UNIVERSITY *of* ARKANSAS
AT PINE BLUFF
1873

Office of the Chancellor

August 13, 2026

:

Eligible state-funded faculty and staff at the University of Arkansas at Pine Bluff (UAPB) are being offered a Voluntary Retirement Incentive Program during a 45-day Window Incentive Period beginning Thursday, August 13, 2026, and ending Monday, September 28, 2026.

Eligible employees are 100% state-funded, full-time staff and faculty who meet the following retirement requirements on June 30, 2026:

- Is age 55 or older with at least 15 years of service in a faculty or staff position with UAPB;
- Is any age with at least 25 years of service in a faculty or staff position with UAPB; or
- Is age 55 or older with at least five years of service in a faculty or staff position with UAPB and the employee's age plus their years of service equal to 70 or more.

An employee may not be on leave without pay, receiving long-term disability benefits, or receiving workers' compensation for total disability, unless applicable law restricts or forbids consideration of one of these requirements. For eligible employees, the proposed Program Agreement must provide a net savings in personnel costs within seven years of its effective date.

The voluntary retirement incentive for eligible employees includes a one-time stipend equivalent to 20% of current base salary payable on March 1, 2027, with a retirement date effective on December 31, 2026.

An eligible employee's participation in this voluntary retirement is entirely the employee's decision. A document about the Volunteer Employee Retirement Program that includes the job titles and ages for eligible and ineligible employees is attached.

If you are eligible and wish to participate in the voluntary retirement, you have until Monday, September 28, 2026, at 4:30 p.m. to request participation in writing to Dr. Carla Martin, Vice Chancellor for Finance and Administration, at uapbfinanceadmin@uapb.edu. The attached Voluntary Retirement Incentive Program Agreement, Employee Waiver, and Statement of Assurance must be signed and forwarded to Dr. Martin. UAPB will then verify eligibility and net savings in personnel costs.

The Voluntary Retirement Incentive Program Agreement must be approved by the Board prior to the effective date of retirement of the eligible employee.

I encourage you to contact the Human Resources Office with any questions. We are pleased to offer this Voluntary Retirement Incentive Program.

Respectfully,

Anthony Graham, Ph.D., Chancellor

1200 North University Drive, Mail Slot 4982 · Pine Bluff, AR 71601
Office: (870) 575-8470 · Fax: (870) 575-4645 · Email: chancellor@uapb.edu
www.uapb.edu/chancellor