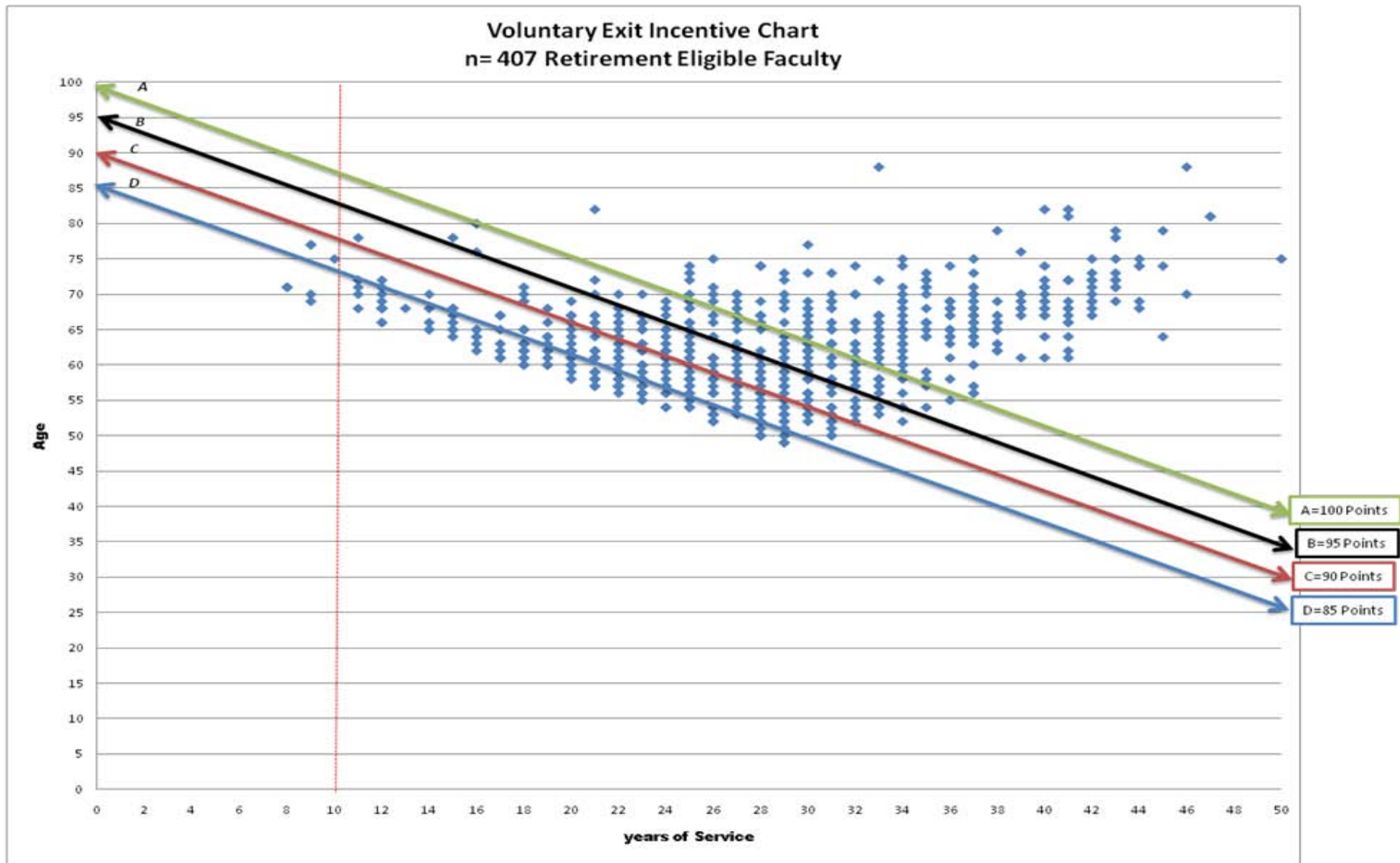


Data Analysis for Potential Faculty Voluntary Exit Incentive Program

The scatter plot below reflects FY2011 retirement eligible faculty population by age and years of service distribution. We have evaluated the population by determining those who meet the Rule of 85, Rule of 90, Rule of 95 and Rule of 100.



A Line= Rule of 100 - 127 eligible employees/31% of total retirement eligible

B Line= Rule of 95 - 197 eligible employees/48% of total retirement eligible

C Line= Rule of 90 - 240 eligible employees/59% of total retirement eligible

D Line= Rule of 85 - 308 eligible employees/76% of total retirement eligible

- There are five employees that meet the Rule of 80 but do not have 10 years of service.
- A minimum of 10 years of service should be considered as one of the eligibility requirements.
- Employees are not required to retire in order to accept the Exit Incentive.