

School of Earth Sciences
Faculty Retirement Policy (with specifics about recall)
December 2010, Revised February 2012

Under the current Faculty Retirement Incentive Plan (FRIP) policy, faculty members are recalled to 50% duty (while being paid 100% of the base (nine-month) salary) for two years immediately following retirement (for those who retire at 63-67 years) or for one year following retirement (for those who retire at 68-71 years). After the FRIP recall years, according to university policy, faculty cannot be recalled for duty. Exceptions can be made if there is a specific programmatic need identified by the department chair and approved by the dean, and if there are appropriate funding sources. In these rare cases, the percentage of allowable recall is up to 50% of the nine-month appointment. The recall appointment is approved for only one year, but can be reconsidered annually.

With respect to the issue of recall for summer months during the FRIP year(s), university policy states that the recall salary is to be set by the base monthly salary of record not including supplemental compensation. Thus the recall salary is based on the nine-month academic base salary and does not include additional summer salary. However, SES will permit, during the FRIP recall years **only**, faculty to be recalled for up to three additional months and receive summer salary if there are funds to do so from the faculty member's discretionary accounts or grants, **and** if there is programmatic need and identifiable work to be done by the faculty member. On rare occasions, this could also be funded by department or school funds, if the faculty member is being recalled to perform a specific service on behalf of the school or department. Faculty must request this additional compensation at the time of their request for retirement, and include a statement of work to be performed during the summer months. This request must be approved by the department chair, dean, and where appropriate, the director of the affiliate program paying the summer salary. Consistent with FRIP policy, this recall cannot be more than 50% FTE and therefore, salary drawn per summer month should be no more than 50% of the academic year's base monthly salary. No summer salary can be received after the FRIP recall period is over.

When recall is specifically for teaching, rates are set at the discretion of the department chair or program director, but are typically in the area of \$10K per quarter-long class.

For retirees who retired before the 2009 initiation of the FRIP program, the recall policy allows recall only up to 50% of salary (based on salary at time of retirement), and only for programmatic need as defined by the chair. Requests for recall should include a clear statement of need and work that will be accomplished. The request should also explain why no active faculty member can fulfill the stated need. Additionally, recall is typically only during the academic year. Summer recall, as in the case of those who retired under FRIP (see above) should be very rare, and only if there is programmatic need and identifiable work to be done by the faculty member, as defined by the department chair.

Retiring faculty members should be aware that office space, lab space, and other support from the school or university are subject to change or withdrawal after retirement. Typically, retired faculty members are allowed use of their faculty offices for one year after retirement, and then will be moved to shared office spaces. With respect to any funds under the faculty member's control, upon a faculty member's retirement, there is no entitlement to continued access to or control of these funds. An analysis of the funds, original sources, restrictions and purposes will be conducted to determine the proper course of action, with the Dean making the final determination. Retired faculty may request an exception to this policy, allowing continued, limited use of some portion of these balances for specific research and professional needs for a specific period of time. Such requests should be directed to the department chair and must be approved by the Dean.