

**FACULTY RETIREMENT INCENTIVE PLAN  
FREQUENTLY ASKED QUESTIONS  
(effective as of January 1, 2022)**

The Faculty Retirement Incentive Plan (FRIP) includes two different options:

- **EARLY RETIREMENT OPTION –**

- *General Eligibility:* Eligible tenured faculty who complete ten years of continuous tenured service who retire between the ages of 65 and 71 will receive a retirement bonus between 2.0x and 0.2x under the FRIP and have premiums waived for the Retiree Medical Plan for life. (See p. 6.)
- *Additional eligibility for tenured faculty who will complete ten years of continuous tenured service on or after their 66<sup>th</sup> birthday:* These eligible tenured faculty who retire on the day before they complete ten years of continuous tenured service will receive the maximum retirement bonus of 2.0x under the FRIP and have premiums waived for the Retiree Medical Plan for life. (See p. 7.)
- *Special 2022 Option:* Eligible tenured faculty who, prior to January 1, 2023, have completed at least ten years of continuous tenured service on or after their 66<sup>th</sup> birthday and who retire between January 1, 2023 and June 30, 2023 will receive the maximum retirement bonus under the FRIP and have premiums waived for the Retiree Medical Plan for life. Please note: Faculty who have completed at least ten years of continuous tenured service *before* their 66<sup>th</sup> birthday are *not* eligible for this option. Those eligible for this option were so notified in January 2022. (See p. 7.)

- **HALF-TIME OPTION –** Eligible tenured faculty who work half-time at two-thirds base salary (plus any administrative supplements, term allowances, etc. in proportion to the corresponding level of effort) for up to five years before retirement; the Half-Time Option may be combined with the benefits of the Early Retirement Option if the individual retires on or after the 65<sup>th</sup> birthday and before the 72<sup>nd</sup> birthday. (See p. 13.)

To participate in the Faculty Retirement Incentive Plan, faculty must sign the applicable retirement election and agreement and provide notice of intent to retire as required under the Plan, and as explained later in this document.

### **FINANCIAL COUNSELING**

**Q. Does the University offer any help in making a retirement decision?**

Yes. Tenured faculty age 60 or older may be reimbursed up to \$3,000 for retirement counseling services provided by a Certified Financial Planner, attorney, or accountant. Information on several financial planners recommended by faculty members is available from the Provost's Office.

**Q. Must I commit to retire to be eligible for the retirement counseling benefit?**

No, you need not commit to retire to take advantage of this benefit. The \$3,000 financial counseling benefit is available to assist you with your decision whether to retire under the Plan.

**Q. Must I take advantage of the retirement counseling benefit before my retirement date?**

No. While most people prefer to receive this benefit before actually retiring, you may opt to wait until you have retired.

**Q. How is payment made?**

In the majority of cases, it is advantageous for you if your financial planner invoices the University. You may wish to consult with your tax adviser before paying the invoice directly. If you pay directly, you must provide a copy of the invoice to the University and evidence of payment to receive reimbursement. Invoices for services of a financial planner should be submitted to Jim Hamaguchi, Payroll Director, Shared Services, [jhamagu1@uchicago.edu](mailto:jhamagu1@uchicago.edu). Your name and the services provided must appear on the invoice.

**Q. Will this benefit be available if I retire after age 71?**

Yes.

**Q. Is this benefit treated as taxable income?**

No. This benefit is intended to constitute qualified retirement planning services under Section 132(a)(7) of the Code.

**TUITION BENEFITS**

Please note that the tuition benefits described below are entirely governed by a separate Educational Assistance Plan (“EAP”). While these FAQs reflect the terms of the EAP as of October 1, 2021, the EAP is subject to change from time to time as described in the EAP Summary of Benefits, which is available at the [Provost Office and Benefits Intranet site](#) and which we encourage you to consult.

**Q. Will my children continue to receive the Laboratory School benefit if I retire under either option of the Faculty Retirement Incentive Plan?**

Yes, if you retire at or after age 65 with ten or more continuous years in a full-time faculty rank, you qualify for the tuition benefit.

**Q. Will my children continue to receive the college tuition benefit if I retire under either option of the Faculty Retirement Incentive Plan?**

Yes, if (i) you retire at or after age 65 with fifteen or more years in a full-time faculty rank; (ii) you were appointed under Statutes 11.1.4, 11.1.5, or 11.2.1.1i on or before June 30, 2013; (iii) you sign a document certifying that you are retired; and (iv) you provide certification satisfactory to the University that you are not employed, self-employed, or working as an independent contractor in a full-time capacity or in a position that is eligible for benefits commonly available to full-time employees, then you qualify for the tuition benefit for your children who (x) are claimed as dependents on your tax return for the calendar year of the date of your retirement and (y) remain your dependents while they are enrolled in college.

