Faculty Phased Retirement Program

Purpose
Morrisville State College has developed a Faculty Phased Retirement Program that is designed to provide full-time, tenured faculty members with an orderly transition to full retirement through part-time service.

This is a pilot program that will be monitored regularly for effectiveness and cost benefits.

This program is entirely voluntary. Any faculty member considering participation is encouraged to discuss the program with his or her attorney, financial advisor, pension fund representative and human resources office regarding the effects of participation before making a decision. Furthermore, this program should not be considered as an entitlement by any faculty member, as participation by any individual is a matter of discretion for the College. Participation in the program will be allowed only after a determination by the President or Officer-in-Charge, in consultation with appropriate college officials, which part-time continued employment is manageable and beneficial to the department and school from which the faculty member is retiring.

Appointments under this program will be for a specified period of time. Appointments may not exceed three years. Appointments will be “temporary” and therefore, as set forth in the SUNY Board of Trustees’ Policies, terminable at will by the chief administrative officer of the College.

Eligibility
The program is available only to full-time, tenured faculty, over the age of 55, who have held a full-time appointment for at least 10 years.

Terms and Conditions
A phased retirement under this program is subject to the following terms and conditions:

- Participating employee must terminate full-time employment.
- The appointment will not exceed three years. Terms of employment may vary among participating employee.
- Compensation will not exceed 50% of salary or the maximum allowed under the Retirement and Social Security Laws, (Section 211 and 212), whichever is lower.
Application Process
Eligible employees desiring to participate in the Phased Retirement Program must develop a program in consultation with the Department Chair/Dean at least one semester prior to the desired start date.

The proposed appointment may include such activities as:

**Teaching**
- Online
- One-on-one tutorial
- Internship supervision

**Student Activities**
To include advising traditional academic and student organizations or clubs, e.g., dorm, athletics, student government.

**Student Recruitment**
To include off-campus visitation and programs at two-year colleges, high schools, health care facilities, and industry, e.g., guest lectures, seminars, community service courses.

**Committee Involvement**
To serve on committees and assist the Department Chair/Dean with time-consuming duties such as research or surveys.

**Community Service**
To conduct training seminars for local organizations or businesses. To serve as a campus liaison with local/regional companies to promote internships, solicit donations for the development office, place graduates, and strengthen alumni relations.

**Scholarly Activities**
To engage in sponsored research, grant writing, or mentoring other faculty members in their research and scholarly activity which would benefit the College.

If, in the opinion of the Department Chair/Dean, the proposed program contract will have a benefit to the College, he/she will forward the application and recommendation to the Vice President of Administration or Provost for consideration and subsequent recommendation.

If the Vice President of Administration or Provost supports the program proposal, it will be submitted to the President or Officer-in-Charge for review and approval.

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Policies and Procedures
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