

ANNUAL REPORT University Standing Committee LIFELONG FACULTY INVOLVEMENT

Academic Year Covered by Report ____2017-2018____

Date Report Submitted ____5 June 2018____

Report Submitted by __Hans D. Kellner - Committee Chair____

Number of times committee met __2__

RECOMMENDATIONS

The committee has no recommendations this year.

Committee Mission

The Lifelong Faculty Involvement Committee advises the Provost on all matters that pertain to retired faculty.

Meeting schedule:

The Lifelong Faculty Involvement Committee meets at least once a semester; will have additional meetings as needed at the suggestion of the members or the Provost, the Faculty Senate, the Association of Retired Faculty, or other groups or individual faculty members who bring issues or concerns to the Committee.

Members:

Black, Betty (Biological Sciences); Bowles, Tuere (Education); Ducoste, Joel (Engineering); Fullington, Angei (NCSU Libraries); Havner, Kerry (Faculty Senate representative - Engineering); Kellner, Hans (Committee Chair - English), Levy, Michael (Veterinary Medicine); See, Todd (Animal Science); Stafford, Thomas (ARF Chair O Academic and Student Affairs); Katharine Stewart (ex. of. - Provost Office), Joe Williams (ex. of. Human Resources).

SUMMARY OF DISCUSSION ITEMS/ACTIVITIES OF COMMITTEE

First Meeting (23 October 2018)

Present: Betty Black, Tuere Bowles, Joel Ducoste, Kerry Havner, Hans Kellner-Chair, Michael Levy, Todd See, Katharine Stewart (Provost Office), Joe Williams (Human Resources), Absent: Tom Stafford, Mike Lvey (ineligible to attend due to retirement restrictions; will return to Committee for its spring meeting)

The meeting was called to order at 11:02am, when attendance reached quorum.
Minutes of 31 March 2017 meeting were approved.

Reports – *HUMAN RESOURCES*

Joe Williams provided the Human Resources report and discussed two items:

The State Treasurer and General Assembly have clarified rules regarding vesting in the retiree system with regard to eligibility for retiree health insurance benefits. Employees with a hire date prior to

October 1, 2006 had been informed that they had a five year vesting period for such eligibility. The clarification noted that employees with a hire date prior to October 1, 2006 who had withdrawn funds from their retirement accounts would be subject to the twenty year vesting period that is applied to employees with a hire date after October 1, 2006. NC State's Human Resources Office is working with other UNC system schools and UNC General Administration to raise concerns about this change and possibly challenge it. Meanwhile, employees who plan to retire should work carefully with their benefits counselor within HR to determine their eligibility for retiree health benefits.

NC State's HR office is working to identify childcare options after 2018, when the lease on the Bright Horizons childcare center (a facility leased by NC State from the City of Raleigh on the Dorothea Dix campus) expires. Angie Fullington suggested that Mr. Williams contact Sarah Nowell and Harry Nicholas in OIT, who had been instrumental in developing previous childcare options for the university and may be able to share insights based on that experience.

Associated Retired Faculty Report

No representative from the ARF board was able to attend and thus no report was available.

Faculty Senate Report

Kerry Havner reported that the general faculty meeting focused on facilities and administrative costs (aka "overhead" or "indirect" costs) recovered by the university from external funders and the disposition of those costs. Slides from the presentation, which was led by Vice Chancellors Al Rebar and Scott Douglas, will be made available on the Faculty Senate website. Dr. Havner shared information regarding discussions of departmental RPT standards, faculty ombuds services, and the Academic Analytics database that also occurred in recent Senate meetings or meetings of the Senate's Governance and Personnel Policy Committee.

Committee Discussion

Non-Tenure Track Faculty – Hans Kellner raised the issue of non-tenure track faculty and the need for the campus to continue to support discussion of the differences in work and expectations of faculty in the different tracks (teaching, research, clinical, extension, and practice). Katharine Stewart shared some of the work being done by the Faculty Well Being Administrative Advisory Committee and by her office to promote clearer definitions in departmental RPT rules of the standards for achieving senior rank for faculty in these tracks and to encourage, where possible, more job security through longer-term contracts or earlier renewals of contracts. Dr. Kellner asked if faculty in non-tenure tracks had similar benefits upon retiring, and Mr. Williams and Dr. Stewart affirmed that retiree benefits are the same and that non-tenure track faculty with ten years or more of full-time service are eligible for emeritus/emerita status.

Lake Case – Hans Kellner and Joe Williams provided an overview of the Lake Case (details may be found at www.thelakecasefund.com), an ongoing class action suit that has been brought against the state of North Carolina by state-employed retirees, alleging breach of contract for the elimination of some health insurance options (such as the "90/10" plan) and for the increase in costs for participation in other plans (such as the "80/20" plan). In March 2017, a judge ruled for the plaintiffs, and the state of NC has appealed. The state's position is that maintenance of all benefits at constant levels are not a

contractual obligation of the state retiree system. The case is ongoing, and Dr. Kellner and Mr. Williams encouraged committee members to continue to monitor it.

Recommendations

The committee members had no recommendations for new business for the committee to take up before its spring meeting.

Kerry Havner made a motion to adjourn the meeting and Tuere Bowles seconded the motion. The meeting adjourned at 11:58am.

Second meeting (6 April 2018)

Present: Hans Kellner, Kerry Havner, Mike Levy, Betty Black, Tuere Bowles, Angie Fullington, Todd See, Joel DuCoste, Tom Stafford, Katharine Stewart, Joe Williams

Guest: Courtney Thornton, Associate Vice Provost for Academic Personnel & Policy

Absent: None

Call to order

The meeting was called to order at 2:00pm.

