JHSOM Senior Faculty Transitions Program (SFTP)

Frequently Asked Questions (FAQs)

Q. What is the SOM Senior Faculty Transitions Program?

A. The Johns Hopkins University School of Medicine (JHSOM) is offering a voluntary Senior Faculty Transitions Program (SFTP), developed with the input of a JHSOM Task Force and the Advisory Board of the Medical Faculty, to help interested and eligible faculty members make the transition toward retirement. The SFTP is designed to offer two transparent and distinct options for (A) retirement in 12-18 months or (B) a phased retirement in two to three years. Both options retain medical benefits. In addition, eligible senior faculty members who commit to one of these two options, will receive a one-time financial incentive to be received upon retirement, less applicable tax withholding. Participation in the SFTP requires execution of a written retirement agreement between the faculty member and the University.

Q. Who is eligible?

A. School of Medicine faculty who are Full Professors (with contracts to retirement) and who, (i) are at least age 65, (ii) working at least 50% effort, (iii) are in good standing, (iv) have ten or more years of full-time continuous service to JHU, and (v) have not already signed a retirement agreement, are eligible to participate in the Early Retirement Incentive Program (“ERIP”). If you meet all of the above conditions, and you are employed full-time (100%), you are also eligible to participate in the Phased Retirement Program (“PRP”). A small number of Associate Professors in the SOM have been given a contract to retirement, and these individuals are also eligible to participate in the PRP and ERIP programs if they meet the above criteria.

Q. Are faculty age 70 and older eligible?

Yes. Faculty age 70 and older must select a program by the later of (1) 180 days from their 70th birthday or (2) June 30th of the fiscal year in which their full-time continuous service to JHU reaches ten years.

Q: Are Associate Professors eligible for the SFTP?

A. Most Associate Professors are not eligible for the SFTP. However, a very limited number of Associate Professors in the SOM who have contracts to retirement are eligible to participate in the PRP and ERIP. If you are unsure if you have a contract to retirement, please consult your Department Director or Administrator.

Q. What does “good standing” mean?

A. In “good standing” means a faculty member is not currently under disciplinary review under any applicable University or School of Medicine policy.

Q. Are faculty employed by the Kennedy-Krieger Institute eligible?

A. No. Only faculty employed by the School of Medicine are eligible.
Q. Is participation in the SFTP voluntary?
A. Yes. Participation in the SFTP is entirely voluntary.

Q. Why are there two separate programs?
A. The University has offered two options in response to interest and to suit faculty needs: one that permits faculty to retire in 12-18 months (Early Retirement Incentive Program “ERIP”), and one that permits faculty to phase their retirement over two or three years (Phased Retirement Program “PRP”). Eligible faculty can select only one of the programs.

Q. How long is the SFTP being offered?
A. The SFTP began on November 1, 2017 and continues from that date. The University reserves the right to make changes to the SFTP at any time.

Q. If I decide that I wish to retire earlier than the date specified in my retirement agreement, may I modify this agreement?
A. You may retire earlier, but you will only qualify for the incentive payment if your Department Director confirms that you have completed the service specified in your retirement agreement.

Q. How does the SFTP affect my health and welfare benefits?
A. An eligible faculty who enters into an SFTP agreement will receive the same JHU health and welfare benefits that are made available to full-time faculty members until his or her retirement date. Faculty enrolled in an SFTP agreement may reduce effort to as low as 30% effort and still retain full benefits. JHU health and welfare benefits contributions, with the exception of medical benefits, will be reduced proportional to the percentage of full time employment you work, as specified in the retirement agreement and consistent with University guidelines. Your medical benefits contribution by JHU will remain at 100% until your retirement date.

Q. How does the SFTP affect my existing retirement benefits?
A. Your existing retirement benefits are still available upon your retirement. Your existing retirement savings accounts are, of course, 100% vested, and how you choose to draw on those funds is arranged directly between you and the funds in which your contributions have been deposited. For faculty who select an SFTP, your JHU retirement benefits contributions during any phased retirement period will be proportional to effort and consistent with University guidelines.

Q. Can I be paid for teaching, clinical, or research activities at SOM or elsewhere within JHU after I retire?
A. Within limits, it is possible to teach, provide clinical care, or do research at SOM or the University on a separately agreed part-time and/or contractual basis. Such an arrangement will require a separate written agreement with the Department Director describing the details of the commitment and opportunity.
Q. What does it mean to be Emeritus faculty and how is this title awarded?

A. (As described in the Gold Book) “Awarded in recognition of distinguished achievement and service, the honorary title emeritus may be granted by the Board of Trustees, acting on the recommendation of the ABMF, to faculty members upon their retirement from the School of Medicine. Emeritus faculty who remain active (i.e., those in partial retirement) are subject to the usual and customary policies applicable to the full-time faculty. Except in extraordinary circumstances, promotions in faculty rank are not granted once emeritus status is reached.” Faculty awarded the Emeritus title are considered current faculty by the Registrar’s office. Other than maintaining active faculty status for life, there are no additional rights or privileges that accompany the awarding of the Emeritus title. Faculty interested in being considered for Emeritus status should make this request of their Department Director.

Q. If I have questions or want to participate in the SFTP, how do I go about doing so?

A. For more information, go to https://www.hopkinsmedicine.org/fac_development/sr-faculty-retirement-resources/index.html. To participate in the program, contact Jennifer Van Beek at SOMRetirement@jhmi.edu