



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

December 1, 2025

Faculty Realignment Incentive Program 2025 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 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. 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 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 were authorized to develop and implement their own conforming Program.

The total appropriation of \$16,800,000 was allocated to six institutions. A total of 148 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
ECU	\$5,827,990	53	\$5,827,990
NCCU	\$2,238,673	19	\$2,238,673
UNCA	\$1,679,329	16	\$1,679,329
UNCG	\$4,071,970	33	\$4,071,970
UNCP	\$365,418	4	\$365,418
WSSU	\$2,616,620	23	\$2,616,620
Total	\$16,800,000	148	\$16,800,000

The Program has been incredibly successful in our academic realignment efforts, with all appropriations fully expended. Based on institution requests, demand exceeded the funds appropriated.