Approval of October 23, 2017 minutes

Motion to approve by Dr. DuCoste, seconded by Dr. Havner. Minutes approved.

Association of Retired Faculty Report

Dr. Stafford reported on the activities of the Association of Retired Faculty (ARF). Dr. Stafford will serve as President of the ARF Board for one more year. Dr. Ray Fornes is President-elect and currently serving as program chair. ARF was founded to provide opportunities to retired faculty and administrators to meet together for socializing and discussion of concerns and issues important to retired NC State faculty. The university's liaison to ARF is the Vice Provost for Faculty Affairs, Dr. Stewart. Dr. Stafford reported that attendance at ARF's luncheon programs has been very good this semester, with engaging speakers and programs.

Dr. Kellner asked if some groups of faculty are unevenly represented within ARF. Dr. Stafford said that this was not an analysis that the ARF Board had conducted, but he agreed it was an interesting question. Dr. Havner expressed his sense that retired College of Engineering faculty do not tend to attend the ARF meetings or luncheons. Dr. Stafford reported that ARF currently has a membership of approximately 400 individuals. Most members opt for the cost-efficient Lifetime membership (annual dues are \$25; lifetime membership is \$100).

Ms. Fullington asked how faculty members learn about ARF. Mr. Williams reported that he shares membership and contact information about ARF with faculty when they meet with him to discuss retirement. Dr. Stewart reported that Amy Jinnette in the Provost's Office also emails a list of retiring

EHRA (faculty and non-faculty) employees to Frank Abrams, who serves on the ARF Board. Finally, the current ARF Board President speaks each year at the annual NC State Retiree Luncheon.

Ms. Fullington expressed an interest in building a stronger connection between ARF and the Friends of the Library, and Dr. Stafford agreed that would be a positive relationship.

Dr. Stafford also noted that he was available to provide tours of the Memorial Bell Tower and of Reynolds Coliseum to interested committee members and groups.

Update from Human Resources

Mr. Williams provided a report from Human Resources. In the past six months, the Office of Human Resources has been in a consultation process to reorganize the office and provide better customer service throughout the university. In the coming months, a new reorganization plan will be shared with the campus.

There are no updates on the Lake Case regarding retiree health benefits. The last update was in 2016.

There are no impending changes to the state retiree health plan.

The state health plan is considering eliminating the 70/30 plan entirely in 2020.

This year, NC State had 18 individuals enter phased retirement. This is a slight increase in number from previous years.

Dr. Kellner asked for more details about the changes coming to HR after the consultants' recommendations. Mr. Williams reported that the consultants met with over 300 individuals and the highlights of their report will be shared publicly with the campus community. Some of the recommendations focused on the importance of HR's doing more strategic work on campus, such as using HR data for planning purposes. Another recommendation was for HR to work more directly with departments to be more transparent with regard to where regulations or processes are slowing work progress. Mr. Williams stated that HR will likely reorganize into an operational division and a strategic division to reflect these priorities, and that Associate Vice Chancellor for HR (Marie Williams) is interested in benchmarking HR operations against both academic and corporate innovations that can serve NC State well.

Election of a New Chair

Dr. Kellner noted that he must step down as chair of the LFI Committee after two years of service, and that he believes strongly in the importance of faculty service and leadership on standing committees. He noted that the duties of chair are to convene the committee at least twice a year, work with the committee to set the agenda, lead the meetings, and write the committee's annual report to the Committee on Committees. Dr. Stewart noted that her office provides logistical support for scheduling meetings, preparing meeting agendas and minutes, and other support as requested by the chair or members. Dr. Stewart listed the names of committee members who are eligible to serve as chair in the coming academic year.

Ms. Fullington stated that she wished to self-nominate, as a librarian who has worked with faculty for over 25 years. Dr. Havner noted that her expertise in data analysis and web services would be very

valuable for the committee. Dr. Kellner called for a vote, and Ms. Fullington was elected unanimously to serve as chair for academic year 2018-2019.

REPORT ON PHASED RETIREMENTS BY DR. COURTNEY THORNTON, Associate Vice Provost for Academic Personnel & Policy

Analysis of trends in decisions among faculty eligible for phased retirement.

Dr. Thornton was invited by Dr. Kellner to share her snapshot analysis of phased retirement-eligible faculty from 2012-2018. Each year, about 420 individual faculty members are eligible to retire (several of these are eligible in multiple years and do not choose to retire or to enter phased retirement). The number of faculty who will be eligible for retirement or phased retirement (based on age and years of service) is predicted to increase and remain somewhat elevated over the next seven to ten years, and this increase is consistent with national patterns across universities and colleges. There appear to be some differences in the proportion of faculty who are participants in the TSERS retirement plan versus the ORP retirement plan who opt for phased retirement instead of full retirement; this may be because of some financial incentives as well as the ability for TSERS retirees to avoid the "six month freeze" on work for the state of NC if they choose phased retirement. Mr. Williams observed that he discusses these implications with individual faculty when they meet with him to discuss retirement options and plans.

The committee expressed considerable interest in the patterns of age distribution of the faculty and how that distribution varied from college to college. The committee also expressed interest in the financial and strategic implications of increasing retirements and the phased retirement program, not only in terms of implications for individuals who are considering retirement but also implications for departments who may be increasingly affected by retirements. The committee agreed that as Dr. Thornton and Mr. Williams continue this analysis, they would welcome updates and discussion in this committee.

New Business

No new business was reported.

The meeting was adjourned at 3:03pm.