

## **Memorandum concerning phased retirement**

During the most recent round of negotiations, the Board of Trustees and URI Chapter of the American Association of University Professors agreed to reinstate the phased retirement option for tenured faculty (see Memorandum of Agreement #13 in the collective bargaining agreement between the URI Board of Trustees and the University of Rhode Island Chapter of the American Association of University Professors, 2022-2025). This agreement will continue through June 30, 2025, which means that applications will be accepted each January through January 15, 2025 for two-year periods of phased retirement lasting though academic year 2026-27.

### **Eligibility**

Eligibility is restricted to full-time, tenured faculty members who have reached the age of fifty-five (55) by September 1 of the academic year in which they begin phased retirement. In addition, a faculty member must have had at least ten (10) years of service as a full-time tenured faculty member at the University of Rhode Island and must commit to retiring at the end of the two-year phased retirement period.

### **Conditions**

1. Faculty must apply to their chairs by January 15 of each year (or directly to their deans in nondepartmentalized colleges or if the applicant is a chair). The application must include the faculty member's proposal for a fifty percent (50%) workload for the two-year period of phased retirement. The application must include the following: 1) a plan for teaching the equivalent of three (3) courses per academic year and, if applicable, advising undergraduate students; 2) a plan for remaining engaged in research at an appropriate level and/or mentoring graduate students; and 3) a plan for remaining engaged in an appropriate level of service.
2. Faculty will receive fifty percent (50%) of their full-time, academic or calendar year institutional base salary paid on a biweekly basis. Federal regulations and agency limits may decrease a faculty member's summer recontracting limits.
3. Board of Trustees' contributions to a faculty member's retirement plan will be reduced by fifty percent (50%).
4. Full medical benefits will be provided while the faculty member is on fifty percent (50%) salary reduction.
5. Sick leave will be accrued at fifty percent (50%) of the level specified in the collective bargaining agreement.
6. The faculty member agrees to retire no later than the conclusion of the agreed to two-year period. The agreement to retire is irrevocable after thirty (30) days of signing the phased retirement request. The faculty member may retire after one year with notification to their dean by March 1 of the year during which they plan to retire.

7. Office space, laboratory space, equipment access, and clerical support will be provided during the period of phased retirement. Faculty may compete for travel funds.
8. Tuition waivers shall continue for spouses and dependents who continue to meet eligibility requirements.
9. Faculty on phased retirement are not eligible for sabbatical leave.

**Procedure**

A faculty member must apply to their chair (or directly to their deans in nondepartmentalized colleges or if the applicant is a chair) by January 15. The application form may be found on the provost's office website. The dean must forward the application to the provost's office by February 1. Final decisions will be made by the provost or their designee. The provost may deny an application that does not meet the standards articulated above or if several faculty members within a single department or area apply during the same year.