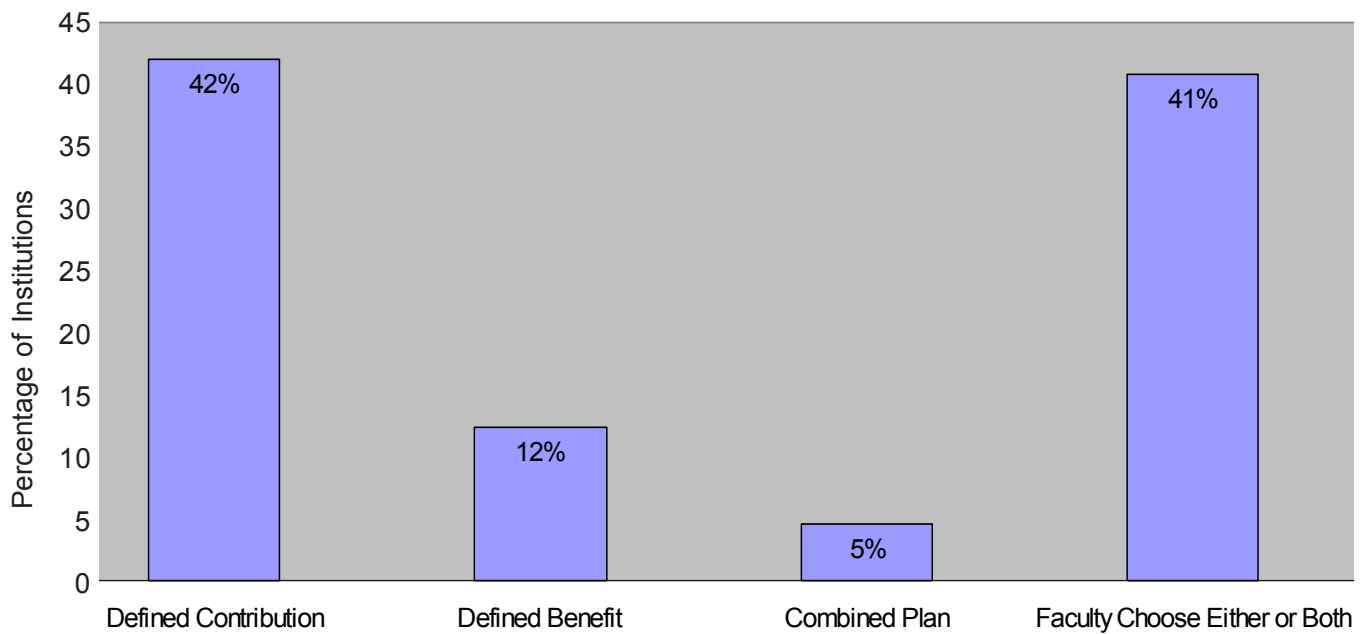


Figure 3. Plan Type by Public-Private Institutional Affiliation

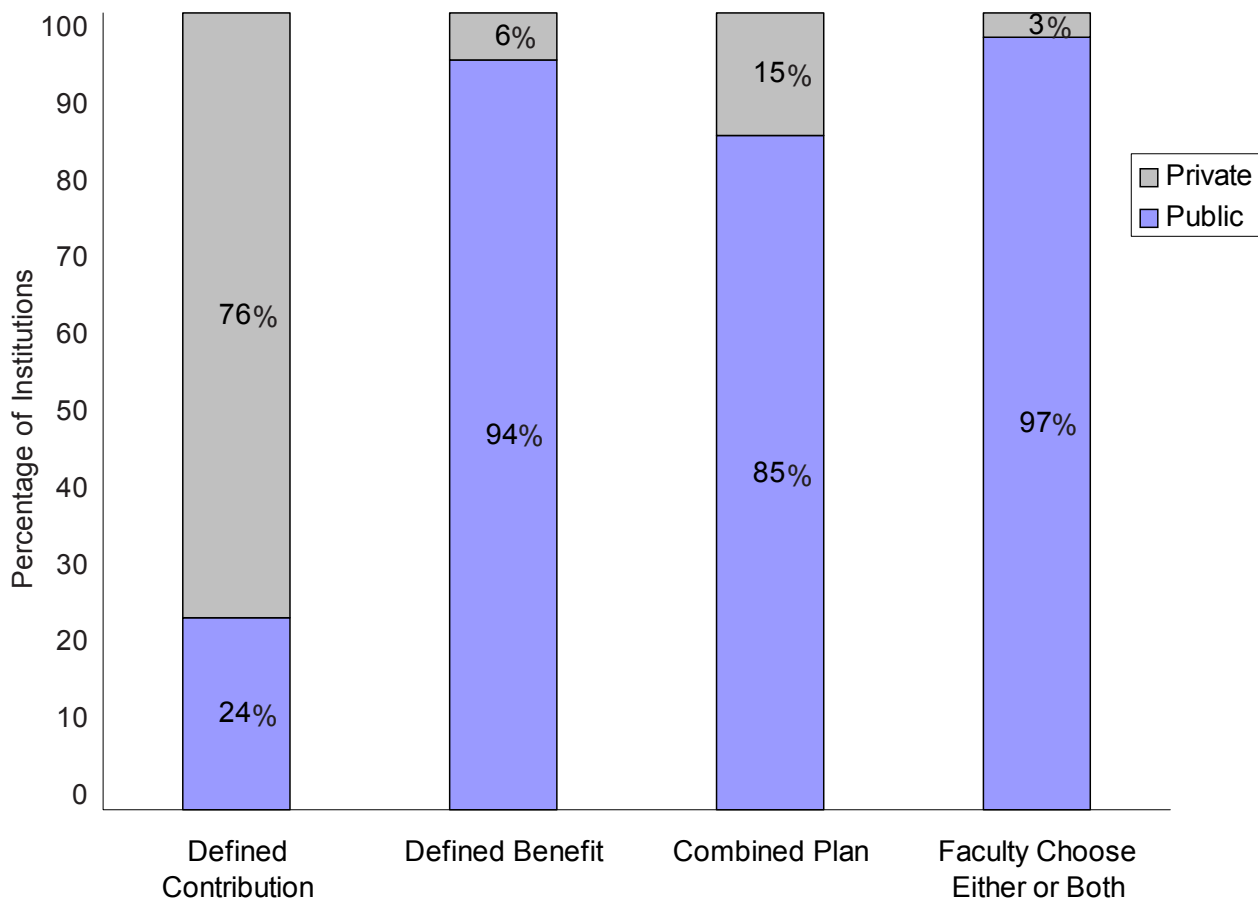


Table 1. Participation of Full-Time Faculty in Retirement Programs by Plan Type and Number and Percentage of Faculty

	Number Eligible	Number Participating	Percent
Total	299,375	241,722	81
Defined Contribution	184,439	171,324	93
Defined Benefit	102,032	58,299	57
Combined Plan	12,904	12,099	94

while a higher percentage of public institutions than private institutions offered defined-benefit plans, combined plans, or the option to choose either or both plan types.

Most full-time faculty members at the responding institutions who were eligible to participate in retirement-income programs were doing so. As table 1 shows, among those eligible to participate in defined-contribution plans, 93 percent were doing so, as were 94 percent of those eligible to participate in combined plans. A smaller percentage (57 percent) of those eligible to participate in defined-benefit plans were doing so.

Fifty-seven percent of responding institutions indicated that part-time faculty members were eligible to participate in institutional retirement-income programs, and 43 percent reported that they were ineligible to participate. According to the data collected, an estimated 59,528 part-time faculty members were eligible to participate in

some type of retirement-income program at responding institutions. Fifty-three percent of those eligible were currently participating in these retirement programs (see table 2).

Among part-time faculty members eligible to participate in defined-benefit plans, 57 percent were doing so, compared with 48 percent of those eligible to participate in defined-contribution plans. Forty-four percent of part-time faculty members eligible to participate in combined plans were taking advantage of them. (Combined plans were not, however, prevalent among the responding institutions.)

