

Oregon State University Full Tenure Relinquishment Program

The *Full Tenure Relinquishment Program* provides an opportunity for a tenured faculty member to voluntarily relinquish his or her indefinite tenure in exchange for up to 1040* hours of employment in each of the following three calendar years. The purpose of this program is to assist the University in responding to changing personnel needs, availability of resources, student demand, changing curricular offerings, or similar academic or fiscally based reasons.

**A faculty member's retirement plan may have different 'work after retirement' restrictions (see Other Considerations below).*

Eligibility

Any faculty member with indefinite tenure is eligible to apply. Approval of a faculty member's tenure relinquishment request is at the discretion of the faculty member's department chair/head and the dean, director, vice provost, or vice president, and must be approved by the Provost before becoming effective.

Tenure Relinquishment

A faculty member may indicate their voluntary request to participate in the Program by completing a *Full Tenure Relinquishment Program* Application and Agreement form indicating the following: effective date of their relinquishment of indefinite tenure and resignation or retirement from their tenured appointment; and how many years of additional employment they request, not to exceed 1040 work hours per calendar year and three years from date of resignation or retirement. Tenure relinquishment is permanent.

Appointment Basis

Faculty who participate in the *Full Tenure Relinquishment Program* are appointed to an academic wage appointment for the agreed upon duration of their continued employment. The academic wage appointment basis (9 or 12 months) shall be consistent with the appointment basis held prior to the faculty member's resignation or retirement. A faculty member's academic wage appointment basis may vary from the appointment basis held prior to resignation or retirement if agreed to by all parties (e.g., 12 months to 9 months). If the appointment basis is changed, the salary for the academic wage appointment is to be converted using the appropriate formula per the [Change of Appointment Type](#) policy and leave (sick and vacation) will be accrued based on the new appointment basis (no exceptions).

The start date(s) for the continued annual employment period(s) should be based upon departmental needs. However, 9-month faculty members relinquishing tenure at the end of the academic year (June 15) are placed on a 9-month academic wage appointment effective the beginning of Fall Term (September 16) with benefits provided over the summer through the "tripling" process completed in May for 9-month employees. The start date of the academic wage appointment for 9-month faculty members relinquishing tenure at the end of Fall Term (December 15) or Spring Term (March 15) will be the first of the following month. 12-month faculty members relinquishing tenure generally do so at the end of a month so as to be eligible for full benefits the following month.

Duration

Under the *Full Tenure Relinquishment Program*, a faculty member may be appointed to continued employment following the faculty member's resignation or retirement for a period of one, two, or three calendar years. The



department chair/head may provide a one year appointment with an option to renew annually or a two or three year continuous appointment, subject to the terms and conditions of the Program. At the completion of the third year of employment, the department chair/head may request approval to continue the faculty member's employment for a specified period of time, subject to approval by the dean and Provost.

Annual Salary Rate

The faculty member will be appointed to a 9 or 12-month academic wage appointment at their annual salary rate* at the time of tenure relinquishment. This rate will remain in effect for the duration of the agreement unless (1) the faculty member is granted a salary increase or (2) the University reduces the faculty member's salary rate due to fiscal requirements or constraints. The faculty member will be eligible for salary increases as provided by the University, college and department policies and procedures for academic wage appointment personnel.

*A faculty member's annual salary rate will be converted per the [Change of Appointment Type](#) policy, if the academic wage appointment basis is different than the appointment basis held prior to resignation or retirement (no exceptions).

Other Considerations

Assignment of duties to a faculty member at the inception of and during his or her participation in the Program will be at the discretion of the department chair/head and described in a position description, which may be modified as needed. The position description must be signed by the department chair/head and the faculty member prior to submitting the application.

Appointments are subject to the applicable Oregon State University Policies and Standards.

Continuation of the faculty member's participation in the Tenure Relinquishment Program during the term of the Program Agreement is contingent upon fully satisfactory service as determined by his or her department and college administration.

Payroll - Deferred Pay: A faculty member on a 9-month academic wage appointment is not eligible to defer their pay over 12 months.

Health Insurance: The faculty member will receive University provided health insurance contributions if eligible based on employment FTE, PEBB eligibility requirements, and as required under the Affordable Care Act (ACA).

Retirement Contributions: The faculty member may or may not have retirement contributions made on their behalf by the University during the period of their employment under the *Full Tenure Relinquishment Program*. Eligibility for contributions depends on the employee's individual retirement plan provisions and the employee's receipt of retirement benefit payments.

Work After Retirement Restrictions: The faculty member is responsible for personally knowing and adhering to the terms and restrictions of their retirement plan, including without limitation those that may apply to the faculty member's acceptance of a post-retirement position with Oregon State University. Faculty members who would like further information regarding resources to help them in understanding the terms and restrictions of their specific retirement plan should contact retirement@oregonstate.edu. The University is not responsible for assisting the faculty member or monitoring his or her compliance with retirement program provisions or eligibility for retirement program benefits.



Vacation and Sick Leave Accrual

A faculty member returning in a post-retirement position, will begin the position with zero leave accruals (sick and/or vacation). The faculty member will accrue as follows:

12-month salaried academic wage appointment employee, regardless of prior appointment status or eligibility, who is appointed **at 0.50 FTE or above** for a period of 90 days or longer, receives vacation and sick leave accrual proportional to the employee's appointment percentage, at the rates provided for a regular unclassified employee. Vacation is available for use after a 6-month waiting period. A returning retiree appointed to a salaried academic wage appointment does not receive terminal vacation payout upon termination from the academic wage appointment.

9-month salaried academic wage appointment employee, regardless of prior appointment status or eligibility, who is appointed **at 0.50 FTE or above** for a period of 90 days or longer, receives sick leave accrual proportional to the employee's appointment percentage, at the rates provided for a regular unclassified employee.

Effective January 1, 2016: 9-month and 12-month salaried academic wage appointment employees who are appointed **at less than .50 FTE** will accrue sick leave proportional to the employee's appointment percentage.

University policies and guidelines for leave administration and usage are applicable to *Full Tenure Relinquishment Program* participants. Leave (sick, vacation) accruals and usage are subject to University policies and procedures.