College of the Environment Faculty Partial Reemployment After Retirement

Policy Approved Autumn 2019

Eligibility for Reemployment:

The Partial Reemployment Policy offered by the University of Washington is a unique opportunity providing eligible faculty with the option of retiring their job and continuing to teach or conduct research on a reduced workload. The net benefit to the unit and the university is in simultaneously retaining a core of seasoned and committed senior faculty, while allowing for the introduction of new faculty who constitute our future strength and excellence.

Beginning at age 62, all faculty positions in the College of the Environment (state line, without tenure, research, of-practice, and lecturers) are eligible to be reemployed following their retirement from the University of Washington for a maximum of 5 consecutive years. Years can be skipped, but skipped years can not be banked. Reemployed faculty must notify the Chair/Director of the appropriate unit annually by 1 December of the preceding year that they would like to exercise the reemployment option (e.g., in December 2019 for eligibility in the 2020-21 academic year).

Stateline, WOT, research and of-practice faculty may request reemployment for up to 5 years. Lecturers may be reappointed as reemployed on an annual basis according to the norms of the unit and decision of the unit leadership. Only state line faculty have a vested right to exercise the use of state funds.

If a tenured faculty member retires under an A/B salary structure and elects the 40% reemployment option following retirement, the total 40% maximum will be based on the total University base salary. The vested right to reemployment is limited to the “A” salary ratio. For example, if the A, or state line, funding were 80% and the B, or self-funded portion of salary 20%, then the vested right to employment would be for 80%FTE.

Reemployment beyond the 5 year period is possible at the discretion of unit leadership and in negotiation with the faculty member as to the amount and timeline of duties in accordance with this policy. The ceiling remains at 40%.

Stateline faculty members may also be able to select between reemployment and a lump sum payout, known as the Voluntary Retirement Incentive (VRI) Option.
This choice is either/or, must be made before retirement on dates specified each year that the option is available (option is only available on a year-to-year basis).

Source and Amount of Funds for Reemployment:

Funding for reemployment may come from any and all sources of regular salary (state funds, grant and contract funds, self-supporting budgets, professional/continuing education or extension funds, Summer Quarter, and excess compensation). Although fund types may be mixed within a year (e.g., state funds, grants funds), the total allowable compensation may not exceed the 40% limit.

The ceiling of reemployment is 40% of the final monthly salary (at 100% FTE) paid over the standard academic year (9 months). This equates to a single quarter at fulltime (or 33% of the 9 months) plus an additional quarter at 7%.

In some cases, faculty may be eligible to receive payment up to 40% monthly during the summer as well, for a maximum annual compensation of 40% over 12 months (or one quarter at fulltime and a second quarter of up to 60% FTE). Summer exceptions include that the original appointment is 10, 11 or 12 months, or that there is a steady record of summer salary from grant, contract or other funds. For example, a faculty member who has traditionally had 2 months summer salary from grant and contract funds, can be eligible for up to 11 months times 40% for reemployment.

During the reemployment period, the faculty member will be eligible for across-the-board salary increases dictated by the central administration of the university (i.e., cost of living increases), but will not be eligible for merit increases.

Work Performance and Assessment:

Division of reemployment compensation across budget sources should be relevant to work performed, in negotiation with unit leadership, and in conjunction with unit norms. To receive reemployment compensation, the faculty member must be working during the quarter in which they are paid. The type of work will depend on the source of funds and the needs of the academic unit. For instance, state funds may be used for reemployment compensation, but only if the faculty member is primarily engaged in classroom teaching, delivering class(es) requested by unit/curricular leadership. Please find College of the Environment norms for classroom compensation in the table at the end of this policy. These are meant as guidelines and may be altered by units with specific circumstances and needs.
Faculty may also teach for other academic units, at the discretion of that unit. For instance, a faculty member may negotiate teaching at a field station, or in the summer program.

Use of grant or contract funds requires the faculty member to continue to conduct the relevant scholarly work relative to the agreed upon schedule of work product delivery.

Arrangements for instructional, research, or other designated duties of reemployed faculty members are to be made by signed agreement between the Chair/Director of each unit and the retiring faculty member. Neither the College nor the University can guarantee that the reemployment assignment requested by the faculty member will be that which is offered.

The normal rules related to faculty appointments apply during reemployment. Faculty members are expected to maintain excellence in teaching, mentoring, research and collegial interactions. As with all faculty, performance will be reviewed annually by the Chair/Director according to the conventions of the unit and requirements of the College and University.

The University retains the right to discontinue reemployment on evidence of diminished capacity, inappropriate behavior or ineffectiveness in teaching. In addition, reemployment can be voided if the reemploying program is eliminated, or in the event of a financial exigency.

**Mechanics:**

For each eligible faculty retiree in a College of the Environment unit who plans to rehire in a given year and be paid (even partially) on a state budget, please send the request from the Chair/Director to HR manager in the Dean’s Office. In the case of classroom teaching and/or if you are requesting to be paid from the state budget, this information will be reviewed by the Dean for Academic Affairs, who will work with the faculty member and the unit to determine the appropriate compensation level for the teaching activities requested. Note that Dean’s approval is required BEFORE the retiree can be converted to a paid status in Workday on a state budget.
Guidelines for Academic-based Compensation:

Selection of the appropriate teaching tasks are a complex negotiation involving the expertise and experience of the faculty member, the needs of the unit, and the overall sense of equity held by the unit faculty as a group. Thus, reemployment is neither payment for minimal services (e.g. running a graduate seminar consisting of the students in a faculty member’s lab), nor is it a Herculean task no one wants (e.g. two 5 credit intro courses to a large enrollment of disgruntled students). As with all things, care must be taken to examine the current division of teaching across the faculty in the unit, as well as the arc of history of teaching of the particular faculty member requesting reemployment.

Note that these percentages are relevant to FTE within a month or quarter. They are not the same as the percentages above.

- 10% FTE for each student credit hour (SCH) delivered in the classroom.
- For seminar classes of 1-2 credits with minimal in-class time and small enrollments (<10), the Chair/Director may exercise the right to compensate at less than the 10% per credit guideline.
- For 3 credit classes with less than 25 students, the Chair/Director may exercise the right to compensate at less than 30% FTE.
- For 5 credit classes with greater than 150 students and significant participation of the faculty member in on-site (labs, field trips) activity, the Chair/Director may elect to compensate up to 70% FTE.
- Student mentoring, including capstone undergraduate students and graduate students for which the faculty member is Chair or Co-Chair, compensation should be assessed at 5% FTE per student unless there are extenuating circumstances.