Figure 4 shows the distribution of eligible part-time faculty by plan type, and figure 5 shows the distribution of those actually participating. Fifty-seven percent of all eligible part-time faculty members were eligible for defined-benefit plans, while 38 percent were eligible for defined-contribution plans. Sixty-one percent of those participating were signed up for

Table 2. Participation of Part-Time Faculty in Retirement Programs by Plan Type and Number and Percentage of Faculty

	Number Eligible	Number Participating	Percent
Total	59,528	31,441	53
Defined Contribution	22,704	10,997	48
Defined Benefit	33,713	19,060	57
Combined Plan	3,111	1,384	44

Figure 4. Percentage Distribution of Part-Time Faculty Eligible for Retirement Plan Participation by Plan Type

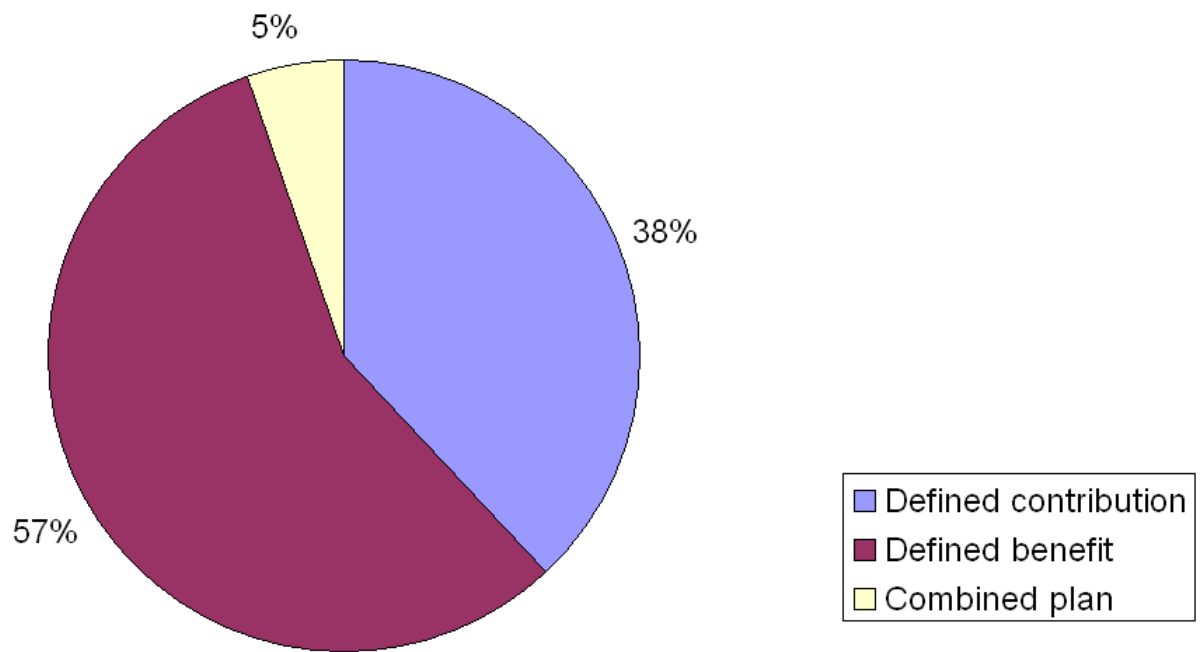


Figure 5. Percentage Distribution of Part-Time Faculty Participating in Retirement Plans by Plan Type

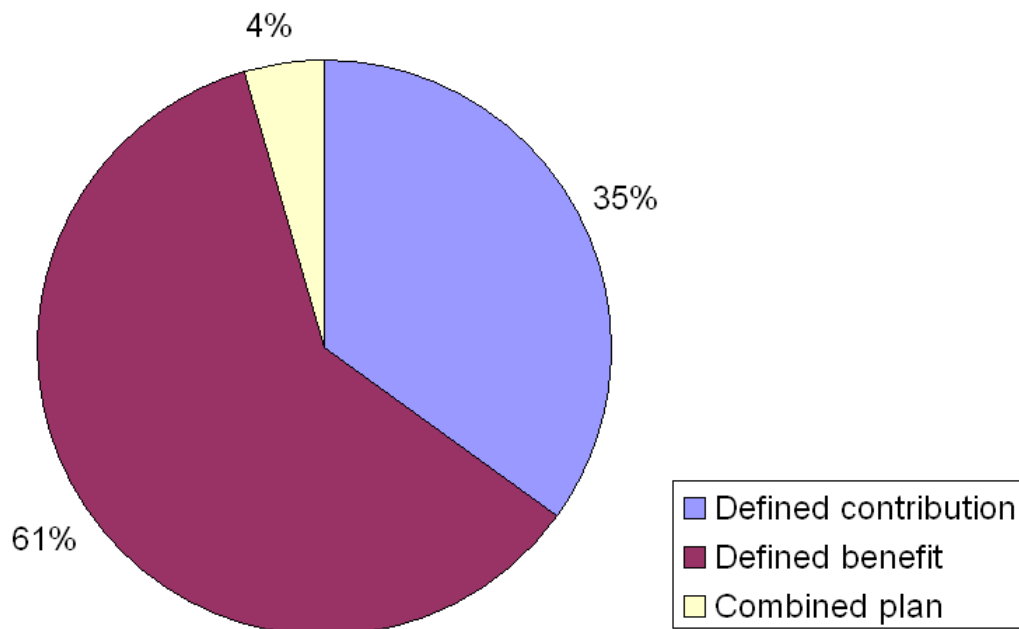


Table 3. Participation in Retirement-Income Programs at Public Institutions by Plan Type and Employment Status

	Full-Time Faculty		Part-Time Faculty	
	Eligible	Participating	Eligible	Participating
Defined Contribution	136,650	125,982	14,335	7,573
Defined Benefit	99,911	56,282	33,242	18,589
Combined Plan	12,093	11,288	3,104	1,377

defined-benefit plans. The survey did not elicit information about whether or not part-time faculty members could choose among plan types, nor did it gather specific details related to part-time faculty participation in these plans.

Tables 3 and 4 show the number of full- and part-time faculty members at public and private institutions eligible to participate and actually participating in each type of retirement plan. Part-time faculty members employed in public institutions have more access to retirement benefits. However, institutional size varies, and many of the public institutions in the sample are two-year colleges. Public two-year institutions employ large percentages of part-time faculty and may be more likely than other types of institutions to offer them retirement benefits.

DEFINED-CONTRIBUTION PLANS

Approximately 30 percent of responding institutions offering defined-contribution plans reported a typical contribution rate of 10 percent of a full-time faculty member’s annual salary. Yet fewer than 20 percent of responding institutions reported typical contribution rates greater than

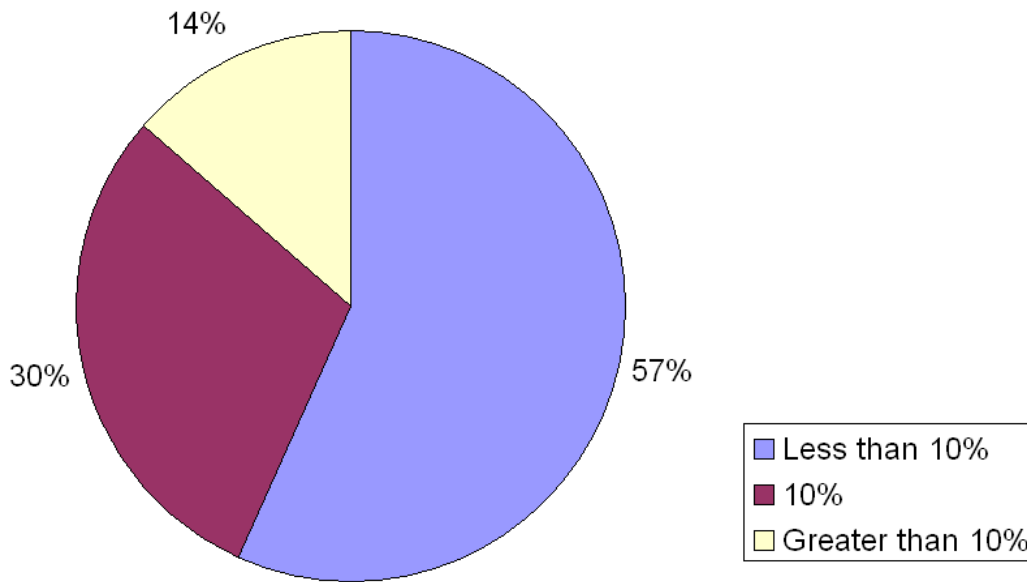
10 percent, while 57 percent contributed less than 10 percent (see figure 6). In other words, it was more “typical” for institutions to contribute less than 10 percent of a faculty member’s salary to defined-contribution systems than it was for them to contribute 10 percent or more.

Twenty-eight percent of responding institutions offering defined-contribution plans did not require faculty to contribute to the plan at all (that is, the minimum required contribution rate was zero). Eleven percent of institutions required faculty members to contribute a minimum of 3 percent of their annual salaries. Twenty-three percent of institutions required a 5 percent minimum contribution, and 10 percent demanded a 6 percent minimum contribution. For most institutions, the contribution rate was not affected by years of service, age, faculty rank, or date of hire. The percentage of institutions reporting that one or more of these factors affected their contribution rate ranged from a low of 2 percent for faculty rank to a high of 18 percent for years of service. Of these factors, years of service and date of hire were more likely

Table 4. Participation in Retirement-Income Programs at Private Institutions by Plan Type and Employment Status

	Full-Time Faculty		Part-Time Faculty	
	Eligible	Participating	Eligible	Participating
Defined Contribution	47,789	45,342	8,369	3,424
Defined Benefit	2,121	2,017	471	471
Combined Plan	811	811	7	7

Figure 6. Percentage Distribution of Institutional Contributions to Defined-Contribution Plans of Full-Time Faculty



to affect the contribution rate than faculty rank or age.

DEFINED-BENEFIT PLANS

Most responding institutions offering defined-benefit plans reported using an annual benefit formula equal to two times the number of years of service. For example, if the percentage benefit rate for each year of service is two, and a faculty member has thirty years of service, then the annual benefit is 60 percent of the faculty member’s annual salary. Eighty-one percent of responding institutions reported a percentage rate of two for each year of service.

There are, however, several ways to define salary for the purpose of calculating the benefit under defined-benefit plans. Respondents were asked if salary was calculated based on career average, the final three years of salary, the highest salary, or some other method. Sixty-four percent of the responding institutions reported that the benefit was calculated using criteria other than the three options given. Of these three response options, highest salary was used to calculate the benefit most often. Twenty-one percent of institutions reported using it to calculate the benefit, 1 percent reported using a career average, and 14 percent reported using the final three years of salary.