**Q. Will my children continue to receive Laboratory School and college tuition benefits if I die before my elected retirement date?**

Yes, if you die after having been granted tenure, your children remain eligible for these tuition benefits.

## **GENERAL QUESTIONS**

**Q. With whom may I discuss my questions concerning retirement?**

Please contact Associate Provost Ingrid Gould at [igould@uchicago.edu](mailto:igould@uchicago.edu) or (773) 702-8846 to discuss the Faculty Retirement Incentive Plan. For questions related to medical insurance, pension benefits, or other benefits issues, contact Senior Benefits Analyst Xaviera Espinoza at [xaviera@uchicago.edu](mailto:xaviera@uchicago.edu) or (773) 702-4026. For questions regarding continued research and teaching or office or laboratory facilities, contact your Department Chair, Director, or Dean.

**Q. Whom do I notify that I plan to retire?**

You may contact your Department Chair, your Director, your Dean, or the Associate Provost. Participation in the Faculty Retirement Incentive Plan requires that the Associate Provost Ingrid Gould receive your completed retirement election and agreement for the Early Retirement or Half-Time Option by the applicable notice deadline. The Early Retirement and Half-Time Option [agreements](#) are available online and from Associate Provost Ingrid Gould.

**Q. Do I have to retire at the end of an academic quarter or my contract year?**

Unless you are eligible for and elect the Early Retirement Option that requires that you retire the day before you complete ten years of continuous tenured service, you are free to set your retirement date for any time prior to attaining age 72, provided that you meet the minimum notice requirement for the option you select. If your chosen retirement date does not coincide with the end of the academic quarter or your contract year, you may wish to confirm with your Department Chair, Director, or Dean how much work will be expected so that your compensation is satisfactorily pro-rated or not pro-rated. If your appointment year ends on 30 June and you have opted to retire during the summer quarter, consult in advance with your Chair, Director, or Dean about compensation and work responsibilities during the summer months. If you need assistance, you may contact Associate Provost Ingrid Gould.

If you are electing the Early Retirement Option, you may have to begin Required Minimum Distribution(s) from your University retirement accounts if you retire and turn 72 in the same calendar year. Your bonus and Required Minimum Distribution may affect your tax bracket. Be sure to consult a financial advisor for advice in determining your retirement date and the timing of any Required Minimum Distributions.

**Q. May faculty members withdraw assets from their Contributory Retirement Plan (CRP) account after electing the Early Retirement or Half-Time Option but before attaining their selected retirement date?**

Accumulations under the University's Contributory Retirement Plan (CRP) cannot be paid to active employees, except as permitted under the terms of the CRP Plan document. As of the date of these FAQs, in-service distributions are available if you are age 59-1/2 or older and are: (a) (1) working no more than 19-1/2 hours per week or (2) for a fixed term at forty percent (40%) effort or less, and (b) either (1) do not have a tenured position or continuing term appointment with the University, or (2) have relinquished your tenure or similar rights and resumed or continued employment with the University on the basis described in clause (a).

CRP participants may be eligible to take a loan secured by their retirement accumulations from TIAA. For information regarding the loan program, please contact TIAA at (800) 842-2776 or visit the TIAA Retirement Account [website](#).

Funds invested in a supplemental retirement account through the Supplemental Retirement Program (SRP) are available for distribution to active employees age 59-1/2 and older.

**Q. What will happen to my University email account once I retire?**

When you retire, your email service will continue unchanged for emeriti outside clinical

departments in the Biological Sciences Division (BSD). Your email address @uchicago.edu is yours for your lifetime. However, it may be very much in your interest to take advantage of assistance from ITS, coordinated through the Provost's Office, to transition the actual storage of your email to a service outside the control of the University.

When you retire from a clinical department of the BSD, HIPAA considerations will prompt the closure of your BSD and Medical Center accounts. Your University CNetID and password will remain open and active; as described below, you may redirect your @uchicago.edu email to yourself at another email address.

**Q. How do I transition my email storage, and why is it to my advantage?**

The University strongly recommends that upon your retirement you either (1) redirect your University email account ([CNetID@uchicago.edu](mailto:CNetID@uchicago.edu)) to an email account outside the University or (2) cease to use your University email account and use an email account outside the University instead. Under the first alternative, mail sent to your University email account will be forwarded to your account with the service provider of your choice.

