

CUSF Report to the SU Faculty Senate
CUSF Meeting of Thursday, September 24, 2015
Bowie State University

At the BSU CUSF meeting there were two major sets of announcements that will likely be of interest to faculty members: MHEC FAC agenda items and USM approved new retirement plans for faculty.

- 1) The Maryland Higher Education Committee's Faculty Advisory Council is looking at several issues:
 - A) What should be the minimum standards for Adjunct Faculty in terms of minimal salaries for teaching (by course and/or by credits), and minimal benefits. How should these be coordinated with "regular" full-time faculty?
 - B) How can we (and this includes the community colleges) better expose students to research?
 - C) There are anticipated changes coming in COMAR regarding approval of new academic programs, hopefully to make the process easier and quicker.
 - D) What steps can be taken to improve faculty recruitment and retention?
 - E) What can be done to improve faculty and staff development?
- 2) The so-called "terminal sabbaticals" which, though offered to quite a number of faculty members, were found to be in violation of IRS regulations. So far the University of Maryland System has developed three approaches which the IRS has agreed to accept to make it possible for faculty to retire without abruptly retiring and having a zero salary:
 - A) Post-Severance Contributions Plans (some have been done already):
 - up to \$52,000 + per year (the exact amount indexed to a number of factors by the IRS) and continuing for up to 6 years into retirement,
 - Faculty member retired as the plan begins,
 - Paid by the institution,
 - As Direct Contributions to a 403B plan belonging to the faculty member,
 - Not taxed, and with no FICA withheld.
 - B) Window Programs (as yet none done in the USM):
 - Offered to a defined group of faculty (for example a department being retrenched),
 - Lasting a fixed amount of time,
 - up to \$250,000 per year paid over 2 years,
 - With the faculty member retired as the plan begins.
 - C) Phased Retirement Plans (some have been done already):
 - At least a 25% workload reduction, but faculty member continues to work part-time until retirement,
 - Appropriately pro-rated salary,
 - Lasting one to three years,
 - Faculty member retires at the end of the agreed-upon period of time, with health and retirement benefits continuing to accrue while the plan is in effect.

NOTE: None of these retirement plans can be driven by administrative action to persuade someone to retire, and the request to retire with one of these plans must come from the faculty member. Moreover, what is approved in each case is a campus decision, not a USM one.