Academic rank affected the benefit formula at only five of the responding institutions

reporting defined-benefit plans. Sixty-five percent of the institutions reported that the age of a faculty member affected the formula, and 63 percent reported considering date of hire.

Fifty-six percent of responding institutions with defined-benefit plans reported no maximum on the level of the benefit that an individual could receive upon retirement. Forty-one institutions that had a maximum reported basing it on years of service, fifty based it on salary, and 64 based it on some other criteria. The most common maximum credit for years of service is forty; 51 percent of the responding institutions offered such a maximum. Most institutions that capped the level of the benefit based on a faculty member’s salary reported a maximum greater than or equal to 75 percent of the individual’s salary. Fourteen institutions reported that the maximum level of the benefit an individual could receive upon retirement was 100 percent of his or her salary.

Retirement Planning

Eighty-eight percent of responding institutions reported making financial-planning services or retirement counseling available to their faculty members; 12 percent indicated that they did not do so. Seventy-two percent offered early planning for retirement (to faculty younger than fifty-five), while 28 percent of institutions did not. A substantial number (248) of institutions

provided “lifestyle planning” to help faculty determine what to do in retirement. Such services were more likely to be provided by organizations external to a college or university. Ninety-four percent of responding institutions indicated that they did not provide financial subsidies for the services offered by outside organizations.

Retirement-Incentive Programs

Retirement incentives (sometimes referred to as buy-outs) have become accepted practice among institutions of higher education since the end of mandatory retirement. Incentives are designed to encourage tenured faculty members to retire prior to age seventy. More than 38 percent of responding institutions reported that since 2000 they had offered one or more institution-wide financial-incentive programs for retirement. Only a small number of institutions indicated that their most recent plans were offered before 1994 (n=13), in 1994 (n=8), or between 1994 and 2000 (n=13). Fifty-two percent of the institutions that reported having a previous plan indicated that it was introduced after 2000. The 9 percent of institutions that reported having two previous

plans indicated that their most recent plans had also been initiated after 2000. Figure 7 shows the percentage of institutions reporting that a legislature, a collective bargaining unit, or a governing board or administration originated the incentive plans. Clearly, governing boards or administrations originated the highest percentage of the most recent plans at surveyed institutions.

At most of the responding institutions, faculty were automatically eligible to participate in whatever retirement-incentive program was on offer once they met a plan’s age or years of service requirement. However, most plans were available only for a specified time. Among the most recent retirement-incentive plans institutions provided, ages fifty (25 percent), fifty-five (34 percent), and sixty (25 percent) were the most frequently reported minimum ages to participate. Ten (33 percent) and fifteen (25 percent) were the most frequently reported minimum years of service required to participate. Nine percent of institutions reported that faculty members could participate in the most recent plan if they had five years of service. Seven percent of institutions reported permitting

Figure 7. Percentage of Institutions by Origin of Incentive Plan

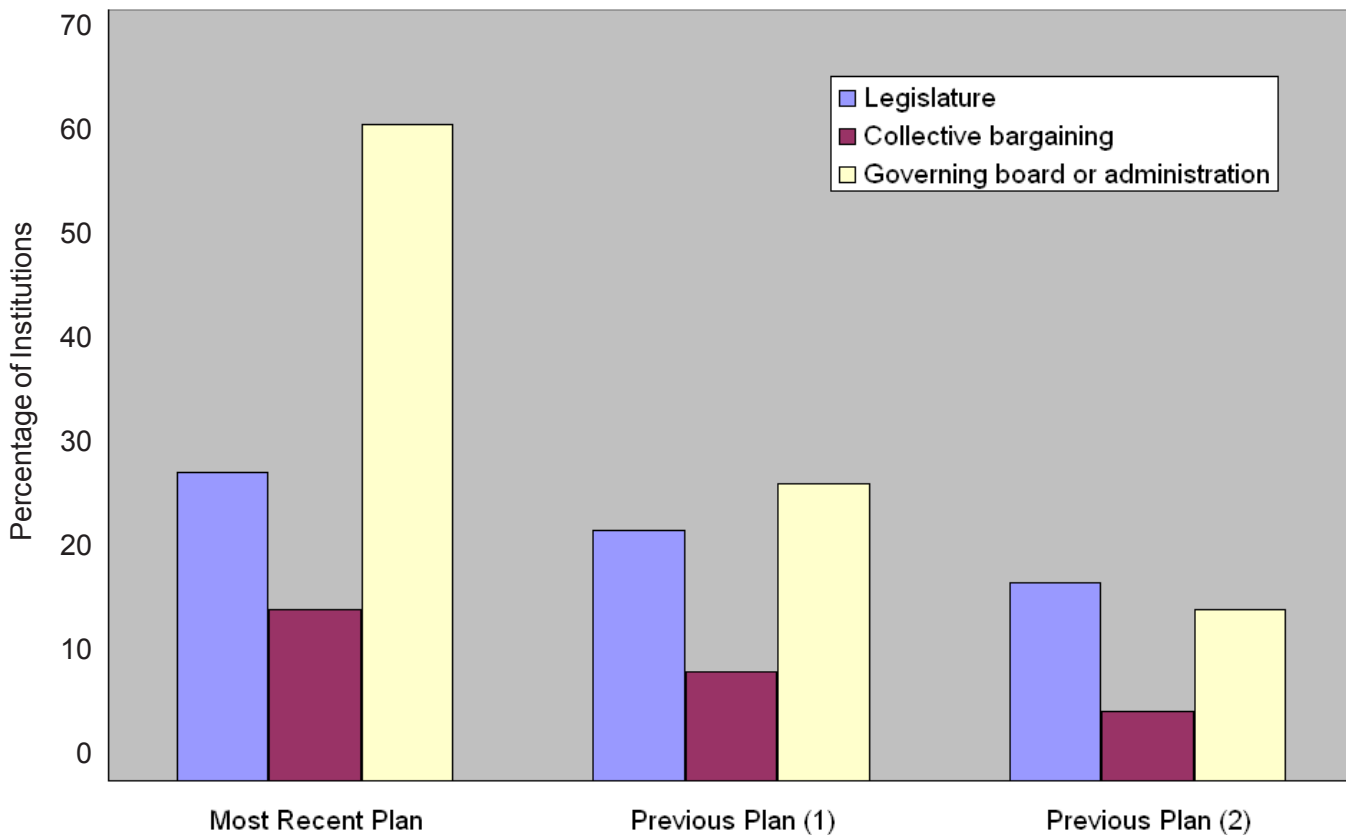
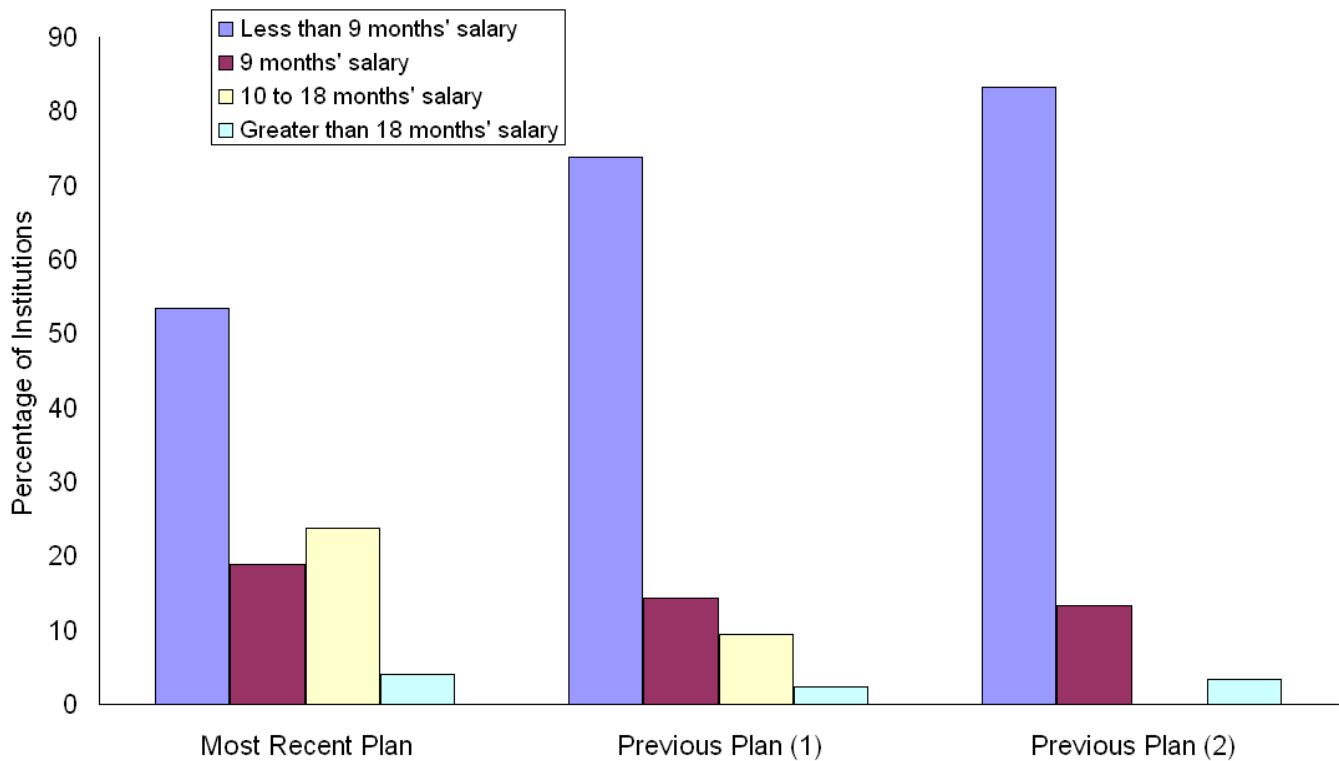


Figure 8. Percentage Distribution of Institutions Offering a One-Time Additional Cash Payment by Payment Amount



faculty members to participate only after they had accrued twenty years of service. Characteristics of previous plans were generally similar.

