What is the Flexible Retirement Option (FRO)?
The FRO is a program that assists faculty with making the transition to retirement.

Who is eligible?
Professors, Associate Professors, Research Professors, and Research Associate Professors between the ages of 59 and 72, with 15 or more years of qualifying service. Adjunct faculty are not eligible.

What are my service requirements under FRO?
The FRO program allows you to perform the equivalent of one year of full-time service over a period of three years.

How would FRO affect my salary?
For each of the three years, you receive a reduced salary based on your age and years of eligible service.

How would FRO affect my health benefits?
Under FRO, you continue to receive the same health benefits.

How would FRO affect my retirement plan contributions?
Retirement plan contributions are based on the salary in effect as of July 1, 2016.

When do I need to make the decision to accept FRO?
FRO is offered only once per year. The deadline for making your decision is April 29, 2016. FRO would take effect July 1, 2016.

Whom do I contact to accept the Flexible Retirement Option?
First, you must reach an agreement with your academic Dean. After this agreement has been reached, please contact Carol Kinghorn in the Benefits Office at (603) 646-0233 to proceed.

Detailed information about FRO is contained in the enclosed guidelines.