

Early Retirement Incentive Program for Teaching and Research Faculty

September 11, 2020



The Early Retirement Incentive Program seeks to . . .

- Restructure the workforce, as necessary
- Identify funds to offset the anticipated budget shortfall in FY 2021
- Align academic programming with future needs
- Support the implementation of the strategic plan
- Ensure the College's financial health
- Provide opportunities to grow enrollment in strategic programmatic areas



Program eligibility requirements include . .

■ Qualify as an Eligible Employee who is

- between age 50-59 and has at least fifteen years of continuous, full-time benefited service with the College; or
- is between age 60-64 and has at least 10 years of continuous, full-time benefited service with the College; or
- is age 65+ with at least five years of continuous, full-time benefited service with the College.



ERIP is anticipated to produce long-term savings . . .

	Financed Amount*	Annual Payment	Annual Savings	Savings After Debt Service
Staff ERIP	\$1,218,176	\$273,848	\$340,627	\$66,679
Faculty ERIP	\$1,458,026	\$327,767	\$585,920	\$258,153
Combined Totals	\$2,676,202	\$601,615	\$926,548	\$324,832

*Financed Amount includes the 2% UVA Treasury cost of issuance fee. Loan period runs from July 1, 2021 through June 30, 2026, with the first payment due on October 1, 2021. Applicable wage fringe rates for payouts are included.

** Annual savings assumes that all positions are filled in July 2021, at the replacement rate for the position based on UVA Wise salaries for hires in similar positions.