Part Time Faculty Council

Presented By:
Payroll Services and Benefits
Overview – “3 Pieces of the Puzzle”

- Payments to PT Faculty
  - Still based on credit hour load and per credit hour rate
  - Includes any non-instructional assignments

- Hours Reporting Requirement – Affordable Care Act
  - Federal Requirement – Overseen by IRS
  - Limited options provided by IRS

- Partial Benefits Eligibility
  - Retirement eligibility impacted by ACA tracking
  - More info and benefits clarifications in a moment
Why We Do What We Do

- Statistics
  - 900+ Part Time Faculty Members
  - 12 Different “Special” Standard Hours Tables
  - 800 to 1000 Amendments *Per Semester*
FAQs from Part Time Faculty

- Why did the decision to have PT Faculty enter hours worked happen so suddenly?
  - Started discussion in Fall of 2015

- Why is KSU the only USG Institution requiring this?
  - KSU is not the only one. Variations on a theme.
  - No institution uses more than the basic table from the IRS.
  - KSU has 12!! Plus 800 Amendments (August through October)

- What is the “acceptable” number of hours worked for a three-credit course? A one-credit lab?
  - Departmental/Subject Tables meant as a guide only.

- What happens if we enter hours over the “acceptable” level?
  - Chairs/Supervisors should monitor for benefits eligibility.

- What happens if a part-time faculty member refuses, forgets, or doesn’t bother to report hours worked?
  - Forgets – use ACA Hours Form to get hours updated
  - Refuses/Doesn’t Bother – Violation of BOR Policy
Benefits Clarifications

ACA -

– Sets guidelines for minimum coverage levels (most of which the USG was already providing)
– Intends to hold employers responsible for offering medical coverage to employees regularly working 30 hours per week (averaged over 12 months)
– Provided the “Contact Hours to Standard Hours Worked Conversion Chart” based on IRS guidance and then adopted by the USG
Benefits Clarifications

• USG policies
  – All faculty working 30 hours or more are eligible for medical coverage

• State law by way of TRS regulations
  – All faculty working 20 hours or more must participate in either Teachers Retirement System or the Optional Retirement Plan (aka ORP; aka Regents Retirement Plan)
Benefits Clarifications

• Unintended consequences of ACA?
  – Conversion chart results in quantifiable hours worked (although notably generic and likely inaccurate)
  – Quantifiable hours results in a new population of part-time (semesterly) faculty who are now subject to retirement participation per policy/law
  – Rehired retirees scenarios are even more complicated
    • USG retirees
    • TRS retirees (from local school districts)
    • Military retirees
Benefits Conundrums

- Fluctuations for part time faculty each semester
- Fluctuations for part time faculty within the semester
- Complex time table for making retirement elections
- Fluctuations between part time and full time status
To Be Continued

• HR and AAF are continuing to put scenarios in front of the USG leadership
• USG policies and state law are being analyzed for needed changes resulting from ACA (but not as quickly as the business needs are changing)
• New challenges arise regularly
Questions?