

## SECTION C: FACULTY RETIREMENT

The faculty member must notify the unit and the appropriate Dean of the intention to retire.

### 1. Retirement Programs

- a) The university offers retirement programs from the State Teachers Retirement System of Ohio (STRS) and also an alternate retirement program (ARP), which involves private-sector vendors.
- b) The retirement programs from STRS are of three different types.
  - (1) A defined-benefit plan, under which retirement income is based on a faculty member's age at retirement, years of service (a.k.a. service credit), and average of three highest year's salaries. This plan also includes survivor and disability benefits during the faculty member's career. Optional health-care coverage is available to retirees meeting a service-credit minimum set by STRS.
  - (2) A defined-contribution plan, under which retirement income is based on the performance of STRS-managed investment options chosen by the faculty member for the retirement contributions made by him- or herself and by the university. Survivor and disability benefits during the faculty member's career are limited to the value of his or her account. Health-care coverage through STRS is not available.
  - (3) A combined plan, under which the faculty member's contributions are treated as a defined-contribution plan, while the university's contributions are treated as a defined-benefit plan. Optional health-care coverage is available to retirees meeting a service credit minimum set by STRS.
- c) The alternate retirement program is a defined-contribution plan; under which retirement income is based on the performance of privately managed investment options chosen by the faculty member for the retirement contributions made by him- or herself and by the university. Survivor and disability benefits during the faculty member's careers are limited to the value of his or her account.

### 2. Benefits for Retirees

The university shall commemorate a faculty member's retirement in an event that accords the person individual and dignified recognition. Moreover, the deans of colleges are charged with a special responsibility to foster a positive attitude toward retirees that views them as valued resources.

The following benefits are awarded faculty who have been full-time employees or continuing part-time employees upon retirement.

- a) A permanent ID card that designates the individual as retired faculty;

- b) The same library and computer privileges as current faculty;
- c) The same discounts or charging privileges granted to current faculty;
- d) Appropriate office space, whenever possible, and the requisite support services whenever a retired faculty member is engaged in part-time instruction or other paid services;
- e) An individual mailbox upon request in the same location as those of other department/school faculty;
- f) A faculty/staff parking permit upon request and at no charge to the retiree;
- g) Placement on the mailing list for *At Bowling Green* and *Monitor*;
- h) The same ticket arrangements and prices for intercollegiate sports events and musical and drama productions when requested;
- i) Continuing access to the recreational facilities of BGSU, when requested, on the same basis as current faculty;

### 3. Payment for Unused Sick Leave

A faculty member with at least ten years of service to the state of Ohio upon retirement can elect to be paid one-fourth of their accrued but unused sick leave not to exceed thirty days. The request for this payout must be made to the office of human resources at least ninety days prior to the date of the official retirement. This retirement payout is only available once. A second retirement does not make one eligible for a second payout.

If retiring in 2006, the faculty retiree may elect a cash payout in full or elect to receive equal payments over three calendar years, one payment in the year of retirement, and other in January of the year following the year of retirement, and the last one in January of the second year following the year of retirement.

If retiring in 2007, the faculty retiree may elect a cash payout in full or elect to receive two equal payments, one in the current calendar year and one in January of the year following the year of retirement.

If retiring in or after 2008, the faculty retiree may only elect a cash payout and will receive it in a lump-sum payment.

The retiree, in lieu of choosing a cash payout, may elect to defer compensation by enrolling in a 403 (B) tax-deferred annuity or in a 457 plan. Both of these options are subject to yearly maximum deferral amounts. More information on these plans may be obtained from the office of human resources.

4. Retirement Counseling

Information about procedures to apply for retirement benefits and about available payment alternatives may be obtained from the office of human resources or the vendor of the chosen retirement plan.

5. Instructional Fee Grants for Retirees and Dependents

Retired faculty have the opportunity to audit or take courses as regulated by *B-II.D.3*

In addition, undergraduate instructional-fee grants will be extended to dependents, likewise as regulated by *B-II.D.*

6. Term Life Insurance Option

Eligible retirees will have the option of continuing their term life insurance program on the same formula as current full-time faculty, i.e., two and one-half times the base salary adjusted for part-time employment. Retirees who agree to post-retirement employment with the University will pay the scheduled annual premium applicable to their new salaries for the life insurance coverage. This option must be exercised at least 90 days prior to the date of official retirement.