Making one of these simple changes will allow you to continue to enjoy your privileges without potential future complications caused by questions of content ownership or access to your account. Such questions can arise, indeed, have arisen, after the University closes the account of an emeritus who passes away and family members desire access to the closed University account. Because your CNetID is confidential and may not be shared, even with a spouse or partner, it is not possible for the University to grant access to others, even if you would have wished it.

**Q. May I have assistance transitioning my account?**

Yes. ITS will be happy to help you. You may contact ITS Support at [support@uchicago.edu](mailto:support@uchicago.edu) or (773) 834-TECH for assistance setting up your email forwarding. You may also choose to set your email forwarding yourself by using your CNetID and password to log into the [website](#).

Once you have logged in, you may redirect your email to an outside email address by selecting the User Defined radio button and typing in your preferred forwarding address.

ITS is also ready to provide guidance about wireless access while you are on campus and proxy access (for off-campus access to restricted library resources such as MedLine and JSTOR).

**Q. What do I do if I don't receive rights or benefits I think I should have under the Faculty Retirement Incentive Plan?**

In the event of a dispute relating to the Faculty Retirement Incentive Plan, you must submit a claim to the University using the procedures described in the Plan document. You may contact the Benefits Office ([xaviera@uchicago.edu](mailto:xaviera@uchicago.edu)) for a copy of the Plan document to review these procedures. You (or your authorized representative) have 180 days to submit your claim. You must submit your claim to Associate Provost Ingrid Gould, ([igould@uchicago.edu](mailto:igould@uchicago.edu); Office of the Provost, 5801 S. Ellis Ave, Chicago, IL 60637). A casual inquiry about benefits or the circumstances under which benefits might be paid under the Plan is not a "claim" unless the University determines that the inquiry is an attempt to file a claim.

**EARLY RETIREMENT OPTION**

**GENERAL QUESTIONS**

**Q. Who is eligible for the retirement incentives offered under the Early Retirement Option?**

Active, tenured faculty with at least ten years of continuous tenured service are eligible for the incentives offered under the Plan, provided they retire on or after their 65<sup>th</sup> birthday and before their 72<sup>nd</sup> birthday and submit a completed Early Retirement Election and Agreement at least twelve (12) months prior to retirement. In addition, to receive the maximum bonus, faculty who attain ten years of continuous tenured service *on or after* their 66<sup>th</sup> birthday can also choose to retire on the day before they complete such ten years of service, so long as they provide at least twelve (12) months prior notice. For example: An eligible faculty member who will complete ten years of continuous tenured service on September 1, 2024 (at age 67) is eligible to receive a retirement bonus based on a retirement subsidy benefit factor of 2.0 if they submit the Early Retirement Election and Agreement no later than September 1, 2023 specifying a retirement date of August 30, 2024 and they retire on that date. Alternatively, that faculty member can instead elect to retire on any other date on or after September 1, 2024 and before their 72<sup>nd</sup> birthday (after submitting a completed Early Retirement Election and Agreement at least 12 months prior to that retirement date) and they will receive a retirement bonus based on a subsidy benefit factor between 1.1x and 0.2x, depending on their age on the retirement date.

In order to be eligible for either of these incentives, a faculty member must continuously be on active status during the period between the written commitment and the date of retirement specified in the Early Retirement Election and Agreement. Faculty on long-term disability are not considered to be in active status and may not participate in the Plan. A table showing the number of faculty members who were eligible and ineligible as of January 1, 2022 will be provided to you.

**Q. I completed ten years of continuous tenured service before turning age 66. Am I eligible for any incentives of the Early Retirement Option if I retire after age 71?**

No, if you attain ten years of tenured service before turning age 66, you are not eligible for any incentives of the Early Retirement Option if you retire after age 71. However, you are still eligible to participate in the Half-Time Option.

**Q. In calendar year 2022, I will have completed at least ten years of continuous tenured service after turning age 66. Am I eligible for any incentives of the Early Retirement Option? (*Special 2022 Option*)**

You are eligible for the maximum retirement bonus (*i.e.*, a retirement subsidy benefit factor of 2.0x) if you completed ten years of tenured service on or after your 66<sup>th</sup> birthday and prior to January 1, 2023. You must submit a completed Early Retirement Election and Agreement no later than December 31, 2022 and retire between January 1, 2023 and June 30, 2023. Alternatively, you are eligible to retire on the date of your choosing after June 30, 2023 and before your 72<sup>nd</sup> birthday, and you would be eligible for a retirement subsidy benefit factor between 1.1x and 0.2x depending on your age on your retirement date. (See chart below.) You are also eligible to participate in the Half-Time Option.

