

FLORIDA ATLANTIC UNIVERSITY  
VOLUNTARY RETIREMENT/ RESIGNATION INCENTIVE PROGRAM

FREQUENTLY ASKED QUESTIONS

Florida Atlantic University is pleased to offer another opportunity to participate in the Voluntary Retirement Incentive Program (the "Program") to its tenured faculty members in March 2022. The Program is largely modeled after a similar program implemented at the University of South Florida in November 2020. The following Frequently Asked Questions are derived from the USF program. They have been adapted to provide details of the FAU Program.

1. What is the voluntary resignation/retirement incentive program?

This Voluntary Retirement/Resignation Incentive Program is an opportunity for the University to offer financial and other incentives to eligible faculty in exchange for their voluntary retirement or resignation, allowing the University to strategically meet its resources to address a challenging budgetary environment. Enrollment is voluntary and, budget permitting, available to employees who qualify based on eligibility (nw4 (bl))-1 (ev ( ))em)-6 ( o)-63.9 (y -1 0.002 Tc -0.002 Tw (is)Tj [(li5 (y)b)2.9 (ilit)2 (o) Tcc 0.4

- e. Have been issued any other ~~tenure~~ employment contract; and
- f. Employees terminated for misconduct (even after electing to participate in Phase 3 of the Voluntary Retirement/Resignation Program).

4. What if I receive part of my base salary through ~~FCG~~ or nonFEFP funds?

Employees with multiple sources of funding ~~for~~ their salaries would NOT be eligible for the Program

5. Will I have my choice of retirement ~~dates~~?

Yes, but with limitations. A condition of the Program ~~is~~ that the employee agrees to retire on or before May 15, 2023 if the Spring semester is chosen or on or before August 31, 2023, if the Summer semester is chosen

Tenured faculty who participate in the Program would receive a 100% research/scholarship assignment for the Spring or Summer ~~2023~~ semester to allow them to complete their career with FAU as a ~~full~~ faculty member.

6. How will eligible employees enroll in the ~~Program~~?

In order to complete the enrollment process, the employee must

- a. Complete and submit ~~a~~ electronic Request Form ~~that~~ will be available [online](#) within the specified enrollment period ~~from~~ March 21, 2022 through April 15, 2022 (ending at 5 p.m.).
- b. Review and sign the Voluntary Resignation Agreement and General Release that will be provided by the University, and submit a signed copy [voluntary-incentive@FAU.edu](mailto:voluntary-incentive@FAU.edu) by the deadline stated in ~~the~~ Agreement.

7. What if I submit my Request Form before or after the dates listed ~~in~~?

Any Request Forms that are ~~received before~~ ~~Form~~ >>BDC I)-2 ( .6 re f EMC BT /P <</MCID

10. What legal agreement is required?

Eligible faculty who elect to participate in this Program will receive a Voluntary Resignation Agreement and General Release ("Agreement"), which will set out the terms and conditions of the employee's separation from Florida Atlantic University and the severance payment offered as part of the Program. Any employee participating in the Program is

In order to be considered retired, faculty members must take a distribution from their ORP account or start receiving their FRS pension. There are two distinctive differences: 1) There is a reemployment freeze for all retirees and the length of this freeze depends on their retirement program (ORP or FRS). In contrast, employees who resign may return to employment 30 days later if approved by their respective Dean/Provost. 2) Retirees are entitled to retain health insurance coverage for their lifetime, while employees who resign are eligible for up to 18 months of coverage under COBRA. For additional questions, email [benefits@fau.edu](mailto:benefits@fau.edu)

14. Can an employee who separates from the University through this Program be rehired by the University?

There is no presumption of re-employment with Florida Atlantic University. Additionally, should you elect to retire, there are statutory limitations on return to employment with any State of Florida employer as well as limitations on future eligibility to participate in the Florida Retirement System. The University does not make any representations or extend any assurances as to the effect of any applicable statutory limitations other than to identify this as an issue that you should carefully consider before deciding to participate in this Program or electing to retire from the University.

15. Who can I contact to discuss my state retirement plan in relation to this Program?

For more information on retirement, you may e e (to.j 0.11 Tw 002 Tw 12 -0 0 12 108 424n43r)3

18. Would there be a way to delay part of the payment until a subsequent year to minimize the tax impact?

No, the payment will be made as a lumpsum payment that will be taxable year of payment

19. Who can I contact if I have additional questions regarding the personal tax impact of the lumpsumseverance payment?

The University cannot provide individual tax or investment advice and recommends that you contact qualified tax counsel or professionals for assistance with individual questions regarding tax planning.

20. Would the lumpsum severance payments be eligible for retirement contributions and servicecredit?

No. Such payments are excluded from the Division of Retirement's definition of compensation, and retirement contributions will not be made.

21. Could contributions be made to my 403(b) and/57 Deferred Compensation account(s)?

You may contribute to your 403(b) and/or 457 accounts up to the IRS annual limits on leave payouts only. Contributions cannot be made to your 403(b) and/or 457 accounts from the lumpsum severancepayment P P (c)4 (c)4 (e)4 (e)4p

24. When will I know if I have been accepted into the Program?

The University will begin to notify people of their status in the Program as soon as possible following the April 15, 2022 application deadline.

25. If I elect not to draw my state retirement benefits, can I still participate in the Program?

Yes. If you elect not to apply or are ineligible for retirement benefits, you may still participate in the Program, but your separation will be recorded as your having resigned from the University.

26. If I am not accepted into the Program, would my submission of a Request Form obligate me to retire anyway?

No. If not accepted into the Program, any terms and conditions of the Program are null and void for both the employee and the University.

27. Will I receive a copy of my fully executed Agreement?

Yes. You will be provided with a fully executed copy of your Agreement once it has been signed by all parties.

28. How can I determine the amount I would receive through the Program?

You may be provided with a good faith estimate of what your severance payment would be, upon request. This estimate may be provided to you on consultation with HR. You can also use the downloadable Excel template and instructions to calculate an estimate of your payout. The template can be found on the [Voluntary Retirement/Resignation Program webpage](#). Please note, the estimate is based on the gross amount of the severance and any leave payout before deductions and taxes.

29. Will acceptance into the Program serve as my resignation, or will I be required to submit a letter of resignation to my department?

Once you are accepted into the Program, the signed Agreement will serve as your official resignation document. However, as a courtesy, we strongly recommend that you provide letter of resignation with your intended date to your department/school chair/director/director or supervisor. Note that this letter will not affect or change the terms

NOTE: DROP participants must begin receiving their state retirement benefit when they terminate employment; thus, they cannot elect to “resign” from the University.

31. Would time as a temporary (OPS) employee count toward the requirement of 10 years of continuous service?

No. To be eligible for participation in the Program, the employee must have 10 years of continuous service in a full-time position that was benefits generating.

32. Will my assignment include teaching and/or service?

If selected for this program and you are a tenured faculty member, your assignment will be 100% research/scholarship for the semester your retirement is effective. This will not include teaching or service.

33. I was awarded a sabbatical in either academic year ~~2022~~ or ~~2022~~2023. How will this program impact the terms of my sabbatical?

For those who participated in sabbatical leave in academic year ~~2022~~, we are allowing a one-time exception to the sabbatical terms. FAU will waive the requirement to return to the university for a full academic year if you are selected for this program.

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