Most of the institutions that reported providing one-time additional cash payments indicated that the payment totaled less than nine months' salary. Figure 8 suggests, however, that the amount of cash payments may be increasing. Any such increase would give faculty an incentive to wait to see if a more generous buy-out might be offered in the future. Institutions may be increasing the amount of the cash payments to make buy-outs more effective.

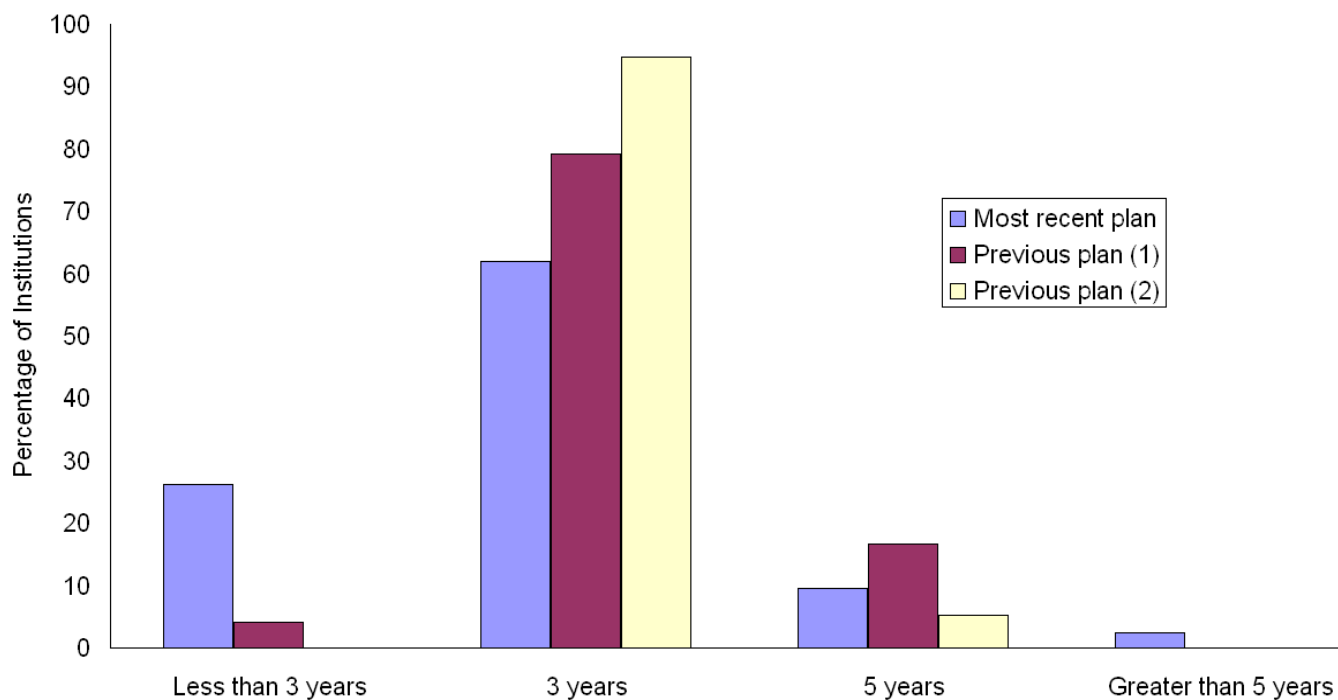
Among institutions offering credit for additional years of service as part of an incentive plan, three years of credit was the most commonly offered benefit. However, fewer institutions offered three years of service credit in their most recent plans compared with their previous plans, and the percentage of institutions providing less than three years additional service in their most recent plans increased. The data also suggest that at least a few institutions may be experimenting with offering more than three years additional service credit (see figure 9).

Phased-Retirement Programs

Phased-retirement programs can take many forms. (See, for example, "New Ways to Phase into Retirement: Options for Faculty and Institutions" in the winter 2005 issue of the journal *New Directions for Higher Education*.) For the purposes of this survey, phased retirement was defined as "a formal program that permits tenured faculty members to phase into retirement by working fractional-time (for prorated pay) on the condition that they waive tenure at a specified time" (question 19 of the survey instrument). The survey data suggest that the number of phased-retirement programs in higher education has increased (see figure 10). Fifty-eight institutions reported that they implemented phased-retirement plans since 2000 (twenty institutions reported doing so in 2005 and 2006 alone). More institutions reported implementing phased-retirement programs since 2000 (n=58) than between 1994 and 1999 (n=51).

Still, only 32 percent of responding institutions reported that they currently had a phased-retirement program. Unlike retirement-incentive programs, phased-retirement programs are not typically "window" plans—that is, there usually is not a time limit on a

Figure 9. Percentage of Institutions Offering Years of Service Credit by Number of Years and Timing of Plan



plan's availability. Ages fifty-five (42 percent) and sixty (27 percent) were the two most frequently cited minimum ages for eligibility. Forty-four percent of institutions reported ages sixty-three, sixty-four, or sixty-five as the maximum age at which faculty could continue to participate; 19 percent reported age seventy as the maximum.

Sixty-seven percent of responding institutions required faculty members to secure administrative approval to participate in a phased-retirement program. The institutions provided a range of benefits to faculty members who chose phased retirement, including full contributions to health-insurance premiums, extra retirement payments or credits, extra salary payments over and above a pro-rata amount, and the ability to draw on partial retirement benefits while earning salary during phased retirement. Figure 11 shows the percentage of institutions offering each benefit.

Forty-three percent of responding institutions required faculty members to relinquish tenure to participate in a phased-retirement program, and most of the institutions specified a maximum number of years that faculty members could participate. (Thirty-five percent of institutions reported a maximum of three years, and 38 percent reported a maximum of five years).

Other Benefits for Retired Faculty

The survey gathered information on the presence or absence of policies for retired faculty related to part-time teaching, committee service, health-insurance coverage, and other benefits. Although information was requested on the level of benefits, specific details of the policies were not collected because of the variation among institutional programs. Many institutions post information about their retirement programs and policies on an institutional Web site. (Upon request, the AAUP will provide a list of the Web sites of respondents that agreed to be identified.)

Most institutions permitted at least some retired faculty members to teach part time. Forty-eight percent of responding institutions reported that all their retired faculty members could teach; 51 percent reported that some could do so. Only about 33 percent of the respondents indicated that part-time teaching was negotiable as a condition for retiring from a tenured position. Retired part-time faculty members are typically paid similarly to other part-time faculty.

Sixty-six percent of responding institutions did not permit retired professors to advise or supervise students or to chair student honors theses or dissertation essays. Twenty-one percent of the respondents allowed retired professors to supervise or advise students but not to chair

Figure 10. Number of Institutions Offering Phased-Retirement Programs by Year of Implementation

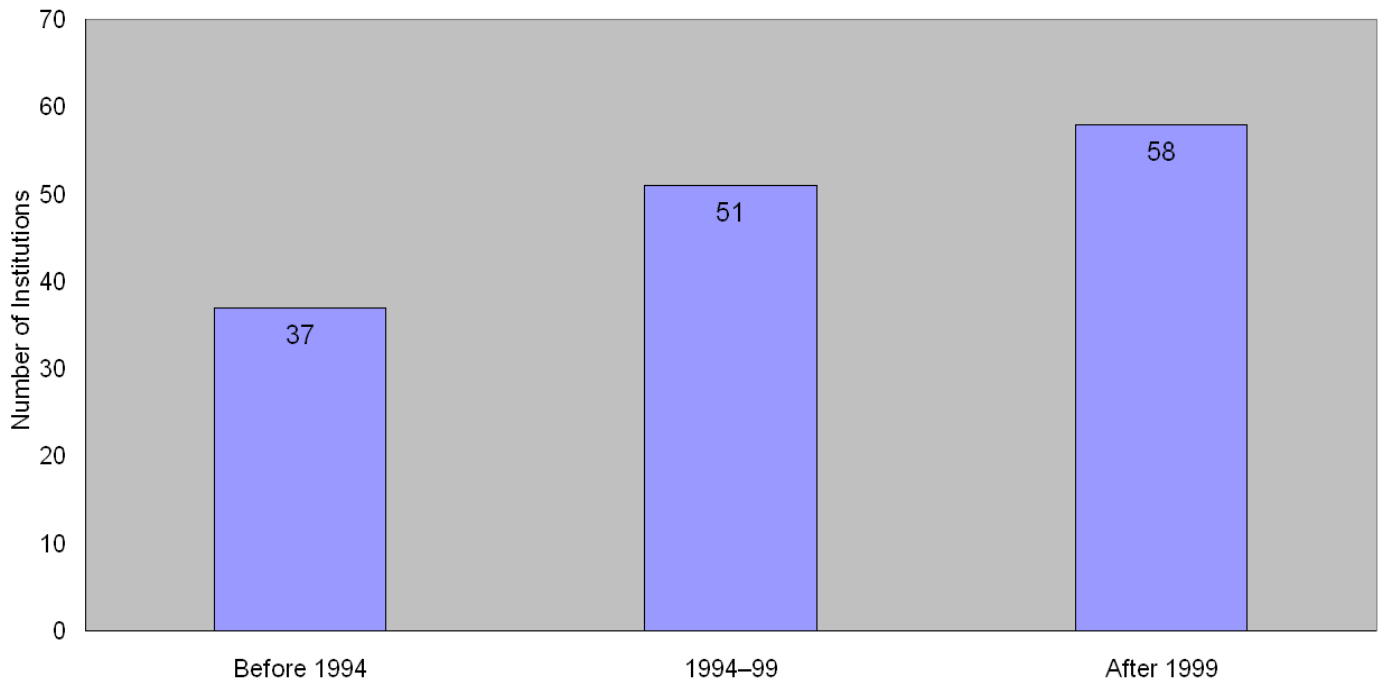


Figure 11. Percentage of Institutions Offering Special Benefits in Phased Retirement by Benefit Type

