

Date	09/12/2023 Time: 1:00 - 2:00 9m				
Invitees / Attendance	P Peggy Domingue	P Angie Smith	A	Kimberly Grainger	
	P Paul Williams	P Randall Bechtolt	A	Erin Seekamp	
	P Leda Lunardi	P Gareth Washington	A	Paige Averett	
	P Michael Hyman	P David Thuente			
	Guest Rep. for Ex-officio - Jonathan Holloway				
Action Items from last meeting	<p>The Meeting was called to order in Zoom at 1:05 a.m. with a quorum present.</p> <ol style="list-style-type: none"> 1. It was advised that the meeting would be recorded for use in capturing the Minutes and the recording would not be shared publicly. 2. The August 29, 2023 meeting minutes were approved. Motion to approve by Dr. Paul Williams, seconded by Dr. Angie Smith . 				

NC State Retirement Sessions

- Discussions continued regarding retirement sessions on NC State’s campus; some of the committee members attended a few of the sessions that were offered and had similar questions. How do we do this? Where’s the information? Who can help us?
- A link was shared for [Retirement Tips For NC State Faculty](#) for the committee to review.
 - This document was started as a resource for sharing information and ideas about retirement tips/strategies/stages throughout the campus community. Some things to consider:
 - 2-5 years from now what to expect before retirement.
 - What should you start looking at?
 - What needs to happen in the process?
 - What do you need to contribute to the process?
 - Attending the [Ready To Retire](#) sessions.
 - Talking to colleagues that are also preparing for retirement.
 - Financial advisors.
 - Envisioning what life would look like after retirement.
 - What will you do after you retire?
 - What steps do you need to take to make it happen?
- **Additional Thoughts - Transition Phases:**
 - Do you have options to reduce your teaching load?
 - Do you have options for phase retirement?
 - What about grant writing?

- Professional Track faculty do not have the option for phased retirement, however, Tenured Track faculty members do have that option.
- Working a semester on and a semester off before retirement may also be an option for some departments.
- **Additional Thoughts - A Year Before Retirement:**
 - Scheduling a one-on-one with Human Resources.
 - Applying for Emeritus status.

Life After NC State

- Dr. Angie Smith spoke to the committee about a workshop that was spearheaded by herself and Dr. Jay Levine through the Office for Faculty Excellence for faculty to have discussions/dialogue with faculty members who are contemplating and thinking about life after NC State.
 - What are the considerations?
 - What are the factors that an individual will need to think about if they are pursuing or considering life after NC State.
- Dr. Smith and Dr. Levine are considering offering this workshop once a month as a connection point. Some of the things they are thinking about offering include:
 - Having a panel discussion with faculty members who are already retired to talk about their experiences, the processes they went through and to provide tips/suggestions to share with other faculty members who are considering retirement in the future.
 - Having a guest speaker to talk about retirement and counseling and what that might look like; supporting the faculty members efforts while they are contemplating the retirement phase.
 - A link for [Life After NC State](#) was shared; Suggested Reading: [Baldwin et al., 2018](#).
 - A suggestion was made regarding advertising that the information regarding these workshops appear at the same time with HR's advertisements as a collaboration piece and to raise the visibility even more to faculty members who may not be aware of all the services and resources offered on campus.
 - Provide a website through the university that pulls up retirement information by topic, rather than trying to access it by departments.
 - A suggestion was made to consider offering one day open enrollment and reduced costs to retired faculty members to get into the Ali courses, The Arts and Crafts Center, Carmichael Gym, etc; this helps to build a community that does not exist, that would be beneficial to both retired faculty and the campus community.

Additional Resources

- What is the Osher Lifelong Learning Institute? <https://mckimmoncenter.ncsu.edu/olli/>
 - The Osher Lifelong Learning Institute (OLLI) at NC State provides non-credit short courses, study trips, and special events for adults aged 50+. Topics are wide-ranging in the liberal arts and sciences, and we emphasize learning for the joy of learning. Programs range from one-time lectures to six-week courses, and

we provide many opportunities to connect with others who share your interests. Most of our courses are held at the easily-accessible McKimmon Conference and Training Center. We were founded in 1991 as the Encore Program for Lifelong Enrichment, and we are proud to be now part of the [Osher Lifelong Learning Institute Network](#), a group of programs that has received support from The Bernard Osher Foundation.

- The Director for this program, Eliza Kiser, will be coming to speak to the committee on Tuesday, November 14th at 9:00 am.

Additional Topics Discussed

- Faculty members can enroll in 3 courses/classes per year offered at NC State; up to nine credit hours.
 - The application comes through the human resource office for validation that a faculty member is employed full time.
 - Another requirement is that retired faculty members have to be enrolled in the mandatory retirement plan and the cost for the courses are waived.
 - A link was provided for the [Employee Tuition Waiver](#) form.
 - Are there any other programs that retired faculty members would like to see?
 - Once a month gatherings at Carmichael Gym with a tour of the facility and what it has to offer.
 - Special considerations for retired faculty members.
 - A suggestion was made to consider the time restraints as there are all sorts of classes and activities occurring throughout the day at Carmichael.
 - Gym membership is \$300 per year and parking for retired faculty members is \$100 per year.
 - Peggy will speak with Eric Hawkes, Executive Director of Carmichael Gym.

Announcements

Open enrollment for the State Health Plan is October 9th - 27th, 2023. If you are on the 80/20 plan; each year the State Health Plan will move you from 80/20 back to the 70/30 plan. You must enroll and make those changes accordingly.

- You also need to fill out the tobacco attestation section of the plan.
- Gareth Washington will present to the committee a mini session for open enrollment.

Adjourn

The meeting was adjourned at 2:00 p.m.

Next Meeting:

Thursday, October 19, 2023, 1:00 - 2:00 p.m.