**Q. I will complete ten years of continuous tenured service when I am 70 years old. When am I eligible to retire under the Early Retirement Option?**

You are eligible to retire on either (i) the day before you complete ten years of continuous tenured service, for which you would be eligible for the maximum retirement bonus (*i.e.*, a retirement subsidy benefit factor of 2.0x) or (ii) the date of your choosing, after completing ten years of continuous service, and before your 72<sup>nd</sup> birthday, for which you would be eligible for a retirement subsidy benefit factor of 0.5x or 0.2x, depending on your age on the date of retirement. You are also eligible to participate in the Half-Time Option.

**Q. How much advance notice must I give for the Early Retirement Option? And what constitutes notice?**

Unless they are eligible for the Special 2022 Option, faculty members must give a minimum of twelve (12) months' notice. Proper notice is provided when Associate Provost Ingrid Gould receives a faculty member's completed agreement at least twelve (12) months prior to the retirement date specified in the Agreement (or by December 31, 2022 for the Special 2022 Option).

**Q. What retirement incentives are offered under the Early Retirement Option?**

A bonus upon retirement equal to the product of the applicable retirement subsidy factor, which ranges from 2.0x to 0.2x, and the faculty member's three-year average base academic salary, which does not include the term allowance, administrative supplement, extra service payments, and the like. In the case of a faculty member taking advantage of the Half-Time Option, two-thirds of base salary during the half-time period constitutes the base academic salary for this purpose. (See the subsequent section titled "The Bonus.")

Waived premiums for coverage under the Retiree Medical Plan. The waived premium benefit is a lifetime benefit that covers both the faculty member and the Medicare-eligible spouse, same-sex domestic partner (registered with the University on or before December 31, 2016), or civil union partner age 65 or older. The faculty member (and covered dependent, if applicable) must be enrolled in the Retiree Medical Plan to receive this benefit.

Faculty members are responsible for Medicare Part A, B and D premiums assessed by the government for themselves and/or their Medicare-eligible spouse, civil union or domestic partner during each calendar year.

**Q. Will the bonus be paid and the medical premiums waived for me and my spouse or partner if I become disabled or die after committing to retire but before my retirement date?**

No. The benefits of the Early Retirement Option are available only to faculty who are actively at work at the time of retirement.

**Q. Must I sign the Early Retirement Election and Agreement in order to qualify for retirement under the Early Retirement Option?**

Yes.

**Q. Where may I obtain a copy of the Early Retirement Election and Agreement?**

The agreement is available [online](#) and from Associate Provost Ingrid Gould.

## **THE RETIREMENT BONUS**

**Q. How is the bonus calculated?**

For eligible faculty members who complete ten years of continuous tenured service before their 66<sup>th</sup> birthday, the bonus is equal to the average of your **base academic salary** (i.e., not including administrative supplement, term allowance, etc.) for the three-year period that includes the academic year of your retirement and the preceding two academic years, multiplied by the retirement subsidy factor shown in the schedule below for your age at retirement.



<b>Age at Early Retirement</b>	<b>Retirement Subsidy Factor</b>
65	2.0*
66	1.7
67	1.4
68	1.1
69	0.8
70	0.5
71	0.2

\*Those eligible faculty who (i) elect the Special 2022 Option or (ii) complete ten years of tenured service on or after their 66<sup>th</sup> birthday and who retire on the day before they complete ten years of tenured service will receive the 2.0x bonus.

Your “age at retirement” is your **attained** age as of your retirement date. In other words, if you are 65 years, 11 months and 29 days old on your retirement date, you will receive the 2.0x bonus because you will not yet have attained age 66.

For faculty members electing the Half-Time Option (see p. 13) and retiring after their 65<sup>th</sup> birthday and before their 72<sup>nd</sup> birthday, “base academic salary” for those years on half-time status will be the two-thirds salary.

**Q. Is the bonus based on total compensation?**

The bonus is calculated using your base academic salary only. Clinical bonuses, term allowances, administrative supplements, summer salary, and other forms of compensation are not included.

**Q. How and when will the bonus be paid to me?**

The bonus will be paid via direct deposit to the bank account that receives your regular salary. The University will issue payment shortly after you retire, and in accord with the biweekly or monthly payroll schedule, whichever is closer.

