Lifelong Faculty Involvement Committee

Meeting Minutes

March 31, 2017

11:00 a.m. to 12:00 p.m.

206 Holladay Hall

Present: Hans Kellner, Kerry Havner, Katharine Stewart, Betty Black, Michael Levy, Tuere Bowles, Nina Allen, Guest-Roy Baroff-NC State University Faculty and Staff Ombuds

Absent: Joe Williams, Larry Brown, Todd See, Joel Ducoste

1. Call to order

The meeting was called to order at 11:13am, when attendance reached quorum.

1. Approval of November 21, 2016 minutes

Dr. Kellner asked for clarification regarding Joe Williams’ role in HR; Joe is the Director of Employee Benefits and Programs in Human Resources, and the phased retirement program is in his portfolio. This correction was made.

1. Human Resources Report

Mr. Williams was not present

1. Associated Retired Faculty Report

Dr. Allen arrived later in the meeting and contributed to discussions regarding emeritus status and support for faculty who are planning retirement (below).

1. Faculty Senate Report

Dr. Havner reported that he Faculty Senate met on February 21-Vice Chancellor Marc Hoit gave a presentation on additional security requirements that will be implemented campus-wide in coming months. In mid-February, the Senate’s academic policy committee considered a proposed change in final exam times (from three hours to two), but it was not endorsed widely. The Senate has its final meetings of the academic year planned in April and agenda are available online.

1. Old Business

Dr. Levy asked about the status of the “6-month rule,” specifically the requirement that faculty who retire on the TSERS retirement plan are required to refrain from working for most state agencies (including NC State) in most capacities. This is a continuing source of frustration for faculty as they transition into retirement and especially disruptive for graduate mentoring. Dr. Kellner noted that there was an outstanding request to invite Dr. Peter Harries, Associate Dean of the Graduate School, to the LFI Committee to discuss this, and stated he would move this agenda item to next fall’s planned agenda.

1. New Business
   1. Mr. Roy Baroff, NC State University Faculty and Staff Ombuds, shared his background and the role of the Faculty and Staff Ombuds. Mr. Baroff is interested in faculty transitions and how to create faculty transition opportunities that are a win for department and faculty member. He would like feedback from the LFI Committee to assist with collecting transition stories from faculty who experienced smooth transitions with retirement as well as faculty whose experience may not have been favorable. Dr. Allen noted that this would be a project not only for the LFI Committee, but also the Association of Retired Faculty and encouraged Mr. Baroff and Dr. Stewart to continue to work with both groups on this project. Other suggestions from the committee included a recommendation to engage faculty who are on phased retirement (suggested by Dr. Black) and the Governance and Personnel Policy Committee of the Faculty Senate (suggested by Dr. Kellner). Dr. Levy suggested that a “buddy system” or “transition mentor” might be a good way to support faculty as they consider moving towards retirement.
   2. Committee Chair for 2017-2018
      * 1. Dr. Kellner stated he will request agenda items for the next meeting via email and put together the annual report. He stated a willingness to continue as Committee Chair; this topic was endorsed unanimously.
   3. Issues of Concern - No new issues of concern were raised.
2. The meeting adjourned at 12:10pm