FACULTY LIFE
PLANNING FOR RETIREMENT

Wednesday, February 26, 2020
MSB-2.006 at Noon

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Planning

Career Goals

- Plans for career?
- Benchmarks you want to achieve?
- Local, national, international recognition?
Planning

Life Goals

- What do you want to do in your personal life?
- Same, complementary, something completely different?
- How much will it cost?
- How long do you want to do it?
- Volunteer or compensated?
Retirement Checklist

~ 2 years out

- Have conversation with chair about timing, mechanism of separation
- Have conversation with Faculty Affairs Office (confidential!)
- Have conversation with Benefits Office (confidential!)

~ 6 months out

- If TRS, contact that office to get informational packet
- Work with department admin for paperwork
- Schedule personal meeting with Benefits Office
Leaving/Not Leaving

Several Options for Winding Down

- Tenured? Phased-Retirement
- Not-tenured? Part-time or cold-turkey
- Volunteer faculty appointment
- Emeritus faculty appointment
Phased Retirement

HOOP 208 - Phased Retirement

- If eligible, retirement in place followed by part-time, step down appointments
- Mutually agreed term (3 years or less) and % time
- Formally surrenders tenure
- Not eligible for merits, cannot hold endowments
- Advantage? – guaranteed employment post-tenure at reduced effort to accommodate faculty needs
Volunteer Faculty

Volunteer Faculty Appointments (Without Salary)

- All 6 UTHealth schools utilize volunteer faculty
- Appointment at discretion of chair/dean
- Usually assist in research or educational missions
- Maintain UTH email, access privileges (library)
- Renewable annually
- Modified titles but maintain rank
Emeritus Appointments

HOOP 50 – 
Appointment to Emeritus/Emerita Positions

- Highly selective institutional honor – nomination by chair, approval by Dean/EVP-CAO/President
- Lifetime academic appointment
- Must be Associate or Full Professor, typically but not exclusively tenured
- UTH email, full campus privileges, office at discretion
- Must not be serving in any professional academic capacity anywhere
Retirement Eligibility

If employed by UT before August, 2003

- Meet rule of 80 (age + years state service)

  OR

- Meet rule of 55/5 (age 55 + 5 years state service)
  - 3 years must be with UT
Retirement Eligibility

If employed by UT after August, 2003

- Meet rule of 80 (age + years state service)

  OR

- Meet rule of 65/10 (age 65 + 10 years state service)
  
  ➢ 10 years must be with UT
Eligibility - ORP

Withdrawals

- Subject to tax
- If under 72, cannot take contributions or net earnings disbursements until termination of ALL State of Texas higher ed institutions (change 1/1/2020 from 70 1/2)
- IRS 10% early withdrawal penalty before 59 1/2 (exceptions)
Eligibility - TRS

Annuity

- Subject to tax
- Formula to calculate retirement monthly annuity:

\[
\text{Annuity} = \frac{((\text{Years}) \times (2.3\%) \times (\text{Avg top 3 or 5 salary}))}{12}
\]
Vacation hours are compensation

- Hours are paid out upon termination or retirement
- Can defer into UT Saver Deferred Comp Plan 457(b) to reduce tax liability
- Sick and preventative hours not included
UTHealth Retiree Benefits

Basic Coverage through UT System Package

- UTSelect Medical Coverage through BlueCross/Blue Shield
- Prescription coverage through ExpressScripts
- $6,000 group term life insurance
UTHealth Retiree Benefits

Optional Coverage through UT System Package

- Medical/prescription coverage for eligible* dependents at employee costs
- Dental, Vision coverages
- $100,000 group term life insurance
- $3,000 spouse group term life insurance

*Spouse, children <26, unmarried grandchildren <26 if legal dependent, incapacitated children approved by UTS.
UTHealth Retiree Benefits

UTSelect and Medicare – initiates age 65

- Medicare Part A (Hospitalization)
- Medicare Part B (Medical)
- Medicare Part D (Prescription) - UTSelect Part D automatic
- UTSelect becomes secondary once enrolled in Part B
Returning to Work

**ORP**
- No restrictions on returning to work!
- Ineligible for personal contribution or UT match

**TRS**
- Must have 1 month break in service before returning
- Ineligible for further participation in TRS
Retirement Checklist

~ 2 years out

- Have conversation with chair about timing, mechanism of separation
- Have conversation with Faculty Affairs office
- Have conversation with Benefits
Contact Info

UTHealth Benefits Office

Main Line: (713) 500-3935
Email: benefits@uth.tmc.edu
Address: 7000 Fannin St., 10th Floor UCT
Hours: Monday-Friday from 8 AM - 5 PM
Web: https://inside.uth.edu/finance/benefits/

To schedule a personal meeting with a Benefits Analyst:

• Bete Su Williams, Director of Payroll & Benefits: x500-3960
• Jennifer Figueroa, Sr. Benefits Analyst, Payroll & Benefits: x500-3856
Contact Info

UTHealth Faculty Affairs and Development

Main Line: (713) 500-3062
Email: kevin.a.morano@uth.tmc.edu
Address: 7000 Fannin St., 15th Floor UCT

Call to schedule a personal meeting with
Dr. Kevin Morano
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UTHealth Faculty Affairs and Development
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