



**Faculty Realignment Incentive Program  
as required by S.L. 2023-134, Sec. 8.14.(c)**

**December 1, 2024**

## Faculty Realignment Incentive Program 2024 Annual Report

The 2023 Appropriations Act (S.L. 2023-134, Sec 8.14) authorized the University of North Carolina System to develop a Faculty Realignment Incentive Program (FRIP). The program is designed to provide a retirement incentive to eligible tenured faculty members, providing individuals with a one-time severance payment in exchange for relinquishing their tenured position and retiring from their employing institution. The program results in long-term cost savings and operational efficiencies that accrue to the benefit of constituent institutions. The program is not intended to broadly solicit requests for early retirements across the University's workforce, but rather to be a management-directed initiative to address specific identified cost-saving opportunities through position abolishment, position reclassification, or organizational restructuring. FRIP allows UNC 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. This voluntary incentive program will also enable institutions to maximize and reinvest resources in alignment with their strategic priorities and long-term needs.

Session Law 2023-134 appropriated \$16.8 million to implement the program, with priority given to institutions most impacted by changing enrollment patterns. Priority institutions included East Carolina University, North Carolina Central University, University of North Carolina Asheville, University of North Carolina at Greensboro and Winston-Salem State University. Based on the availability of funds, a request by the University of North Carolina at Pembroke was partially funded. All 16 constituent universities of the UNC System are authorized to develop and implement their own conforming program.

The total appropriation of \$16,800,000 was allocated to the six campuses identified above. A total of 120 tenured faculty accepted the severance payment, relinquished tenure, and retired from their employing institution. The table below shows the number of identified faculty members that accepted the severance payment under the program, and the total amount paid out by the program disaggregated by campus.

Institution	Allocations	Number of Faculty Funded	Payments To-Date	Anticipated Payments
ECU	\$5,827,990	38	\$4,139,768	\$1,688,222
NCCU	\$2,238,673	19	\$2,238,673	\$0
UNCA	\$1,679,329	16	\$1,679,329	\$0
UNCG	\$4,071,970	20	\$2,706,161	\$1,365,808
UNCP	\$365,418	4	\$365,418	\$0
WSSU	\$2,616,620	23	\$2,616,620	\$0
<b>Total</b>	<b>\$16,800,000</b>	<b>120</b>	<b>\$13,745,969</b>	<b>\$3,054,030</b>

The program has been incredibly successful with all appropriations being requested and obligated. Based on institution requests, demand has exceeded the funds appropriated. **All funds will be expended by the end of the 2024-2025 fiscal year.** Given how valuable this program has been to our academic realignment efforts, we recommend the General Assembly continue its authorization and funding.