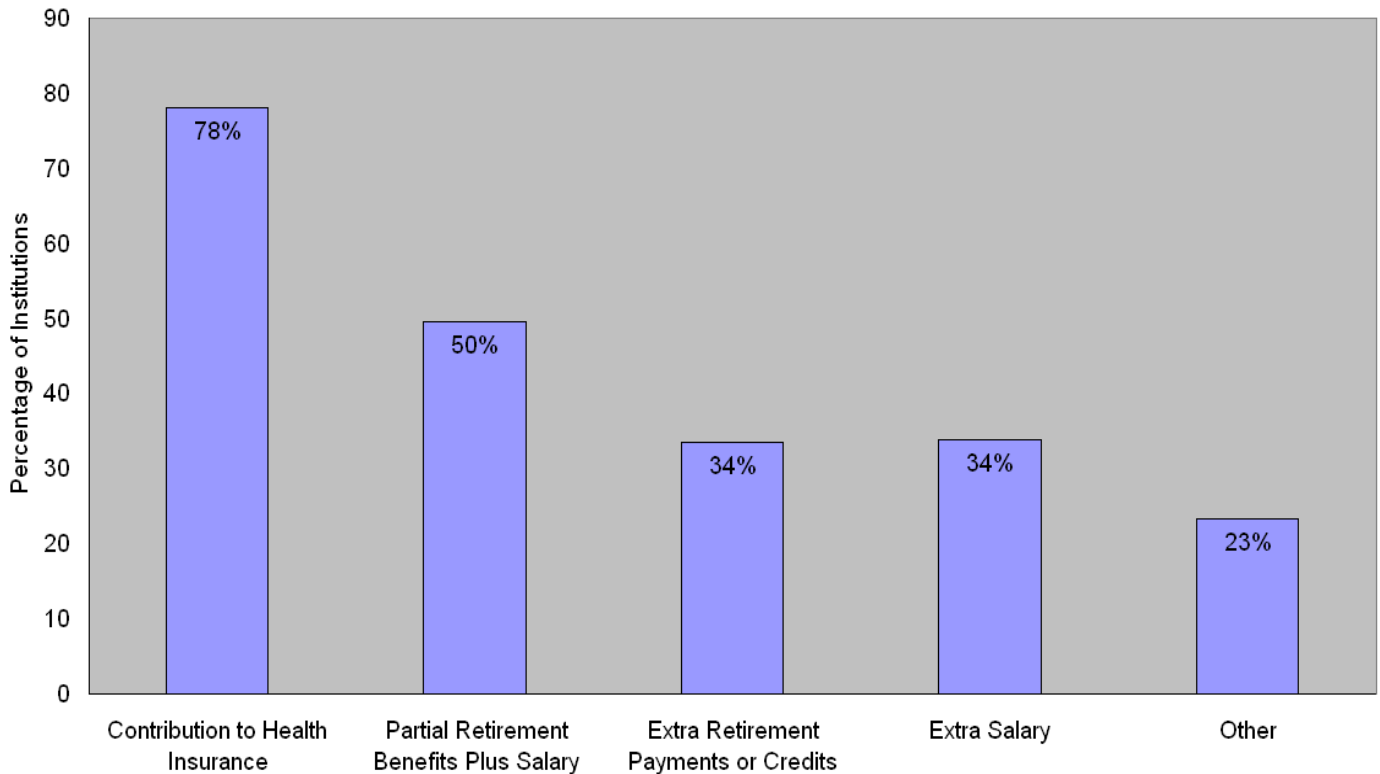
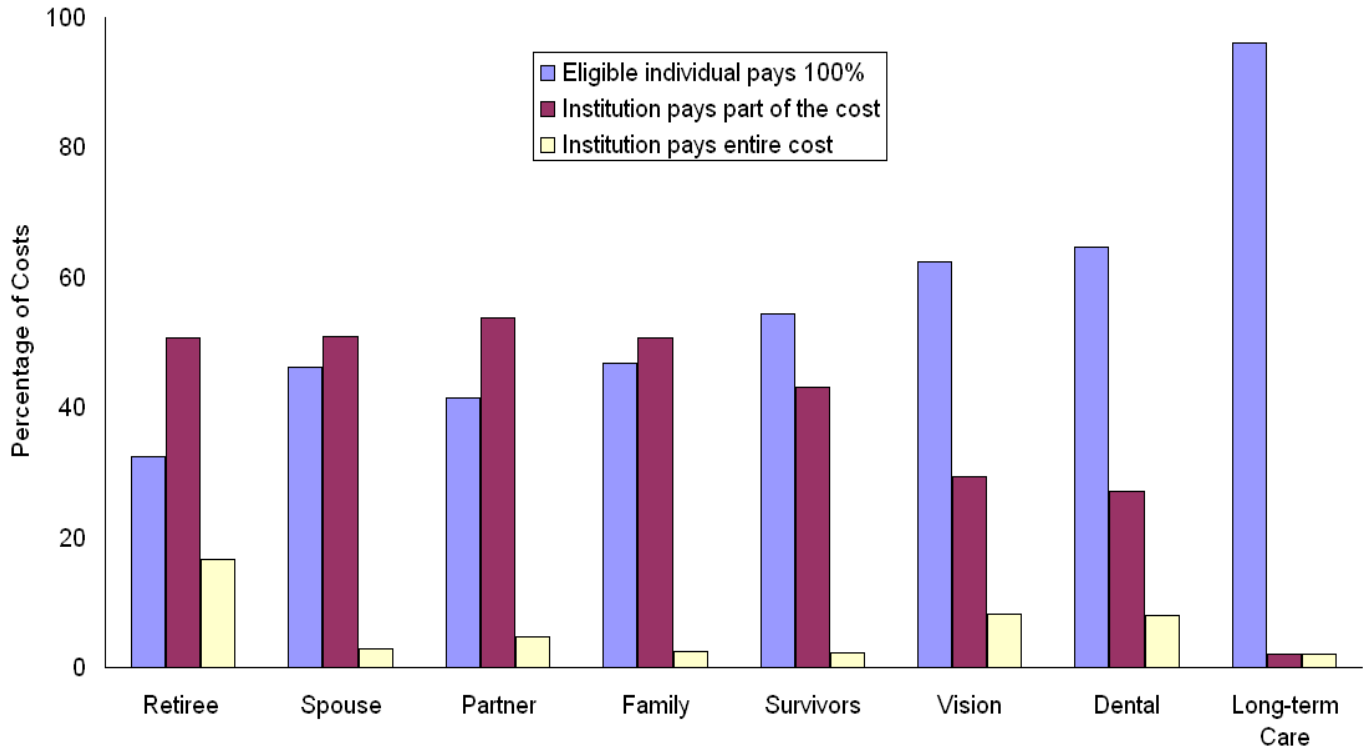


Figure 12. Percentage Distribution of Health-Care Costs Borne by the Eligible Party and the Institution



theses or dissertations. Retired faculty could both advise or supervise and chair at 13 percent of the institutions.

Eighty-two percent of the respondents conferred the title emeritus professor, but only 47 percent of them awarded it routinely to all retired tenured professors. In most cases, the title was conferred at the discretion of a university administration.

At 82 percent of responding institutions, faculty retirees continued to be eligible for group health insurance (other than as required by law through the COBRA program); at 80 percent of the institutions, spouses also continued to be eligible. The amount of cost borne by the individual and the institution varied, however. Fifty-one percent of institutions paid part of the cost for the faculty retiree, while 33 percent required the individual to pay 100 percent of the cost (see figure 12). Although 17 percent of institutions paid the entire cost of medical insurance for the individual retiree, few institutions reported paying the entire cost of medical insurance for spouses (3 percent), domestic partners (5 percent), family members (2 percent), or survivors (2 percent). The most common scenario was for individuals and

institutions to share the cost of medical insurance for the retiree (51 percent), spouse (51 percent), partner (54 percent), or family member (51 percent). Individuals are more likely than not to bear responsibility for 100 percent of the cost of long-term care (96 percent), dental insurance (65 percent), vision coverage (62 percent), and survivors' benefits (54 percent).

