

AAUP Survey of Changes in Faculty Retirement Policies

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*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:

Age of faculty member

Faculty Rank

Date of Hire

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>	(or)	<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>	(or)	<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>	(and/or)	<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.*)

	<9 Months	9 Months	10-18 Months	>18 Months
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): _____ %

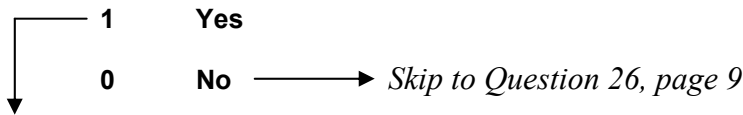
17. If any plan provided a paid terminal leave please indicate the number of months of leave (*Note: 9 months = standard academic year.*):

	<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	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: _____

City/State/Zip: _____

Thank you for your assistance!

Please return the completed survey in the enclosed postage-paid envelope.

If you have brochures, mailings or other public documents describing your retirement programs that you can share with us, please enclose them with your survey form or mail them to the address below:

Survey Research Institute
B12 Ives Hall
Cornell University
Ithaca, New York 14853

For questions, please call the Survey Research Institute toll-free at 1-888-367-8404.