

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





UNDERSTANDING *the*
AFFORDABLE
CARE ACT

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



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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?