

The Flexible Retirement Option (FRO) for Faculty of Dartmouth College

2008 FACT SHEET

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 or Associate Professors between the ages of 59 and 67, with 15 or more years of 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 services over a period of three years.

How would FRO affect my salary?

For each of the three years, you receive a minimum of 60% to a maximum of 75% of your base salary, depending on your years of 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, as well as the 7% special benefit, are based on the salary in effect as of July 1, 2008.

When do I need to make the decision to accept FRO?

FRO is being offered only once this year. The deadline for making your decision is March 6, 2008. FRO would take effect July 1, 2008.

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 to proceed.

Detailed information about FRO is contained in the enclosed guidelines.