



# RUTGERS

THE STATE UNIVERSITY  
OF NEW JERSEY

Robert L. Barchi, President

February 6, 2014

Mr. Kenneth Swalagin  
University Senate  
Rutgers, The State University of New Jersey  
ASB III, Suite 110  
Cook/Douglass Campus

Dear Mr. Swalagin:

Thank you for sharing the Report and Recommendations on University Senate Charge S-1011 on Faculty Retirement Issues, which was based on the results of a faculty survey on these issues conducted by the New Brunswick Faculty Council, and which was endorsed by the University Senate at their meeting in November 2010.

As you know, faculty retirement issues fall within the terms and conditions of employment and as such are subject to collective negotiations. The current AAUP-AFT contract expires in August of this year. In that regard the heads of the University's and the Union's bargaining teams have begun discussions about including the negotiation of a faculty retirement incentive program as part of the next round of faculty contract negotiations. In addition, I understand that the New Jersey Division of Pensions and Benefits is in the process of issuing guidelines related to retirement incentive programs offered by state institutions of higher education, and so we will need to see what impact those guidelines may have on what we might put in place at Rutgers.

I thank the members of the Senate's Faculty and Personnel Affairs Committee for their careful examination of the survey findings and for their thoughtful recommendations in this important area. The adoption of a faculty retirement incentive program is clearly on the agenda as we begin negotiations for the next faculty employment agreement.

Sincerely,

Robert Barchi

c: Richard L. Edwards, Executive Vice President for Academic Affairs  
Karen Stubaus, Vice President for Academic Affairs and Administration