

Oregon State University Partial Tenure Relinquishment Program

The *Partial Tenure Relinquishment Program* provides an opportunity for a full-time, tenured faculty member to voluntarily request a reduction in his or her tenure from 1.0 FTE to 0.75 FTE in exchange for an annual salary rate increase. 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.

Eligibility

Any faculty member with a 1.0 FTE indefinite tenure appointment is eligible to apply. Approval of Partial Tenure Relinquishment requests are at the discretion of the faculty member's department chair/head and dean, director, vice provost, or vice president, and must be approved by the Provost before becoming effective.

Partial Tenure Relinquishment

If approved, the faculty member's tenure FTE and employment FTE will be reduced from 1.0 FTE to 0.75 FTE effective as follows based on the employee's appointment basis:

- 12-month appointment: the first of the month following approval
- 9-month appointment: the beginning of the following term or academic year following approval, as determined by the faculty member's department chair/head.

Duration of the Tenure Relinquishment

Partial tenure relinquishment is permanent.

Change in Work Assignments Due to Reduction in Employment FTE

A reduction in indefinite tenure from 1.0 FTE to 0.75 FTE also reduces the faculty member's employment FTE. The faculty member's position description, therefore, is to be reviewed by the department chair/head to ensure that it appropriately reflects the employee's reduction in work duties. The department chair/head and faculty member should be in agreement regarding the revised position description prior to entering into a Partial Tenure Relinquishment Agreement.

A faculty member participating in the Program, with the approval of his or her department chair/head and dean, may increase his or her overall employment FTE up to 1.0 FTE by supplementing his or her work effort and income with approved work activities, such as external grants, contracts, clinical services, and ECampus activities. The faculty member's tenure FTE and the University's tenure commitment, however, will not be increased or impacted by such activity.

Salary Increase

If approved, a salary increase of 12.5% of the faculty member's current annual salary rate at the time of the Agreement will be added to his or her annual salary rate on the effective date of the partial tenure relinquishment.

Other Considerations

This Program does not provide for reducing a faculty member's tenure appointment basis from 12-month to 9-month. Requests for information about voluntary tenure reduction from a 12-month to 9-month basis should be addressed to the Vice Provost for Academic Affairs.

The faculty member will be eligible for merit increases and across-the-board salary increases, subject to University, college, and department policies and procedures for these areas.

The faculty member will continue to be eligible for University provided health insurance and retirement contributions, as applicable based on his or her employment FTE and in accordance with state and university rules and policies.

Vacation and Sick Leave Accrual

A faculty member appointed to a 12-month appointment at 0.50 FTE or above receives vacation leave accrual proportional to his or her appointment percent at the 1.0 FTE rate of 15 hours per month. A reduction in a faculty member's overall employment FTE to less than 1.0 FTE will result in a proration of his or her vacation leave benefit each month. A faculty member appointed to 9-month appointment is not eligible to receive vacation leave accrual.

Faculty members appointed to 12-month or 9-month appointments at 0.50 FTE or greater receive sick leave accrual, proportional to their appointment percent, at the rate of 8 hours per month. Therefore, a reduction in a faculty member's overall FTE will result in a proration of his or her sick leave benefit each month.

Vacation and sick leave accrual and usage are subject to University policies and procedures.