**Q. Will the bonus be treated as taxable income?**

Yes. The bonus payment is taxable income subject to withholding for federal, state, and Social Security and Medicare taxes.

**Q. May I receive the bonus in installments?**

Yes, you may elect to receive the bonus in up to three installments, but there may be no tax benefit to doing so. For more information, please consult your professional tax

advisor. IRS regulations require the University to withhold taxes on the entire present value of the bonus at the time of the first payment even if you have chosen to receive the bonus in annual installments. Nevertheless, at the time you enter into the Early Retirement Election and Agreement, you will be asked to specify how you would like to receive your bonus (i.e., as a lump sum or in up to three annual installments). These payments will be made in equal amounts with no adjustment for inflation or payment of interest. If you die before the second or third installment is issued, any remaining amounts will be made to your designated beneficiary, and in the absence of such designee, to your estate.

## **MEDICAL INSURANCE**

Please note that the retiree medical benefits described below are entirely governed by a separate Retiree Medical Plan. While these FAQs reflect the terms of the Retiree Medical Plan as of January 1, 2022, the Retiree Medical Plan is subject to change from time to time. You may find additional information about the Retiree Medical Plan in Retiree Medical Plan Brochure, which is available here: [Retiree Medical Guide](#), and which we encourage you to consult.

### **Q. What is the Retiree Medical Plan coverage?**

As of the date of these FAQs, the Retiree Medical Plan coverage is as follows: *If you are eligible for Medicare*, your medical coverage will be provided through a choice of a Medicare Advantage plan or a Medicare Supplement plan administered by Aetna and your prescription drug coverage will be provided through a Medicare Part D plan administered by SilverScript. *If you are not eligible for Medicare*, your medical coverage will be provided through a Preferred Provider Organization (PPO) plan administered by Blue Cross and Blue Shield of Illinois and your prescription drug coverage will be administered by CVS Caremark.

Retirees who participate in the Early Retirement Option have premiums waived by the University for the Retiree Medical Plan for themselves and their Medicare-eligible spouse, same-sex domestic partner (registered with the University on or before December 31, 2016), or civil union partner age 65 or older. Participants in the Early Retirement Option who choose to cover a dependent child or a disabled dependent under the Retiree Medical Plan must continue to pay applicable premiums for that dependent.

### **Q. What are my responsibilities with respect to Medicare?**

Medicare-eligible participants in the Retiree Medical Plan will be enrolled in Medicare Part C for medical coverage (a Medicare Advantage plan administered by Aetna) or a Medicare Supplement plan administered by Aetna and Part D for prescription drug coverage administered by Express Scripts. You will be responsible for the Medicare Part

A, Part B and Part D premiums assessed by the government on you and/or your Medicare-eligible spouse, civil union partner, or domestic partner during each calendar year.

**Q. Can you help me understand the financial tradeoffs of continuing to work and to pay premiums in the active employee health plans, but having no paid coverage at retirement, versus taking the Early Retirement Option and having premiums waived for life?**

Although we cannot accurately predict future changes in health care premiums, the costs of 2022 health care premiums today may serve as a guide for planning. See the Appendix. Your income level in retirement will affect the amount of your Medicare Part B premiums and whether the government assesses a separate premium for Medicare Part D, as well as the amount of the premium.

**Q. Will Retiree Medical Plan premiums be waived if I do not participate in the Early Retirement Option?**

No. Retiree Medical Plan premiums will be waived only if you participate in the Early Retirement Option.

**Q. After my retirement, may my dependents who are under age 65 continue to participate in one of the University's active employee health plans?**

Yes, under COBRA. Your dependents may choose to defer participation in the Retiree Medical Plan and continue their medical coverage under COBRA for up to 18 months. When the COBRA period ends, they can then enroll in the Retiree Medical Plan. You must contact the Benefits Office and submit the request to enroll your dependents in the Retiree Medical Plan within 31 days of the COBRA period end date.

**Q. Will Retiree Medical Plan premiums be waived for my dependents under age 65?**

No. Once your spouse, same-sex domestic partner or civil union partner attains age 65, becomes eligible for Medicare and is enrolled in the Retiree Medical Plan, their premium will also be waived for life.

**Q. If I divorce my spouse or separate from my civil union or domestic partner, will my ex continue to have premiums waived?**

No. However, your ex may continue under the Retiree Medical Plan under COBRA for up to 36 months and pay premiums at the COBRA rate.

