

What is FRIP?

As directed and funded by Session Law 2023-134, the University established and implemented a pilot program, the Faculty Realignment Incentive Program ("FRIP" or "Program"). The purpose of this pilot program was to facilitate certain eligible tenured faculty members to retire early in return for a one-time retirement incentive payment from the University, resulting in long-term cost savings and operational efficiencies that accrue to the benefit of the University. The FRIP pilot program occurred, and was legislatively funded, from February 20, 2024, through June 30, 2025.

Pursuant to the President's authority under Section 200.6 of the UNC Policy Manual, *Policy on Delegated Authority to the President*, the FRIP was extended beyond its time-limited inception as a pilot program. The Program is entirely voluntary and is available when agreed to and entered into by mutual written agreement between an eligible faculty member and his or her employing institution. FRIP allows UNC System constituent institutions to offer retirement incentives to faculty who have played a vital role on their campus and will assist institutions in proactively planning for successful faculty transitions into retirement. FRIP is a voluntary program; the constituent institutions have the discretion to offer the Program to eligible faculty but there is no guarantee or entitlement to participate.

Who is eligible for FRIP?

Constituent institutions may offer FRIP to faculty who are:

- Employed as a permanent, benefits-eligible employee of the University with a full-time equivalent (FTE) of 0.75 or greater.
- At least 55 years of age.
- Eligible for early or full-service retirement in the Teachers' and State Employees' Retirement System of North Carolina (TSERS) or vested in the Optional Retirement Program (ORP).
- Employed cumulatively for at least 10 consecutive years as a permanent, benefits-eligible employee of the University at one or more UNC constituent institutions.
- Not subject to any pending or in-process personnel or benefits action prior to the date of the FRIP offer that would otherwise result in end of employment with the University.
- Not retiring under disability provisions of the State's long-term disability program, as may be supplemented by the University's supplemental long-term disability program.
- Not receiving workers' compensation benefits.

What are the requirements for participating?

Eligible faculty members who participate in this Program:

- Submit a Statement of Interest form for consideration in the Program.
- Agree to voluntarily relinquish their tenure rights.
- Sign and execute a written Agreement and General Release, which includes a voluntary resignation of employment, an election to begin receiving benefits accrued under either the Teachers' and State Employees' Retirement System ("TSERS") or the Optional Retirement Program ("ORP"), and a general release and waiver of rights.
- **In addition to applicable state law or regulation, agree not to apply to or accept any employment at a constituent institution of the University of North Carolina System for 12 months following participation in the FRIP program. After the applicable 12-month period, individuals who participated in the FRIP program may only apply to, or accept employment at, a UNC constituent institution in a non-tenured faculty or a staff position.**
- Cannot participate in both the FRIP and the UNC Phased Retirement Program.

What is the benefit of the FRIP Program?

Faculty members approved for the Program and who meet the requirements above will receive a lump sum retirement incentive payment equivalent to the annual base salary of the faculty member from the prior academic year. This amount does not include incentive compensation, salary supplements, stipends, or other non-base salary elements of compensation.

When will this Program occur?

Each institution has discretion to determine specific timelines and related procedures for the Program, and in accordance with UNC Regulation 300.7.3[R].

Where can I get more information on this Program?

- The constituent institutions will provide information on the Program and will provide a point of contact for questions.
- Please also see Section 300.7.3[R] "[Regulation on Faculty Realignment Incentive Program \(FRIP\)](#)" of the UNC Policy Manual for more information.

Constituent Institution Additional Disclosures for FRIP

This document is a sampling of information to provide to tenured faculty members. Constituent institutions MUST include in their specific FRIP Program Summary additional information, including the following:

- Eligibility factors for participation in the Program,
- Selection Criteria for FRIP participants,
- Time limits applicable to the FRIP (notification and termination dates),
- Job titles and ages of the employees in the identified job classification or organizational unit(s) designated as eligible to participate in the FRIP, and
- Decisional Academic Unit (i.e. Provost Office).

Constituent Institutions must submit draft Program documents (FRIP Program Summary, FRIP Offer Letter, FRIP Letter of Intent, and FRIP General Release) to the UNC System HR Services Benefits Department for review and approval.