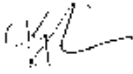


MEMORANDUM

DATE: January 28, 2013

TO: Binghamton University faculty

FROM: Donald G. Nieman 
Provost and Vice President for Academic Affairs

SUBJECT: BARTLE LIBRARIANSHIPS

Recently, my office has received inquiries about the status of the Bartle program. Therefore, I thought it would be useful to communicate to faculty and deans that the program remains in force and also to reiterate the guidelines surrounding the Bartle program.

Provost Mary Ann Swain initiated the Bartle Librarianship program in 1996. The primary purpose of the program was to enable constructive, mutual exploration of retirement plans between library faculty and their dean. The program was setup to foster a smooth transition to retirement for Binghamton University's valued senior library faculty. Bartle Librarianships were designed to retain the important contributions of Binghamton's senior library faculty while enabling them to reduce the level of their responsibilities.

Additionally, the Library can use salary dollars released through this program to hire faculty while at the same time benefitting from significant services offered by Bartle Librarians, thus promoting good academic planning. The program has been successful in helping library faculty make a smooth transition from being engaged full time within the University to pursuing chosen avocations full time.

To be appointed a Bartle Librarian, a librarian retires from the University with the rank he or she has earned. The librarian who has chosen to participate in this program is then rehired with a local title of Bartle Librarian. Bartle Librarians retain all faculty rights and privileges, including full participation in hiring, promotion, and tenure committees, and eligibility for travel funds and other kinds of support.

Appointments to Bartle Librarianships will be for a period to be negotiated by the librarian and the dean but in no case will they be for more than three years. Compensation as a Bartle Professor is set at the maximum permitted by the laws governing retirement earnings, not to exceed 20% of annual salary. A Bartle Librarian's assignments in any given year are negotiated with the dean and depend on that individual's possible contributions to the full range of the University's mission. At the conclusion of his or her term of service as Bartle Librarian, the librarian assumes emeritus status at the rank at which he or she retired.

My goal in continuing to support this program is effective retirement planning for faculty and for the university. Decisions about retirement are intensely personal and the intent of this program is to facilitate open and constructive discussions of options beneficial both to library faculty members and to the Library. Librarians who are interested in becoming a Bartle Librarian should talk with their dean.

- c: President Stenger
- Vice Presidents Craner, Rose, Sammakia, and Vanvoorst
- Vice Provosts Krebs, Loewen, McGoff, Starke, and Stamp
- Deans Dhillon, Ferrario, Grant, Ingraham, Jones, Meador, Srihari, and Strehle
- Director Kowalik
- Human Resources

BARTLE COMPENSATION & SOCIAL SECURITY LIMITS

The compensation for those retirees employed under the Provost's Bartle Faculty plan will be the compensation available under sections 211 and 212 of the NYS Social Security and Retirement Law or 20% of the annual salary at the time of retirement, whichever is less. The section 211 limit is the difference between the salary rate at the time of retirement and the maximum retirement allowance available. If, for example, a faculty member were to retire at an annual salary (calendar year) of \$63,000 and qualified for a single life annuity of \$47,000 from TIAA-CREF or from an alternate funding carrier, the section 211 limit would allow earnings up to \$16,000. This section 211 limit must be calculated individually by the Office of Human Resources based upon the final salary and the amount of the single life annuity option at retirement for each faculty member interested in a Bartle Professorship.

Retirees collecting Social Security benefits and returning to work need to be aware of the Social Security earnings limits. Social Security recipients exceeding these annual earning limits are subject to a reduction of their Social Security benefits as follows:

- Under age 65 - \$11,520 limit; reduction of \$1 for every \$2 over limit during Calendar year; then from January 1 until the first day of the 65th birthday month, a \$30,720 limit with a reduction of \$1 for every \$3 over limit
- Age 65 and above – no limit.

More specific information is available at www.ssa.gov

Retired employees who are eligible for Medicare must enroll in both Parts A & B. Thus, Medicare is the primary insurance. If you return as a Bartle and have Medicare as your primary insurance, please contact Employee Benefits at x7-4850 concerning potential implications.