**Q. If I marry or enter a civil union after retirement, will my spouse or partner be able to enjoy the benefit of waived premiums for life?**

Yes, if your spouse or partner is age 65 or older and eligible for Medicare. You must contact the Benefits Office and submit the request to enroll your spouse or partner in the Retiree Medical Plan within 31 days of the marriage or civil union date. If your spouse or partner is not yet age 65 or eligible for Medicare at the time you enroll them in the Retiree Medical Plan, their premium will be waived once they attain age 65 and are eligible for Medicare.

**Q. If I die after retirement, will my spouse or partner continue to have Retiree Medical Plan premiums waived?**

Yes, so long as you and your dependent spouse or partner were enrolled in Retiree Medical Plan at the time of your death, your dependent spouse or partner's premiums under the Retiree Medical Plan will continue to be waived.

**Q. When should I enroll in Medicare?**

Three months before your scheduled retirement date, you will need to contact Social Security at (800)772-1213 to enroll in Medicare Part A and Medicare Part B. As a participant in the Retiree Medical Plan you are automatically enrolled in Medicare Part D prescription drug plan through SilverScript. If you are retiring after your initial Medicare enrollment period (the 7-month period beginning 3 months before attaining your 65<sup>th</sup> birthday), the Benefits Office will need to complete a Social Security "Request for Employment Information" form entitling you to a special enrollment period without penalty for delayed enrollment. This form must be included with your Medicare enrollment application submitted to Social Security. Please contact Xaviera Espinoza by phone at (773) 702-4926 or by e-mail at [xaviera@uchicago.edu](mailto:xaviera@uchicago.edu) with questions about medical benefits after retirement.

**Q. Is this benefit treated as taxable income?**

No.

**Q. May I continue my current dental and/or vision insurance after I retire?**

Although the University does not offer dental or vision benefits for retirees, you and your dependents may choose to continue your current dental and/or vision plan coverage under the University's active employee health plan through COBRA for up to 18 months following your retirement.

## **HALF-TIME OPTION**

### **GENERAL QUESTIONS**

**Q. What is the Half-Time Option?**

The Half-Time Option under the Faculty Retirement Incentive Plan offers tenured faculty the opportunity to work half-time at two-thirds of the base academic salary (plus administrative supplements, term allowances, etc. in proportion to the corresponding level of effort) they would receive were they to remain on full-time status. Their half-time schedule may continue for as little as one year or as many as five years at the conclusion of which they must retire. Faculty who elect the Half-Time Option will be treated as full-time employees for medical, dental, and educational assistance benefits. Premiums and benefits under long-term disability, life insurance, and personal accident insurance will be reduced by the change in base salary. Contributory Retirement Plan (CRP) contributions likewise will be affected by the new two-thirds base academic salary.

**Q. Who is eligible for the Half-Time Option?**

A faculty member may retire from the University on or after reaching 55 years of age. One can sign up for the Half-Time Option any time after turning 50, if work continues until age 55. There is no maximum age limit for participation.

**Q. How much notice must I give before starting the Half-Time Option?**

We expect that you will sign up, at a minimum, the academic quarter before you wish to begin half-time work.

**Q. What are the requirements for being on half-time status?**

Tenured faculty with three-quarter appointments on half-time status will be required to be in residence three of the principal quarters (autumn, winter and spring) over any two consecutive academic years. The exact requirements of half-time status must be individually negotiated by the faculty member and the Department Chair, Institute Director, and/or Dean. The Department Chair, Director, or Dean will define residence requirements for the fifth year of half-time status.

Tenured faculty with four-quarter appointments on half-time status normally will be required to be in residence four quarters over any two consecutive academic years. Half-time status also may be defined as a reduction of duties equivalent to half of the faculty member's normal full-time load. Under this definition, the faculty member's duties will be performed during each quarter of half-time status. As with faculty on three-quarter appointments, the exact requirements of half-time status must be

individually negotiated by the faculty member and the Department Chair, Institute Director or Dean and approved by the Office of the Provost. The Department Chair, Director, or Dean will define residence requirements for the fifth year of half-time status.

The extent of any affiliation with another academic institution or medical facility during a faculty member's time out-of-residence shall be a visiting appointment with such entity. All visiting appointments must have the written approval of the department chair, director, dean, and Provost's Office.

**Q. Will I receive the Early Retirement Option benefits?**

That depends on your years of tenured service and age. For example, faculty members electing the Half-Time Option who have served the University ten or more continuous years in a tenured position and retire on or after their 65<sup>th</sup> birthday and before their 72<sup>nd</sup> birthday are eligible to receive the benefits of the Early Retirement Option: a retirement bonus and waived Retiree Medical Plan premiums. To receive these benefits, faculty electing the Half-Time Option must provide at least one year's notice before retirement. Proper notice is provided when Associate Provost Ingrid Gould receives a faculty member's completed agreement at least one year prior to the retirement date specified in the agreement.

