

Resolution 97-14. Amending the Faculty Code to Continue Voting Privileges for Faculty Taking Phased Retirement

The Faculty Council resolves:

1 Section 1. Section 1.4 of the Faculty Code of University Government is rewritten to
2 read:

3 “§ 1-4. Voting. (a) Except as otherwise provided in this Code, the voting faculty
4 comprises (i) all members of the General Faculty having tenured or probationary-term
5 appointments, (ii) librarians who are members of the General Faculty, and (iii) fixed-term
6 faculty whose positions satisfied the following criteria:

7 (1) The position is for full-time employment and is not a visiting appointment;
8 and

9 (2) The duties of the position include teaching, research, or both; and

10 (3) The actual or anticipated length of service in the position is at least three
11 years. This criterion is satisfied if (i) the current term of appointment is for
12 three years or more, or (ii) the appointment is a renewal appointment to the
13 same position and the combined length of the current term and the
14 immediately preceding terms is three years or more.

15 (b) For the purposes of Articles 1 through 4 and Article 13 of the Code, a member of
16 the voting faculty who retires but continues on the faculty with a fixed term appointment
17 that calls for at least one-half time effort shall be deemed to retain the faculty rank and
18 voting status that he or she held immediately prior to retirement.”

19 Sec. 2. This amendment is effective upon approval by the General Faculty on second
20 reading.

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Comment

This amendment is presented by the Committee on University Government. Under the current *Code* provision, a member of the faculty who retires from a tenure-track position and remains on the faculty under a fixed-term appointment loses voting and office-holding privileges unless the fixed-term position calls for at least 75% effort, which is the minimum for “full-time employment.” A faculty member who chooses to take phased retirement would typically accept a fixed-term appointment for only 50% effort, since the maximum that one can earn and retain full retirement benefits is 50% of one’s salary at the time of retirement. Thus, the current *Code* provision is a disincentive to phased retirement.

The effect of the amendment would be that a faculty member taking phased retirement according to the typical pattern would retain his or her pre-retirement rank for purposes of faculty-wide elections. It would not affect departmental voting privileges within the College of Arts and Sciences or the professional schools.