



**IRREVOCABLE AND BINDING COMMITMENT TO RETIRE  
2016 VOLUNTARY FACULTY SEPARTION INCENTIVE PROGRAM**

Dear Ms. Turner:

In keeping with the requirements of New Jersey Institute of Technology’s 2016 Faculty Separation Incentive Program (FSIP), this letter confirms my irrevocable and binding commitment to retire from my tenured full time faculty position at the university on:

- 1. August 1, 2016\_\_\_\_\_
- 2. January 1, 2017 \_\_\_\_\_
- 3. August 1, 2017\_\_\_\_\_
- 4. January 1, 2018 \_\_\_\_\_

*(Please select and initial date of retirement above)*

I agree that my commitment to retire is of my free will and volition and that I am voluntarily choosing to retire from the university on the date selected above.

I acknowledge that the university intends to rely on my promise and agreement to retire on the above date in planning and executing its academic and financial obligations associated with the current strategic plan and future long-range planning.

I have received a copy of a Separation Agreement and Release for my review and consideration. I understand that I have the right to consult with my personal legal counsel before signing and returning the Separation Agreement and Release prior to my selected retirement date.

By signing and returning this letter to the address below by March 31, 2016, I irrevocably commit to retire on the date selected above.

Return to:  
Kay Turner Esq. SPHR  
Vice President of Human Resources  
New Jersey Institute of Technology  
University Heights, Fenster Hall, Room 314  
Newark, NJ 07102

Sincerely,

Print: NAME\_\_\_\_\_

Print: TITLE \_\_\_\_\_

Print: DEPARTMENT\_\_\_\_\_

I irrevocably commit to retire as outlined above.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

CC: Office of the Provost  
Department Chair