Faculty members who retire before attaining age 65 or after attaining age 72 and faculty members who retire with fewer than 10 years of continuous service in a tenured position are not eligible for the Early Retirement Option benefits.

**Q. How much notice of retirement is required to participate in the Half-Time Option?**

Faculty must be at least age 55 at the time of retirement, participate in the option for at least one year, and give notice not later than in the academic quarter before going on the Half-Time Option.

If you are eligible for the Early Retirement Option benefits and intend to retire on or after your 65<sup>th</sup> birthday and before your 72<sup>nd</sup> birthday, you must give one year's notice of retirement.

**Q. What is the earliest age at which I can begin the Half-Time Option and take advantage of the Early Retirement Option benefits? And the latest age?**

You can begin the Half-Time Option as early as age 60 if you commit to working a full five years (i.e., until age 65), making you eligible for the Early Retirement Option benefits. Should you retire prior to your 65<sup>th</sup> birthday, you will not receive the Early Retirement Option benefits.

Because you must give at least one year's notice of your intent to retire under the Early Retirement Option, you would need to elect the Half-Time Option before your 70<sup>th</sup> birthday to retire before age 71 and receive the retirement bonus and waived Retiree Medical Plan premiums.

**Q. If I elect the Half-Time Option and am eligible for the Early Retirement Option benefits, what salary will be used in calculating my bonus?**

The retirement bonus is equal to the average of your base academic salary for the three years immediately preceding your retirement multiplied by the factor shown in the schedule for your age at retirement. (See chart p. 9.) Base academic salary is the two-thirds base salary for those years you have been participating in the Half-Time Option. Thus, for example, if you retire at attained age 68 after two years of half-time service, your base salary will be one year of full-time pay plus two years of two-thirds pay divided by three, multiplied by 1.1.

**Q. What happens if I become disabled or die during the half-time for two-thirds salary working years?**

You are entitled to the same benefits as an active employee who dies or becomes disabled.

If you had planned to retire under the Early Retirement Option, the bonus will not be paid and your spouse or partner will not qualify for the waiver of premiums in the Retiree Medical Plan.

*This document is intended to provide general information regarding the Faculty Retirement Incentive Plan and other University faculty benefits. In the event of a discrepancy between this document and the Plan document, the Plan document will take precedence. Coverage under University benefits, including the Retiree Medical Plan, is subject to the terms of the applicable plan document and may be amended or terminated by the University at any time. Contact the Benefits Office ([xaviera@uchicago.edu](mailto:xaviera@uchicago.edu)) for a copy of the applicable Plan documents.*

**APPENDIX  
RETIREE MEDICAL INSURANCE  
2022 ANNUAL PLAN PREMIUMS  
GUIDE TO TABLES**

<b>STATUS</b>	<b>RETIREMENT AGE 65 - 69</b>	<b>RETIREMENT AGE 70 and Older</b>
WORKING	Tables A, B, C, D	Tables A, B, C, D
FRIP RETIREMENT	FREE	N/A
NON-FRIP RETIREMENT	Tables E, F, G, H	Tables E, F, G, H

**TABLE A – ACTIVE EMPLOYEE  
(Employee Only Coverage)**

<b>Plan</b>	<b>Under \$47,500</b>	<b>\$47,500 - \$74,999</b>	<b>\$75,000 - \$99,999</b>	<b>\$100,000 - \$174,999</b>	<b>\$175,000 and Above</b>
Maroon Plan	\$1,692	\$2,256	\$2,712	\$3,888	\$4,104
Maroon Savings Choice	\$792	\$1,032	\$1,260	\$1,464	\$1,704
UHP	\$768	\$1,152	\$1,680	\$1,956	\$2,028
HMO Illinois	\$636	\$948	\$1,284	\$1,560	\$1,692

**TABLE B – ACTIVE EMPLOYEE  
(Employee Plus Spouse / Partner Coverage)**

<b>Plan</b>	<b>Under \$47,500</b>	<b>\$47,500 - \$74,999</b>	<b>\$75,000 - \$99,999</b>	<b>\$100,000 - \$174,999</b>	<b>\$175,000 and Above</b>
Maroon Plan	\$3,408	\$4,488	\$5,652	\$6,672	\$7,200
Maroon Savings Choice	\$1,728	\$2,196	\$2,664	\$3,120	\$3,564
UHP	\$1,608	\$2,520	\$3,528	\$4,224	\$4,452
HMO Illinois	\$1,416	\$2,052	\$2,736	\$3,660	\$3,840