Only 45 percent of responding institutions reported that their health-insurance benefits had remained the same for both active and retired faculty members since 2000. Twenty-six percent of the respondents reported reducing benefits for both groups equally, while 8 percent indicated that benefits for retired faculty had been reduced more than those for active faculty. When asked about future plans for retiree health-insurance benefits, most institutions reported that they intended to maintain benefits at current levels. However, 20 percent of the institutions did not respond to this question, refused to answer it, or indicated that they did not know.

Many retired faculty members also received other benefits, such as library privileges and office space. Figure 13 depicts the variation in other benefits offered by how many faculty members received the benefit: none, some, or all.

For example, 78 percent of institutions offered library privileges, 72 percent let retirees use campus fitness facilities, and 64 percent extended faculty pricing for events to all retired faculty members. About half of all responding institutions provided retirees with an e-mail address (56 percent), access to institutional computer networks (48 percent), and parking (54 percent). Fifty-four percent of institutions provided office space to some retired faculty. Less common benefits were tuition remission (47 percent of institutions did not offer it), campus telephone numbers (49 percent did not provide them), secretarial assistance (59 percent did not make it available), and travel funds (83 percent of institutions did not provide it).

Forty-two percent of institutions had a faculty retiree organization. Where retiree organizations existed, 69 percent had been organized by faculty retirees; 26 percent were initiated by administrators. Only 43 percent of the responding institutions provided space on campus for retired faculty to meet.

Recruitment and Retention of New Faculty

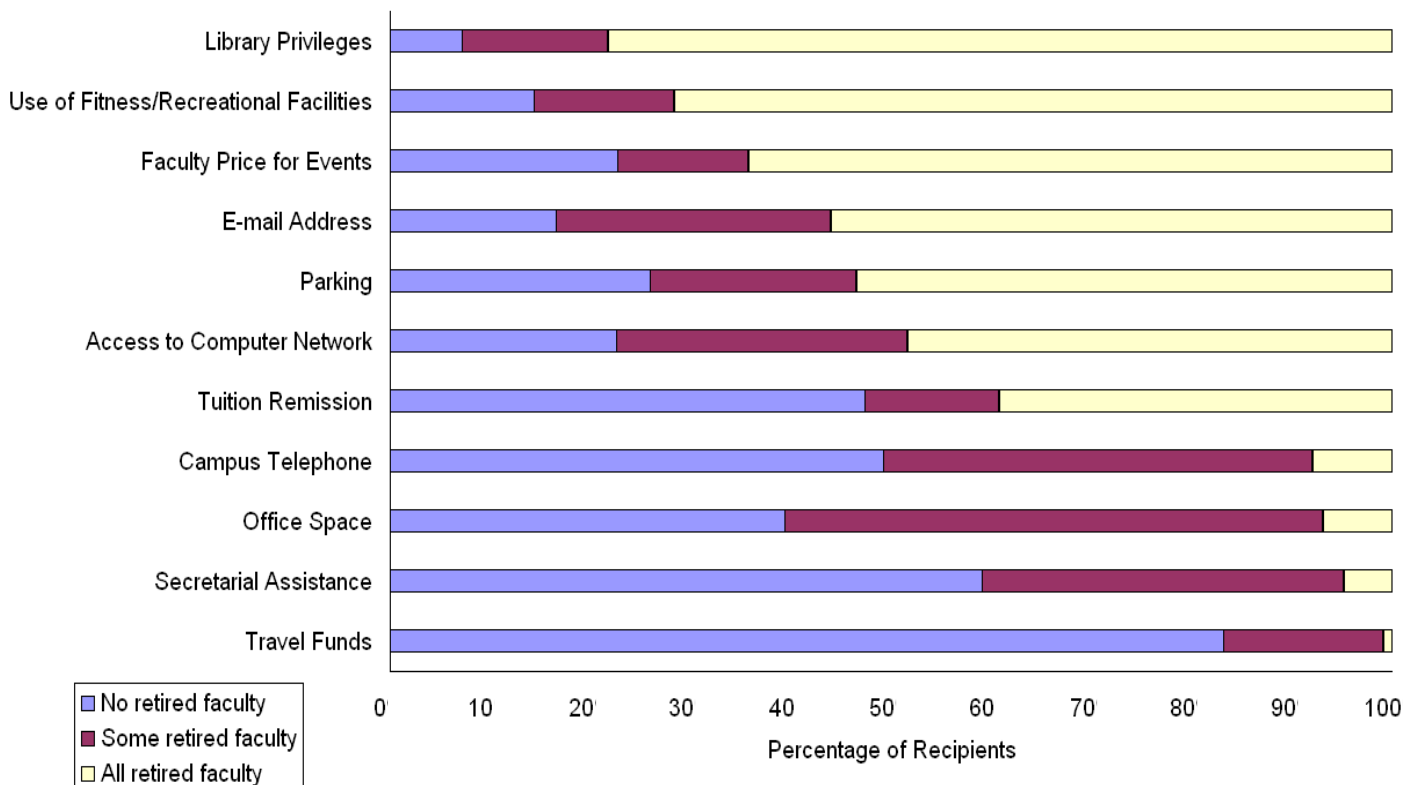
The survey asked institutions to rate the importance of three key areas related to staffing:

recruitment, retention, and retirement. Figure 14 shows the percentage of institutions rating each of the three areas as “very important.” Ninety-six percent of responding institutions indicated that recruiting new faculty was very important to them; 89 percent reported that retaining current faculty was. Only 19 percent of institutions, however, reported that retiring older faculty was very important—a significant finding given the aging of the faculty population. *The National Study of Postsecondary Faculty*, a project of the U.S. Department of Education’s National Center for Education Statistics, estimates that the average age of faculty increased from forty-seven to fifty between 1988 and 2004. In 2004, the average age of full-time tenured faculty members was fifty-four. This aging of the faculty population has many implications for policy and practice that go beyond the scope of this report.

Conclusion

The findings of this survey show that the context and environment in which decisions about faculty retirement are being made is marked by both consistency and variation. Consistency is evident in the attempts by institutions to manage the number of faculty members retiring by

Figure 13. Distribution of Other Benefits by Percentage of Recipients



offering retirement incentives and phased-retirement programs. But variation in institutional policies and practices regarding retirement suggests that where an individual faculty member retires from matters. Among the major findings of the study are:

1. Although the shift from defined-benefit to defined-contribution retirement programs continues, the default plan, if there is one, is defined benefit.
2. The number of institutions that reported having implemented phased-retirement programs was larger between 2000 and 2006 than between 1994 and 1999.
3. High percentages of responding institutions reported that recruitment and retention of faculty were important (over 90

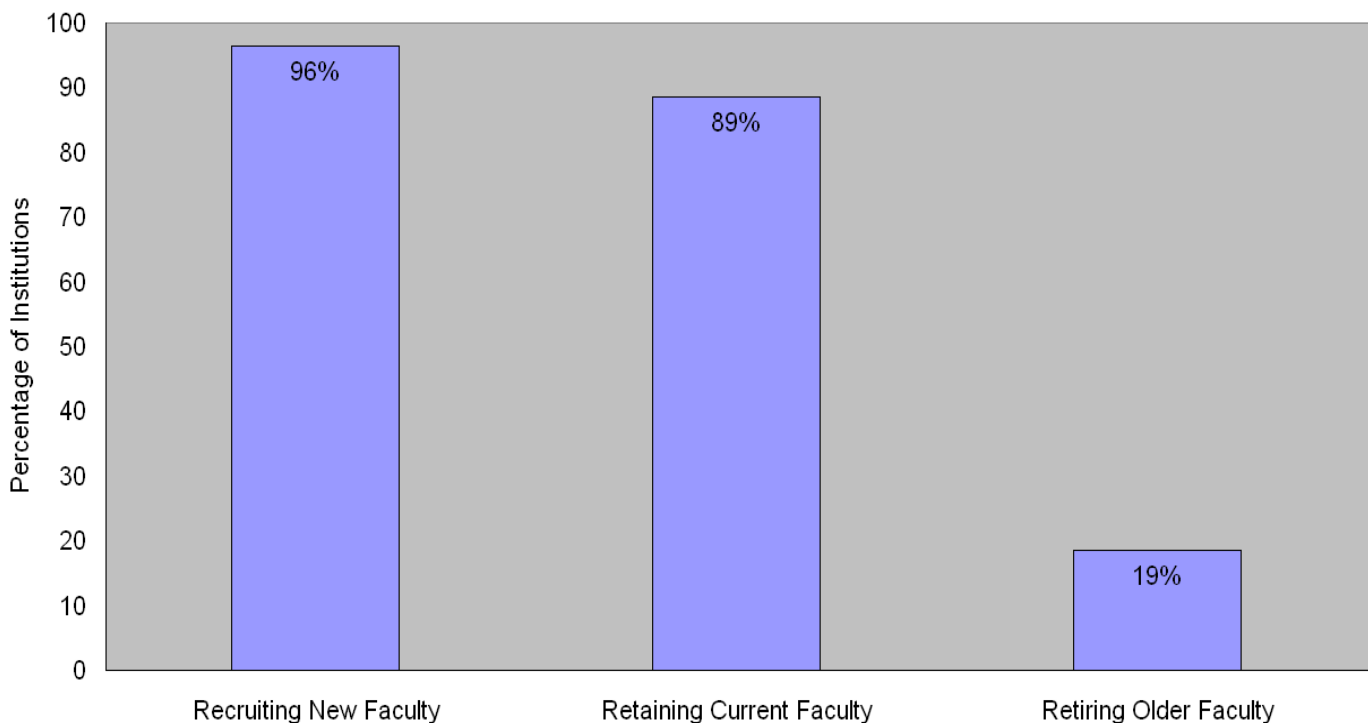
and 80 percent, respectively), but only 20 percent reported being concerned about retiring older faculty.

