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To: SRBA-CENTRALADMIN-L@LISTS.UPENN.EDU; SRBA-SCHOOLCENTER-L@LISTS.UPENN.EDU
Subject: Faculty Income Allowance Policy - Recent Updates of Plan
Date: Thursday, December 7, 2023 2:37:00 PM
Attachments: [image001.png](#)
[FIAP Timeline.pdf](#)

This message is being sent on behalf of Laura Perna, Vice Provost for Faculty

As you may recall, on September 8, 2023, I wrote to share information about your eligibility for revised FIAP. I am writing now to be sure you are aware of modifications that the University has made in response to helpful feedback from the community.

Of particular note are the following changes:

Approach to payment for Immediate FIAP: It was initially decided that the cash benefit for Immediate FIAP would be paid in one lump sum. To recognize concerns about the tax implications of this approach, the payment of FIAP cash benefits under Immediate FIAP will be split into two payments. The first half will be paid in the calendar year in which the faculty member terminates employment, and the second half will be paid on or before March 15th of the year following termination of employment, likely in the regularly-scheduled February payroll.

Eligibility for faculty on long-term disability: To recognize the possibility that a faculty member nearing the eligibility age may be diagnosed with a medical condition (e.g., Parkinson's Disease) that limits their ability to work until the FIAP eligibility requirements are met, the guidelines now specify that faculty may participate in FIAP after participating in long-term disability, once FIAP eligibility conditions are met (i.e., 10 years of continuous service, the rule of 75, and the eligibility age window).

Termination of employment. It was initially decided that faculty who enroll in Revised FIAP would relinquish tenure when benefits commence (i.e., at the start of the phased-work period for Phased Work FIAP). This approach has been revised so that faculty will relinquish their full-time tenured appointment and position as a member of the Standing Faculty upon their designated termination date (i.e., at the end of the phased-work period of Phased Work FIAP).

Appeals process. To recognize the possibility that faculty may wish to appeal a determination of FIAP benefits, a "Faculty Income Allowance Committee" will be established. This Committee will include representatives from PASEF, ASEF, Faculty Senate Tri-Chairs, Human Resources, and Office of General Counsel, and will be chaired by the Vice Provost for Faculty. The Committee will be convened at least once per academic year.

The FIAP Booklet and FIAP FAQ reflecting these changes are available here: <https://faculty.upenn.edu/faculty/retirement/>. Also available on this website is a document that provides a full presentation of the changes that have been made.

I hope that this information is helpful. Please do not hesitate to reach out to [Amy Collins](#) with questions as she will coordinate with my office and Office of General Counsel to coordinate responses.

All the best,



Vice Provost for Faculty
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