

4-22-1992

## DOC 1992-01 Phased Retirement Option for Senior Faculty

University of Dayton. Faculty Affairs Committee

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*The University of Dayton*

April 29, 1992

Reverend James L. Heft, S.M.  
Provost  
The University of Dayton  
CAMPUS

Dear Jim,

Thank you for the information about document #92-01, "Phased Retirement Option for Senior Faculty." I approve the document and you may proceed with the discussions with the attorney as outlined in your letter of April 29th.

Sincerely,

Bro. Raymond L. Fitz, S.M., Ph.D.  
President

RLF:hs



*The University of Dayton*

May 4, 1992

Dr. John O. Geiger  
Associate Provost for Faculty Affairs  
The University of Dayton  
1634

Dear Dr. Geiger:

Attached is a letter from Bro. Fitz approving the document on Phased Retirement. His approval opens the way for discussion with the attorney as indicated in your letter. Thank you for your assistance in this matter.

Sincerely,

Rev. James L. Heft, S.M.  
Provost

JLH:js

Enclosures

cc: Dr. James Farrelly

**PROPOSAL TO THE ACADEMIC SENATE**

TITLE Phased Retirement Option for Senior Faculty

SUBMITTED BY Faculty Affairs Committee

DATE March 20, 1992; April 22, 1992

Indicate the action required: Legislative, Concurrence, or Consultation, and refer to the appropriate reference in the Senate Constitution (Article IIB, 1, 2, 3).

ACTION IS: Consultation

REFERENCE IS: Article IIB, 3e

DESCRIPTION OF PROPOSAL: See attached document.

## PHASED RETIREMENT OPTION FOR SENIOR FACULTY

When it is of mutual benefit to the faculty member and the University, phased retirement is available to a tenured faculty member who has completed twenty years of service to the University of Dayton and is between the ages of fifty-five and sixty-five. The Department Chairperson, Dean, Provost, and the faculty member need to be in agreement that the option is an acceptable one.

### Specific Stipulations

The faculty member maintains tenure during the period that he/she is under the phased retirement option. The faculty member can apply for and receive promotion in rank. The faculty member on phased retirement is evaluated as other faculty on the basis of teaching, research and service.

For a faculty member on phased retirement, benefits are adjusted in the following ways:

**Pension Plan.** The University makes payments on that percentage of the salary that the faculty member earns (e.g., if the faculty member's salary is at seventy-five or fifty percent, the payments are made accordingly).

**Life Insurance.** Normal coverage, except that the University pays premiums on that percentage of the salary the faculty member earns (e.g., either seventy-five or fifty percent of the normal full-time salary).

**Medical, Dental, Tuition Remission, Disability, and Athletics Tickets:** Same as for full-time faculty.

**Early Retirement.** Same as for full-time faculty. The computations are made on the basis of the percentage of the salary the faculty member earns (e.g., either seventy-five or fifty percent).

Under no circumstances is the phased retirement option available to a faculty member in order to accept a teaching position elsewhere. A faculty member on phased retirement is not eligible for sabbatical leave.

To take advantage of the phased retirement option, the faculty member agrees to:

retire no later than seven years after beginning phased retirement;

perform specific services (i.e., teaching, research, and service) to the extent and at the level negotiated with the University and specified in writing--normally this is at seventy-five percent or fifty percent of time\*\*;



remain at the level (e.g., three-fourth, one-half) of service or to move to a lower level of service but not to return to full-time service at the University unless requested to do so by the University.

Quite obviously, it is most important that a faculty member who is considering the phased retirement option consider how this option will affect his/her social security, annuities, etc. before he/she decides upon the option. The Office of Human Resources will provide whatever assistance it can, but the final responsibility is with the faculty person.

#### Evaluation and Review

The Faculty Affairs Committee of the Academic Senate and the Associate Provost for Faculty Affairs will make the voluntary phased retirement option available to faculty during a trial three-year period (beginning with the first semester of the 1993-94 academic year) during which time it shall evaluate the policy. The University's evaluation of the policy will take into consideration the administrative and other costs, the benefits, and the productivity of the faculty who have chosen the phased retirement option.

The University shall review the policy and its implementation continually to make certain that it is administered fairly and does not violate state and federal legislation and court decisions.

\*\*Standard teaching loads at the University of Dayton vary from department to department. Consequently, no single formula can satisfy every department and faculty member. On the other hand, since the most common load is seven courses per academic year, the following guide can be used:

- 75% -- five courses per academic year.
- 50% -- seven courses per two academic years.



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*The University of Dayton*

April 29, 1992

Bro. Raymond L. Fitz, S.M.  
President  
University of Dayton  
1624

Dear Brother Fitz:

On April 22, the Academic Senate passed the enclosed document #92-1 on a Phased Retirement Option for Senior Faculty. I support the document as presented.

Bro. Bernard Ploeger and Mr. Charles Chamberlain have reviewed this document. Mr. Chamberlain and Dr. John Geiger have also spoken to our attorney about it and will go back to the attorney and discuss it in detail if the document has your approval.

Please let me know as soon as possible if we may proceed. Dr. John Geiger and I are prepared to answer any questions you may have.

Sincerely,

Rev. James L. Heft, S.M.  
Provost

JLH:mb