It is important to continue to monitor and systematically collect information on retirement policies and practices across higher education to help individuals and institutions navigate the maze we now know as retirement.

Notes

1. A question was also included to aid in the calculation of retirement rates for the 2004–05 academic year.
2. This requirement may change now that the Pension Protection Act of 2006 has removed barriers that prevented companies from automatically enrolling their employees in defined contribution plans.

Figure 14. Percentage of Institutions Rating Key Staffing Practices as “Very Important”



Appendix: Survey Instrument

AAUP Survey of Changes in Faculty Retirement Policies

Sponsored by:

American Council on Education
American Association of Community Colleges
American Association of State Colleges and Universities
American Association of University Professors
College and University Professional Association for Human Resources
National Association of College and University Business Officers

*The TIAA-CREF Institute,
a research foundation sponsored by the faculty retirement insurance provider TIAA-CREF,
and the Cornell Higher Education Research Institute
are generously financing the survey.*

Contact information for individual completing the survey:

Name: _____

Phone: _____

Contact Title or Office: _____

E-Mail: _____

University: _____

Unit ID: _____

Street Address: _____

City/State/Zip: _____

Please answer the following questions. If your plan features do not fit the options provided in a specific question, please insert a brief description or, if the feature is too complex, say so and skip to the next question. If you would like to provide a fuller narrative with your answer to any question, please do so on separate sheets that include your name, institution and institution Unit ID at the top of each sheet.

Part I. Regular Retirement Programs

1. Does the retirement income program covering your faculty include a defined contribution system (such as TIAA-CREF), a defined benefit system (such as a state system in which benefits are based on a formula that might include years of service, final average salary and age), or both? (Please circle one response.)

1 Defined Contribution

2 Defined Benefit

3 A combined plan that includes features of both

4 Faculty can choose either (1) or (2) or both

5 Do not provide a retirement program → Skip to Question 9, page 4

If “faculty can choose” in Question 1:

- 1a. Which type of plan is the default (or is required)? (Please circle one response.)

1 Defined Contribution

2 Defined benefit

3 Neither

Everyone please answer:

2. Are part-time faculty eligible to participate in your retirement program? (Note: This item does not include full-time faculty who take a temporary load reduction or leave.) (Please circle one response.)

1 Yes

0 No

3. For each type of plan available, please give the approximate number of faculty currently participating.

PLAN TYPE	Full-time		Part-time	
	Number Eligible	Number Participating	Number Eligible	Number Participating
Defined Contribution				
Defined Benefit				
Combined plan that includes features of both				

4. Can faculty choose to opt out of all retirement plans offered by your institution? *(Please circle one response.)*

1 **Yes**

0 **No**

Please Note: The remainder of this questionnaire applies to full-time faculty only.

5. If you have a retirement program based on a defined contribution system, what is the typical contribution rate by the institution and the minimum required contribution rate for the full-time faculty? *(Please write in response for both (a) and (b) below.)*

Contribution Rate

a. Institution Typical Contribution Rate: _____%

b. Faculty Minimum Required Contribution Rate: _____%

Variable Rate:

- c. Which of the following factors affect the contribution rate? *(Please check all that apply and specify the contribution rates for each response that you checked.)*

	Institutional Contribution Rate	Faculty Contribution Rate
<input type="checkbox"/> Years of service	_____%	_____%
<input type="checkbox"/> Age of faculty member	_____%	_____%
<input type="checkbox"/> Faculty rank	_____%	_____%
<input type="checkbox"/> Date of hire	_____%	_____%

If you have a retirement program based on a defined benefit system (as specified in Question 1), please continue with Question 6a below. Otherwise, skip to Question 8 on the next page.

6a. What is your annual benefit formula (percentage rate per year of service)? _____

6b. How is salary defined for purposes of calculating the benefit? (Please circle one response.)

- 1 Career average
- 2 Final three years
- 3 Highest salary
- 4 Other (please specify): _____

6c. Which of the following factors affect the benefit formula? (Check all that apply and provide a brief explanation for each response that you checked.)

- | | Explanations: |
|--|--|
| <input type="checkbox"/> Age of faculty member | <div style="border: 1px solid black; height: 30px;"></div> |
| <input type="checkbox"/> Faculty Rank | <div style="border: 1px solid black; height: 30px;"></div> |
| <input type="checkbox"/> Date of Hire | <div style="border: 1px solid black; height: 30px;"></div> |

7. If you have a retirement program based on a defined benefit system, is there a maximum on the level of benefit that an individual can receive upon retirement? (Please circle one response.)

- 1 Yes
0 No → Skip to Question 8, next page

If "yes" in Question 7:

7a. Is the maximum based on: (Please check all that apply and specify number and/or percent for each response you checked.)

- Maximum Years of Service Credit: _____
- Percent of Final Year(s) of Salary: # of Years _____ % Salary _____
- Other Limit (Please specify criteria): _____

Everyone please answer:

8. Which of the following does your institution offer to encourage and/or assist faculty in retirement planning? (*Please check all types of planning offered and then check all ways that each is offered.*)

TYPE OF RETIREMENT PLANNING OFFERED	Seminars offered by outside organizations	Seminars offered by internal staff	Individual assistance by outside organizations	Individual assistance by internal staff
<input type="checkbox"/> Early planning for retirement (prior to age 55)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Financial planning or counseling for retirement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Lifestyle planning for retirement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If any retirement planning offered from outside organizations:

- 8a. Does your institution provide any financial subsidy for retirement planning services offered by outside organizations? (*Please circle one response.*)

1 Yes

0 No

Part II. Retirement Incentive Programs (Not Phased Retirement)

(*Note: Phased Retirement Programs are covered in Part III*)

9. Has your institution had one or more institution-wide financial incentive programs at any time since 2000 that encouraged tenured faculty members to retire prior to age 70? (*Please circle one response.*)

1 Yes

0 No → *Skip to Part III, page 7*

If "yes" in Question 9:

- 9a. In what year was each of these incentive plans implemented?

YEAR

Most recent plan: _____

Previous plan (1): _____

Previous plan (2): _____

9b. What was the origin of each of these incentive plans? *(Please check all that apply.)*

	<u>Legislature</u>	<u>Collective Bargaining</u>	<u>Governing Board or Administration</u>
Most recent plan:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Previous plan (1):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Previous plan (2):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note: Questions 10 through 18 request information concerning your current retirement incentive plans and up to two possible previous plans since 2000, as identified in Question 9a.

10. For each of the incentive plans please indicate whether the program is (was) one in which all faculty meeting the plan's age or years of service requirement automatically benefit from the program, or is (was) eligibility subject to administrative approval?

	<u>Automatic</u>		<u>Approval Required</u>
Most recent plan:	1	(or)	2
Previous plan (1):	1	(or)	2
Previous plan (2):	1	(or)	2

11. Is (was) the program open for an indefinite time to those faculty who reach a specified age or number of years of service on an ongoing basis or was it a "window" plan limited to a specified calendar time period? *Note: "window" refers to a time limit on the availability of the plan, not age or years of service for participation.*

	<u>Ongoing Basis</u>		<u>Window Plan</u>
Most recent plan:	1	(or)	2
Previous plan (1):	1	(or)	2
Previous plan (2):	1	(or)	2

12. If a plan has (had) a *minimum* years of service or age requirement, please specify the years and/or age.

	<u>Age (specify)</u>		<u>Years of Service (specify)</u>
Most recent plan:	_____	(and/or)	_____
Previous plan (1):	_____	(and/or)	_____
Previous plan (2):	_____	(and/or)	_____

13. If a plan has (had) a *maximum* years of service or age requirement, please specify the years and/or age.

	Age (specify)	(and/or)	Years of Service (specify)
Most recent plan:	_____	(and/or)	_____
Previous plan (1):	_____	(and/or)	_____
Previous plan (2):	_____	(and/or)	_____

14. If a plan diminishes (diminished) benefits over an age range and/or years of service, please specify:

	Age Range (specify)	(and/or)	Years of Service (specify)
Most recent plan:	_____	(and/or)	_____
Previous plan (1):	_____	(and/or)	_____
Previous plan (2):	_____	(and/or)	_____

15. If an incentive plan provides (provided) a one-time additional cash payment, how many months of salary was the payment typically equivalent to? (*Note: 9 months = academic year base salary.*)

	<u><9</u> <u>Months</u>	<u>9</u> <u>Months</u>	<u>10-18</u> <u>Months</u>	<u>>18</u> <u>Months</u>
Most recent plan:	1	2	3	4
Previous plan (1):	1	2	3	4
Previous plan (2):	1	2	3	4

16. If an incentive plan provides (provided) increased retirement benefits please indicate how that is (was) provided:

16a. Number of additional service year credits, if any:

↑

Most recent plan:	_____	year credits
Previous plan (1):	_____	year credits
Previous plan (2):	_____	year credits

OR

↓

16b. Approximate value as a percent of annual salary:

Most recent plan:	_____	%
Previous plan (1):	_____	%
Previous plan (2):	_____	%

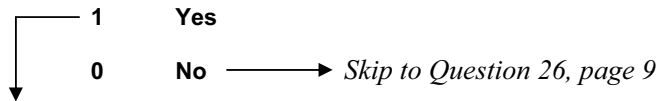
17. If any plan provided a paid terminal leave please indicate the number of months of leave (*Note: 9 months = standard academic year.*):

	<u><9 Months</u>	<u>9 Months</u>	<u>10-18 Months</u>	<u>>18 Months</u>
Most recent plan:	1	2	3	4
Previous plan (1):	1	2	3	4
Previous plan (2):	1	2	3	4

18. If you reported any discontinued plan(s), please indicate briefly the reason(s) for discontinuing it (them):

Part III. Phased Retirement Programs

19. Does your institution currently have a formal program that permits tenured faculty members to phase into retirement by working fractional-time (for pro-rated pay) on the condition that they waive tenure at a specified time? (*Note: Part-time teaching subsequent to retirement is covered in Part IV below.*)



If "yes" in Question 19:

20. If the phased retirement plan has a minimum and/or maximum years of service or age eligibility requirement, please specify the years and/or age.

