

Dear Colleagues:

With the assistance of Joe McLaughlin, Chair of Faculty Senate, an ad hoc committee on early retirement and faculty fellowships has been established. The change to semesters in Fall 2012 requires adjustment of the Early Retirement Policy and the Faculty Fellowship Policy to fit the new academic calendar. At this juncture, we are also afforded an opportunity to study the viability of the early retirement program in the years ahead. In such an examination, the benefits that both the university and faculty have enjoyed from the program must be weighed against the costs of the program, especially in light of the budgetary challenges that the university is likely to face in coming years.

The committee has 3 charges:

1. To produce a report identifying best practices for early retirement programs by
 - a. Assessing the degree to which each option is in the interests of faculty, retirees, academic units and the University;
 - b. Assessing financial feasibility of each option considered.
2. To recommend the optimal way to transition the existing early retirement program to meet the needs of the current cohort of early retired faculty and the emergence of Ohio University's semester system.
3. To recommend changes to the Faculty Fellowship Leave Policy to bring it into compliance with the characteristics and needs of a semester calendar.

The committee hopes to have a set of draft recommendations ready to be reviewed by Faculty Senate during Spring Quarter. During the development of the recommendations the committee will hold forums to gather input from faculty, including early retired faculty. Information gathered by the committee will be available on my web site <http://www.ohio.edu/provost/ER-FFL-Committee.cfm>. The committee will keep faculty informed on its progress through periodic updates.

The membership of the committee is listed below. I would like to thank these individuals for their willingness to undertake this important university work. In addition to the nine regular members, there is one ex officio member, and one committee guest. The guest, Dr. Gary Neiman, will be the link between the committee and the Q2S transition effort, but he will not be a regular attendee. Likewise, members of my staff and the interim Vice President for Finance and Administration's staff will work with the committee on an as-needed basis.

Sincerely,

Pam Benoit
Executive Vice President and Provost

Committee Membership:
Elizabeth Sayrs, Faculty-at-Large & Faculty Senate Executive Committee, Committee Co-Chair

Greg Shepherd, Dean, Scripps College of Communication, Committee Co-Chair
Ella McCown, Faculty Senate, RHE Representative
Leon Hoshower, Faculty Senate
George Johanson, Faculty-at Large
Tootie Overby, Chairs & Directors Representative
Steve Grimes, Early Retired Faculty
Gary Schumacher, Early Retired Faculty
Marty Tuck, Executive Vice President and Provost Office
Greg Fialko, University Human Resources, Ex Officio
Gary Neiman, Co-Director, Quarters to Semesters Transition Office, Committee Guest