

**Standing Committee**  
**NORTH CAROLINA STATE UNIVERSITY**  
**Lifelong Faculty Involvement Committee Meeting**  
**Thursday September 9, 2021, 1:00 PM to 2:00 PM**

Via ZOOM

<https://ncsu.zoom.us/j/92046040936?pwd=QUF5YmZsQkVIYUhqT3hoS0o5QTBCUT09>

**Minutes**

**Roll Call**

Jeannette Moore	P	David Thuente	A
Hans Kellner	P	Kerry Havner	P
Danesha Seth Carley	P	Jeremy Lea	A
Peggy Domingue	P	Susan Osborne (ex officio)	P
Sujit Ghosh	P	Katharine Stewart (ex officio)	P
Qiuyun (Jenny) Xiang	P	Garath Washington (ex officio)	P
Randall Bechtolt	A		

The meeting was called to order by Dr. Jeanette Moore at 1:03 p.m. It was determined that a quorum was present and the meeting could conduct business.

1. Dr. Moore advised that the meeting would be recorded for use in capturing the Minutes and not shared publicly.
2. Introductions of the Committee Members were made and the Roll Call was administered.
3. The [February 15, 2021 Minutes](#) were approved. Motion to approve by Dr. Kerry Havner and seconded by Dr. Peggy Domingue and passed unanimously with no corrections.
4. **Review of Lifelong Faculty Committee Charge**
  - a. Dr. Moore shared the [Committee Charge](#)
    - I. In consultation with the Senior Vice Provost for Faculty and Academic Affairs advise the Provost on all matters that pertain to retired faculty.
    - ii. Consult with the Faculty Senate’s Personnel Policy committee for consideration of policies, procedures or other matters pertaining to faculty concerns.
    - iii. Dr. Hans Kellner is the Representative for the Faculty Senate and will provide updates of any items that come through the personnel policy.
5. **Update on Retired Faculty/Emeritus Regulation.**
  - a. Dr. Katharine Stewart provided updates regarding the progress to the revisions on the faculty/emeritus regulation. Continuous efforts have been made by this group to move forward with the revision and a draft will be forthcoming soon.
  - b. **Key items shared:**

1. Previously the regulation focused exclusively on faculty, senior academic and administrative officers who were eligible for emeritus/emerita status; it did not address retired faculty more generally.
2. Progress has been made to incorporate discussions of the benefits of retired faculty generally and being clear about the process and eligibility for emeritus status for both faculty and senior administrators.
3. The regulation revision aims to connect the policy more clearly to the phased retirement program; which is an option for some but not all retiring faculty.
4. Clarity from partnerships around campus regarding what privileges and benefits accrue to individuals who are retired versus holding an emeritus status have been discussed..
5. Putting clarity in the policy that references to other websites and summarize retiree benefits (i.e. - Human Resources) has been discussed.
6. Previously, the policy stated that a faculty member who is retired and is eligible for emeritus status, but who also is a senior academic /administrative officer and retires, and would be eligible for emeritus status in that position, would have to choose one or the other. The policy now states that retirees in those categories do not have to choose. Senior Administrators who are also faculty now have the option of choosing one, the other or both. This only applies to a small group of people as there are more benefits that accrue to an emeritus faculty member as compared to what accrues to an emeritus senior academic and administrative officer.
7. The goal in revising the policy is to make both the benefits and the options clear to faculty members in these categories.

**c. Revoking an Emeritus Affiliation**

- i. In the event that an emeritus affiliation needed to be revoked, what would be the process?
  1. Dr. Stewart will bring this issue to the Personnel Policy Committee of the Faculty Senate for their input and review..
  2. Dr. Stewart will bring a draft back to the committee for review and discussion as soon as it is available.

**d. Applying for Emeritus status at the start of Phased Retirement.**

- i. A faculty member can apply for emeritus status at the start of their Phased Retirement or at the end, but not in the middle. This item is in the process of being put into the emeritus policy so that it is much clearer and more visible to faculty who are considering Phased Retirement.
- ii. The Human Resources system changes a faculty member's status when they begin the Phased Retirement program and again when they end the

Phased Retirement program; adjusting their status does not occur during any other part of phased retirement.

**e. Difference between an Emeritus Faculty Member versus an Emeritus Administrator?**

- i. The policy on emeritus faculty states that if a department is assigning responsibilities to a faculty member who has emeritus status; they should endeavor to provide office space or other support as appropriate to those assignments.
- ii. Retired Administrators are not eligible for being involved in any faculty constituency unless they are holding their faculty title at the time of retirement.

**6. Other Business:**

**a. Updates on the Association of Retired Faculty (ARF) - Dr. Osborne**

- i. Meetings have been conducted via Zoom with a speaker to present to the committee (1 speaker per meeting).
- ii. Taped sessions have been utilized so that others are allowed to join the meeting from various locations/states.
- iii. Sarah Ash is the New Vice President and the person in charge of programs.
  1. A suggestion was made to consider an outreach program that could potentially add some scope to ARF and possibly get more people to attend.
  2. Dr. Osborne will bring the suggestion up to her board.
    - a. Can you join ARF before you retire?
      - i. You can join the association prior to retirement.
      - ii. A suggestion was made to get the information out at the Ready to Retire seminars hosted by Benefits, Employee Wellness and Worklife in Human Resources (as a means to letting people know that they can get involved with ARF before they retire).
    3. Dr. Osborne discussed the type of speakers involved in ARF.
      - a. Dr. Seth-Carley has written a book on [Pollinator Gardening for the South](#) and has volunteered to present to ARF.
    4. Dr. Osborne spoke about [OLLI](#) - Osher Lifelong Learning Institute - which offers an extensive variety of courses that are now available online.
    5. A suggestion was made that ARF's website should be consistent with what is being done in the Provost's Office.
      - a. Dr. Stewart and Dr. Osborne will work together in working on ways to link to source websites.

**b. Human Resource Benefits Update - Dr. Washington**

- i. Open enrollment is October 11th - 29th. There will be large scale informational sessions that will be held in late September, early October to go along with the open enrollment process. A web page will be

launched later this month and additional help can be obtained through Human Resources or the Enrollment Center that is hosted by the State.

- ii. No rate changes have occurred. The 80/20 and 70/30 plans are still the same; but the cost of children and family coverage has not been announced yet as it is contingent upon the State budget.
- iii. Dental coverage has changed - for 2021 the high and low classifications were discounted; this year, we are going back to the cost that it was for 2020. In 2022, the dental high option is expected to increase.

**Meeting adjourned at 1:53 pm**