

College of the Environment Faculty Partial Reemployment After Retirement

Policy: Spring 2021

Eligibility for Reemployment:

The [Partial Reemployment Policy](#) offered by the University of Washington provides eligible faculty with the option to retire and then be rehired at up to 40% FTE per year to teach, provide service to their unit, or conduct research on a reduced workload. “The faculty partial reemployment policy serves the dual purpose of providing transitional support to retiring faculty members while at the same time maintaining a corpus of experienced and committed faculty members who are able to continue to support the UW’s instructional and research mission.”

The net benefit to the unit and the university is 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.

All faculty positions in the College of the Environment (state line, without tenure, research, of-practice, teaching, and lecturers) are eligible to be considered for reemployment following their retirement from the University of Washington, and by policy, the UW has vested in tenured faculty members the right, beginning at age 62, to be reemployed up to the maximum of 40% of their tenure-backed salary at the time of retirement for instructional and/or research purposes for 5 years immediately following their retirement. Years can be skipped, but skipped years cannot 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).

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 at the time of retirement. The vested right to reemployment is limited to the “A” part of 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.

Arrangements for instructional, research, or other designated duties of reemployed faculty members are made at the discretion of the appointing unit and in negotiation with the faculty member as to the amount and timeline of duties in accordance with this policy.

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% FTE limit.

Faculty members who retire from a 9-month appointment are eligible to earn up to 40% of their 9-month academic year base salary; and faculty members who retire from a 12-month appointment are eligible to earn up to 40% of their 12-month academic year base salary. Forty percent represents the maximum amount of annual compensation a retiree can receive from all funding sources and compensation plans. For example, for a faculty with a 9-month appointment, this equates to a single quarter at 100% FTE (or 33% of the 9 months) plus an additional quarter at 20% FTE (or 7% of the 9 months).

In some cases, faculty may be eligible to receive additional compensation of up to 40% monthly during the summer as well, for a maximum annual compensation of 40% over 12 months (for example, one quarter at fulltime and a second quarter of up to 60% FTE). Faculty members who retire from a 9-month appointment and who have a documented, recurring history of summer quarter compensation may petition to include summer months in the reemployment eligibility calculation. 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.

The Dean's Office reimburses units on an annual basis for actual teaching and service compensation expenses for all reemployed tenured faculty during their 5 years of vested reemployment eligibility, up to 40% of their 9-month academic year base salary. Compensation for summer quarter teaching, research activities, and other similar efforts should come from appropriate budget sources.

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, unless the reemploying unit agrees to other instructional assignments*. College of the Environment norms and guidance for classroom compensation are 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 prior to December 1 of the preceding academic year. While units should make efforts to accommodate reemployment assignments specifically requested by retirees, they cannot be guaranteed.

The normal rules related to faculty appointments apply during reemployment. Faculty members are expected to maintain excellence in teaching and mentoring, 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, ineffectiveness in teaching, or not fulfilling agreed-upon tasks of the annual rehiring plan. 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 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 provides advice to the faculty member and the unit to determine the appropriate compensation level for the proposed teaching activities. 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/mentoring 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. [Principles that delimit the range of negotiations are provided by UW-AHR](#). The most essential (but not all) of the conditions set by UW-AHR include:

- "Decisions about teaching load and their equivalent percentages of support are made at the local level, taking into account traditional teaching loads within the particular unit."
- "Arrangements for instructional, research, or other designated duties of reemployed faculty members are made at the discretion of the appointing unit."
- "...reemployment assignments specifically requested by retirees, [...] cannot be guaranteed."

In summary, the chair/director has the discretion to offer tasks that advance the strategic interests of the unit, and to identify compensation levels that are unit-appropriate and maintain fair allocation among faculty for payment for identified effort. 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). 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.

The following examples are not meant to be comprehensive of all possible rehire arrangements nor prescriptive, but provide an indication or starting point of discussion based on general norms across the College. (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. This FTE-SCH guideline is a starting point and could be adjusted upward to reflect instructional effort and maintain fairness across compensation for instruction.
- For seminar classes of 1-2 credits with a minimal time commitment 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 small enrollments (e.g., less than 25 students) and minimal effort, the Chair/Director may exercise the right to compensate at less than 30% FTE.
- For 5-credit classes with large enrollments (e.g., 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 at more than 50% 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 (e.g., two graduate students and two undergraduates in the lab would merit 20% FTE).
- Additional academic work, including service on committees or task forces that are focused on academics (e.g., curriculum) may also be compensated.

Units within the College may develop and implement their own guidelines as long as these unit-level guidelines are publicly available on the unit's website on to ensure transparency and consistency in application.

Examples of Faculty Rehires

Unit X needs a 300-level major requirement to be taught, and Faculty Member Y who is just retiring is poised to teach it. The major is growing, and so is enrollment in the course. At the moment, the enrollment is 50 students and growing; the course is 5 credits and there is substantive lab work involved. The Chair of Unit X rehires Faculty Member Y at 100% for one quarter (equivalent to a 33% rehire over the academic year), for which 70% is paid for this important classroom work, and 30% is paid for the continuing unit service (membership on the curriculum committee) that Faculty Member Y is engaged in. Faculty Member Y is rehired at 20% in another quarter (for an additional 7% over the academic year) for continued activity on the curriculum committee and mentoring two remaining graduate students.

Faculty Member K is in the third year following their retirement and wishes to teach only one three-credit graduate seminar to 8 students, typical of graduate students in the unit. Faculty member K negotiates with the Chair of K's unit to be rehired at 20% annual FTE for one quarter in exchange for this teaching and mentorship of one graduate student who will graduate.

Faculty Member Z is retiring and would like to reduce their teaching load to graduate seminars only. These are important components of the research work that Faculty Member Z will continue after retiring. The Chair of Unit X rehires Faculty Member Z for two quarters annually at 40% FTE, to deliver two 1-credit graduate seminars for 8-12 students per quarter and continue to mentor the graduate students and postdocs in their lab.

Faculty Member A has been a fundamental contributor to the service courses of Unit L, including managing the specimen collection used to teach the courses. Upon retirement, the Director of Unit L rehires Faculty Member A at 40% over the academic year to co-teach the 100 level 400 student service course for one quarter, and to update and manage the digitization of the collection. They agree that the division of labor will be 70% of their 100% FTE for the teaching quarter (or 22% of the 40% over the academic year), and an additional 30% FTE per quarter over all three quarters (or 18% of the 40% over the academic year) for the collection work. The Director and the Faculty Member agree that after the first year they will renegotiate the contract, and specifically what work beyond the collection updating.