

Faculty Senate: May 14, 2020
Faculty Handbook Revision IX.H (Transitional Retirement)

Julie Shadoan, Chair

Senate Recommendation 2020-05-11 Faculty Handbook Revision
IX.H. Transitional Retirement

Proposal to Amend WKU Faculty Handbook: Substantive Change I.X.H.

Faculty Transitional Retirement Program

Substantive change is defined as addition, deletion, or revision of policy or procedure.

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1. Type of Change:

- Addition: Where possible, identify the section of the handbook to which addition is proposed:
- Deletion: Identify the section of the handbook from which deletion is proposed:
- Revision: Identify the section of the handbook to which revision is proposed: IX.H. p. 55

2. Proposals should be made in the form of text intended as an addition to or a replacement of, in whole or in part, some current section of the Faculty Handbook.

Current wording:

IX.H. Faculty Transitional Retirement Program: In 1989, the WKU Board of Regents adopted a plan that permits the reemployment on a special part-time basis of faculty members who retire from full-time service.

Faculty interested in participating in the Transitional Retirement Program should make a written request to the head of the department, who will forward it with a recommendation to the dean of the college. The request and the recommendation of the dean are transmitted to the Provost. The Provost sends to the President those requests that are recommended for funding.

Under this program a full-time faculty member may be offered the opportunity to teach a maximum of twelve (12) semester hours or work in an administrative (non-teaching) capacity for one hundred (100) days, or some appropriate combination of the two, during a fiscal year period. . For each credit hour taught, compensation shall be at a rate of three and one-eighth percent of his or her nine-month salary base immediately prior to participation in the Transitional Retirement program. At such a rate retirees may earn up to 37.5% (or 3-1/8 times 12 hours) of their most recent nine-month faculty salary.

Participants in the Transitional Retirement Program are subject to an annual performance review of their teaching or other assignments, and annual increases in salary are subject to such review and funding availability.

Those accepted in the Transitional Retirement Program will be placed in a special part-time faculty category for a maximum period of five fiscal years. During this period the faculty member will receive, in

addition to the aforementioned salary, selected benefits as administered through the Department of Human Resources. After the special faculty category period, the faculty member will be fully retired.

Faculty candidates for transitional retirement should be given priority in receiving summer teaching assignments during the summer before the year of retirement.

The Board of Regents considers the requests recommended by the President. The best interest of the University, as related to its educational programs and mission, must be considered in the application of this policy.

Proposed wording:

IX.H. Faculty Transitional Retirement Program: The Faculty Transitional Retirement Program (TRP) permits the re-employment on a special part-time, time-limited basis of faculty members who retire from full-time service. Faculty interested in participating in the Transitional Retirement Program (TRP) shall make a written request to the applicable department head/chair or director of the department/school, who will forward the request along with his/her recommendation to the dean of the college.

Acceptance into the Transitional Retirement Program (TRP) is at the discretion of the dean and shall be based on the needs of the department/school, college, and the university. The dean shall notify the faculty member, department head/chair or director, Provost (or designee) and Department of Human Resources in writing of his/her decision. Letters accepting a faculty member into the Transitional Retirement Program (TRP) must include the dates of participation, compensation and workload expectations. For eligibility, compensation and benefits information please review Policy 0.6900 at www.wku.edu/policies/university/.