

# Senior Faculty Transition Program

## A voluntary onetime financial incentive for eligible faculty

The Johns Hopkins University Senior Faculty Transition Program is a voluntary, limited, onetime incentive program being offered by participating JHU schools to eligible full-time tenured faculty. Faculty who elect to participate in the Transition Program will receive a financial incentive package designed to facilitate and support their transition from employment with the university.

### INCENTIVE PACKAGE INCLUDES:

- Incentive payment of 100% of a participant's academic base annual salary
- Medicare/Medigap exchange counseling benefit
- Transition cost incentive
- Health care incentive payment
- Academy at Johns Hopkins membership eligibility

### Key Dates:

#### April 2021

Program enrollment begins. Program is announced and letters are mailed to eligible faculty. Eligible and interested faculty are encouraged to start developing their transition plan and submit an election form for a program start date no sooner than July 1, 2021.

#### July 1, 2021

Program participation begins (the earliest possible date). The faculty member will sign the first Transition Program agreement prior to starting the Transition Program. Faculty participants may opt to reduce their effort as low as 30% on or after July 1, 2021.

#### May 1, 2022

Program enrollment ends. All eligible faculty who voluntarily elect to participate in program must submit an election form on or before May 1, 2022.

#### June 30, 2022

Program participation ends (the latest possible date). All eligible faculty who voluntarily participate in the program must retire from the university on or before June 30, 2022. After retirement, faculty sign a second Transition Program agreement.

Eligible faculty who participate may select a retirement date that falls at any time between **July 1, 2021 and June 30, 2022.**

### Who Is Eligible?

Program participants must meet all the following requirements to be eligible:

- Must be age 67 or older by July 1, 2021.
- Must have at least 10 years of full-time continuous service to the university at the time of eligibility.
- Must be full-time full professors (tenured faculty or faculty) at one of the following Johns Hopkins schools in School of Medicine, Bloomberg School of Public Health, School of Nursing, Krieger School of Arts and Sciences, Whiting School of Engineering, Carey Business School and School of Advanced International Studies.
- Must be in good standing

To learn more and apply to participate in this limited Transition Program visit:

[jhu.edu/transitionplan](http://jhu.edu/transitionplan) or contact program coordinator Jennifer Van Beek, at [jvanbeek@jhmi.edu](mailto:jvanbeek@jhmi.edu), who can confirm eligibility and answer questions.