**TABLE C – ACTIVE EMPLOYEE**  
[Employee Plus Child(ren) Coverage]

<b>Plan</b>	<b>Under \$47,500</b>	<b>\$47,500 - \$74,999</b>	<b>\$75,000 - \$99,999</b>	<b>\$100,000 - \$174,999</b>	<b>\$175,000 and Above</b>
Maroon Plan	\$2,940	\$4,008	\$4,896	\$5,580	\$6,264
Maroon Savings Choice	\$1,440	\$1,860	\$2,268	\$2,664	\$3,072
UCHP	\$1,392	\$2,172	\$3,108	\$3,612	\$3,816
HMO Illinois	\$1,212	\$1,860	\$2,616	\$2,928	\$3,156

**TABLE D – ACTIVE EMPLOYEE**  
(Employee Plus Family Coverage)

<b>Plan</b>	<b>Under \$47,500</b>	<b>\$47,500 - \$74,999</b>	<b>\$75,000 - \$99,999</b>	<b>\$100,000 - \$174,999</b>	<b>\$175,000 and Above</b>
Maroon Plan	\$4,380	\$5,832	\$7,332	\$8,952	\$9,336
Maroon Savings Choice	\$2,364	\$3,060	\$3,732	\$4,368	\$5,052
UCHP	\$2,112	\$3,228	\$4,416	\$5,520	\$5,748
HMO Illinois	\$1,860	\$2,748	\$3,852	\$4,728	\$4,980

The columns represent your annual salary. The rows represent the plan you select.

**TABLE E – RETIREE WITHOUT FRIP**  
(Employee Only Coverage)

<b>Age</b>	<b>Aetna Medicare Advantage</b>	<b>Aetna Medicare Supplemental</b>	<b>Maroon PPO</b>	<b>Maroon Savings Choice</b>	<b>UCHP</b>	<b>HMO Illinois</b>
Under Age 65	-	-	\$8,443	\$7,318	\$6,611	\$4,710
Age 65 or Older	\$2,785	\$4,104	-	-	-	-

**TABLE F – RETIREE WITHOUT FRIP**  
(Employee Plus One Dependent Coverage)

<b>Age</b>	<b>Aetna Medicare Advantage</b>	<b>Aetna Medicare Supplemental</b>	<b>Maroon PPO</b>	<b>Maroon Savings Choice</b>	<b>UHP</b>	<b>HMO Illinois</b>
Two Persons Under Age 65	-	-	\$16,885	\$14,636	\$13,222	\$9,420
Two Persons Age 65 or Older	\$5,569	\$8,208	-	-	-	-

**TABLE G – RETIREE WITHOUT FRIP (SPLIT FAMILY)**  
(Employee Plus One Dependent Coverage)

<b>Medicare Plan</b>	<b>Age</b>	<b>Maroon PPO</b>	<b>Maroon Savings Choice</b>	<b>UHP</b>	<b>HMO Illinois</b>
Aetna Medicare Advantage	One Person Age 65 or Older and One Person Under Age 65	\$11,228	\$10,103	\$9,396	\$7,495
Aetna Medicare Supplemental	One Person Age 65 or Older and One Person Under Age 65	\$12,547	\$11,422	\$10,715	\$8,814

**TABLE H – RETIREE WITHOUT FRIP**  
(Employee Plus Family Coverage)

<b>Medicare Plan</b>	<b>Age</b>	<b>Maroon PPO</b>	<b>Maroon Savings Choice</b>	<b>UHP</b>	<b>HMO Illinois</b>
-	Three or More People All Under Age 65	\$25,325	\$21,954	\$19,833	\$14,130
Aetna Medicare Advantage	Three or More People, Including One Person Age 65 or Older	\$19,670	\$17,421	\$16,007	\$12,205
Aetna Medicare Advantage	Three or More People, Including Two People Age 65 or Older	\$14,012	\$12,887	\$12,180	\$10,279
Aetna Medicare Supplemental	Three or More People, Including One Person Age 65 or Older	\$20,989	\$18,740	\$17,326	\$13,524
Aetna Medicare Supplemental	Three or More People, Including Two People Age 65 or Older	\$16,651	\$15,526	\$14,819	\$12,918