

**North Carolina A&T State University**  
**Phased Retirement Frequently Asked Questions (FAQs)**

**1. What are the basics of the Phased Retirement Program?**

The Phased Retirement Program allows a full-time tenured faculty member who meets certain age and service conditions to make an orderly transition to retirement through half-time (or equivalent ) service for a predetermined period of time in return for half-time compensation.

**2. Who is eligible for the Phased Retirement Program?**

A full-time tenured faculty member who meets the following set of conditions is eligible to apply for participation in the program:

NC Teachers' and State Employees' Retirement System (TSERS)

- at least five years of full-time service at NC A&T State University
- at least age 62 upon entering the program
- be eligible to receive a retirement benefit under TSERS

Optional Retirement Plan (ORP)

- at least five years of full-time service at NC A&T State University
- at least age 59 ½ upon entering the program
- be eligible to receive a retirement benefit under ORP

**3. What is the predetermined period of time set by North Carolina A&T for participation in the Phased Retirement Program?**

North Carolina A&T has set a two-year period of time for participation in the program.

**4. Since NC A&T has designated its time period for participation in the Phased Retirement Program as being two (2) consecutive years, is it possible for the half-time work plan to consist of full-time activities for one entire academic year and no activities for the next?**

No, the work plan must be constructed within the boundaries set forth in the program guidelines. (Examples: half time for entire academic year or full time for one semester)

**5. Is a faculty member allowed to participate in summer research activities while enrolled in the Phased Retirement Program?**

If a faculty member elects to engage in summer research activities, the individual may run the risk of exceeding his/her earnings limit as set by the North Carolina Retirement System. The faculty member should contact the Benefits Office prior to entering into any summer activities for pay.

**6. Is approval to participate in the Phased Retirement Program granted prior to my resignation being accepted as final?**

Yes, approval by the Provost must be granted before an eligible faculty member is officially considered in the program.

**7. Is an eligible faculty member's half-time salary computed on the basis of the last 9 or 12-month contractual term of full-time employment?**

Yes. However, in the case of an administrator who is resigning his/her administrative role to become eligible, the new salary must be adjusted to a 9-month or 12-month faculty salary that is commensurate with salaries of comparable faculty members.

**8. Are participating faculty eligible for salary increments and merit pay increases during phased retirement?**

Yes, participating faculty are eligible for salary increments and merit pay increases in subsequent years of program participation based on annual evaluations.