	Age (specify)		Years of Service (specify)
Minimum:	_____	(and/or)	_____
Maximum:	_____	(and/or)	_____

21. Are all faculty members who meet the age and years of service requirements specified in the plan automatically eligible to take advantage of the program, or is administrative approval required? *(Please circle one response.)*

- 1 All eligible
- 2 Administrative approval required

22. Which of the following special financial benefits are provided to faculty members who choose phased retirement? *(Please check all that apply and then circle response to indicate how many receive the benefit for each benefit provided.)*

How many faculty members who choose phased retirement receive benefit?

BENEFITS PROVIDED	<u>All</u>	<u>Some</u>	<u>None</u>
<input type="checkbox"/> Full contribution to health insurance premium:	3	2	1
<input type="checkbox"/> Extra retirement payments or credits:	3	2	1
<input type="checkbox"/> Extra (more than pro-rata) salary payments:	3	2	1
<input type="checkbox"/> Able to receive partial retirement benefits in addition to salary:	3	2	1
<input type="checkbox"/> Other (please specify): _____	3	2	1

23. Are faculty members who take advantage of the phased retirement program and move to part-time status required to relinquish their tenured status prior to participation in the plan? *(Please circle one response.)*

- 1 Yes
- 0 No → *Skip to Question 24*

If "yes" in Question 23:

23a. What, if any, is the maximum number of years that the faculty member may remain in part-time status (phased retirement) before relinquishing tenure? *(Please circle one response.)*

- 1 No limit
- 2 Maximum years permitted _____

24. In what year was the current phased retirement plan implemented? _____

25. Is the current phased retirement program a "window" plan limited to a specified calendar time period? *Note: "window" refers to a time limit on the availability of the plan, not age or years of service for participation. (Please circle one response.)*

- 1 Yes
- 0 No

Everyone please answer:

26. Was there a previous phased retirement program (within the last five years) that has ended?
(Please circle one response.)

- 1 Yes
- 0 No

27. Does your institution permit retired faculty to teach on a part-time basis? (Please circle one response.)

- 3 All
- 2 Some
- 1 None

Part IV. Policies Regarding Retired Faculty

28. Does your institution provide that faculty may negotiate continued part-time teaching opportunities as a condition of retirement from their tenured positions? (Please circle one response.)

- 1 Yes
- 0 No

29. Are retired part-time faculty generally paid more than, less than, or similarly to other part-time teaching faculty? (Please circle one response.)

- 1 More than
- 2 Less than
- 3 Similarly to
- 8 Do not know

30. Is the title emeritus professor conferred on retired faculty? (Please circle one response.)

- 1 Yes
- 0 No → Skip to Question 31, next page

If "yes" in Question 30:

30a. Is emeritus status fairly routine for all retired tenured professors or is the award of the title subject to the discretion of the university administration?

- 1 Fairly routine
- 2 Administrative discretion

Everyone please answer:

31. Are retired professors eligible to advise or supervise student honors thesis or dissertation essays and to chair pertinent committees? *(Please check one response.)*

- 1 **Eligible to supervise/advise**
- 2 **Eligible to chair**
- 3 **Both**
- 4 **Neither**

32. Does your institution provide continued eligibility (other than as required by COBRA) for group health insurance to retired faculty? *(Please check the types of coverage available, and then circle one response for how each benefit is paid.)*

BENEFIT AVAILABLE	Eligible individual pays 100%	Institution pays part of cost	Institution pays entire cost
<input type="checkbox"/> Medical insurance for retiree	1	2	3
<input type="checkbox"/> Medical insurance for spouse	1	2	3
<input type="checkbox"/> Medical insurance for domestic partner	1	2	3
<input type="checkbox"/> Medical insurance for family members	1	2	3
<input type="checkbox"/> Medical insurance for survivors	1	2	3
<input type="checkbox"/> Vision coverage	1	2	3
<input type="checkbox"/> Dental coverage	1	2	3
<input type="checkbox"/> Long-term care insurance	1	2	3

33. Since 2000, how have health insurance benefits for retired faculty changed in comparison to those for active faculty? *(Please read all options carefully and choose the one that best reflects your institution.)*

- 1 **Retired faculty benefits have been reduced more than those for active faculty**
- 2 **Retired faculty benefits have been improved more than those for active faculty**
- 3 **Benefits for both groups have been reduced equally**
- 4 **Benefits for both groups have been improved equally**
- 5 **Benefits for both groups have remained the same as they were in 2000**

34. What are your institution's future plans for retiree health insurance benefits? *(Please circle one response.)*

- 1 **Plan to increase retiree health insurance benefits available**
 - 2 **Plan to maintain retiree health insurance benefits at their current level**
 - 3 **Plan to decrease retiree health insurance benefits available**
(If this is the case, please specify what measures are under consideration):
-

35. Which of the following other benefits are provided to retired faculty? *(Please circle one response for each benefit (a) through (k) below.)*

	All Retired Faculty	Some Retired Faculty	No Retired Faculty
a. Office space	3	2	1
b. Secretarial assistance	3	2	1
c. Access to institutional computer network	3	2	1
d. Institutional e-mail address	3	2	1
e. Campus telephone number	3	2	1
f. Travel funds	3	2	1
g. Parking	3	2	1
h. Library privileges	3	2	1
i. Tuition remission	3	2	1
j. Faculty price for events	3	2	1
k. Use of fitness/recreational facilities	3	2	1

36. Are retired faculty members who are scientists assigned lab space using the same criteria that are used for tenured faculty members (e.g. volume of sponsored research activity over a predefined period)? *(Please circle one response.)*

- 1 **Yes**
- 0 **No**
- 7 **Not applicable**

37. Are retired faculty eligible to continue to apply for research grants through the university? *(Please circle one response.)*

- 1 **Yes**
- 0 **No**
- 7 **Not applicable**

38. Does your institution provide a space on campus for retired faculty to meet? *(Please circle one response.)*

- 1 Yes
- 0 No
- 8 Do not know

39. Does your institution have a faculty retiree organization? *(Please circle one response.)*

- 1 Yes
- 0 No → *Skip to Question 40*
- 8 Do not know → *Skip to Question 40*

If “yes” in Question 39:

39a. Who initially organized the group? *(Please check all that apply.)*

- Faculty retirees
- Faculty senate
- Collective bargaining representative
- Faculty organization
- Administration

Everyone please answer:

40. We would like to calculate the retirement rate for the 2004-05 academic year. Please give us a count of active full-time faculty in each age category at the beginning of the academic year, and the number who retired by the beginning of the 2005-06 academic year: *(Please enter a number for each age range; enter 0 if no faculty in a particular category.)*

Age range in 2005	Number of active full-time faculty at the beginning of 2004-05	Number of those faculty retired by the beginning of 2005-06
< 40	_____	_____
40-44	_____	_____
45-49	_____	_____
50-54	_____	_____
55-59	_____	_____
60-64	_____	_____
65-69	_____	_____
70	_____	_____
> 70	_____	_____

41. Does your institution have information regarding your retirement program on an institutional web site? *(Please circle one response.)*

1 **Yes** —————> Specify web site address: _____

0 **No**

42. Please indicate whether your institution may or may not be identified when data is shared with other institutions. *(Please circle one response.)*

1 **May be identified**

2 **May not be identified**

43. Finally, how important is each of the following to your institution? *(Please circle one response for each item.)*

	<u>Very Important</u>	<u>Somewhat Important</u>	<u>Not So Important</u>	<u>Not At All Important</u>
a. Recruiting new faculty	4	3	2	1
b. Retaining current faculty	4	3	2	1
c. Retiring older faculty	4	3	2	1

If there are one or more other institutional officers whom we or others might contact for further information on faculty retirement issues please include their information below.

Name: _____

Phone: _____

Contact Title or Office: _____

E-Mail: _____

University: _____

Unit ID: _____

Street Address: _____

City/State/Zip: _____

Name: _____

Phone: _____

Contact Title or Office: _____

E-Mail: _____

University: _____

Unit ID: _____

Street Address: _____

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