



# SCHOOL OF ENVIRONMENTAL AND FOREST SCIENCES

UNIVERSITY of WASHINGTON

College of the Environment

## SEFS Faculty Partial Reemployment After Retirement<sup>1</sup>

### *Eligibility for Reemployment:*

The Partial Reemployment Policy offered by the University of Washington provides eligible faculty with the option to retire and then be rehired at up to 40% FTE per year to teach, provide service to their unit, or conduct research on a reduced workload. *“The faculty partial reemployment policy serves the dual purpose of providing transitional support to retiring faculty members while at the same time maintaining a corpus of experienced and committed faculty members who are able to continue to support the UW’s instructional and research mission.”* The net benefit to SEFS and the University is simultaneously retaining a core of seasoned and committed senior faculty, while allowing for the introduction of new faculty who constitute our future strength and excellence.

All faculty positions in the College of the Environment (state line, without tenure, research, of-practice, teaching, and lecturers) are eligible to be considered for reemployment following their retirement from the University of Washington, and by policy, the *UW has vested in tenured faculty members the right, beginning at age 62, to be reemployed up to the maximum of 40% of their tenure-backed salary at the time of retirement for instructional, service, and/or research purposes for 5 years immediately following their retirement.* Years can be skipped, but skipped years cannot be banked. Reemployed faculty must notify the Director of SEFS by 1 December of the preceding year that they would like to exercise the reemployment option (e.g., December 1<sup>st</sup> 2022 for eligibility in the 2023-24 academic year).

When a faculty member with a vested right to reemploy retirees prior to the end of an academic year (i.e., June 15 separation/termination date for 9-month appointments and June 30 separation/termination date for 12-month appointments), the academic year in which retirement occurs counts as the first year of the 5-year vested right. In such cases, the retiree is eligible to reemploy up to 40% of the time remaining in that academic year. If a tenured faculty member retires under an A/B (A:state / B:faculty generated) salary structure (e.g., from a retention offer) and elects the 40% reemployment option following retirement, the total 40% maximum will be based on

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<sup>1</sup> This SEFS policy is, and needs to remain, consistent with related policies at the College and University level, but it tailored to reflect SEFS’ implementation of the rehire policy.

the total University base salary at the time of retirement. The vested right to reemployment is limited to the “A” part of salary ratio. For example, if the A, or state line, funding were 80% and the B, or self-funded portion of salary 20%, then the vested right to employment would be for 80% FTE.

*Arrangements for instructional, research, or other designated duties of reemployed faculty members are made at the discretion of the SEFS Director and in negotiation with the faculty member as to the amount and timeline of duties in accordance with this policy.*

***Source and Amount of Funds for Reemployment:***

Funding for reemployment may come from *any and all sources of regular salary* (state funds, grant and contract funds, self-supporting budgets, professional/continuing education or extension funds, Summer Quarter, and excess compensation). Although fund types may be mixed within a year (e.g., state funds, grants funds, self-supporting budgets), the total allowable compensation may not exceed the 40% FTE limit.

Faculty members who retire from a 9-month appointment are eligible to earn up to 40% of their 9-month academic year base salary; and faculty members who retire from a 12-month appointment are eligible to earn up to 40% of their 12-month academic year base salary. Depending on the reemployment plan negotiated with the SEFS Director, compensation can be less than 40% as well. Forty percent represents the maximum amount of annual compensation a retiree can receive from all funding sources and compensation plans. For example, for a faculty with a 9-month appointment, this equates to a single quarter at 100% FTE (or 33% of the 9 months) plus an additional quarter at 20% FTE (or 7% of the 9 months).

In some cases, faculty may be eligible to receive additional compensation of up to 40% monthly during the summer as well, for a maximum annual compensation of 40% over 12 months (for example, one quarter at fulltime and a second quarter of up to 60% FTE). Faculty members who retire from a 9-month appointment and who have a documented, recurring history of summer quarter compensation may petition to include summer months in the reemployment eligibility calculation. For example, a faculty member who has traditionally had 2 months summer salary from grant and contract funds, can be eligible for up to 11 months times 40% for reemployment.

The CoEnv Dean’s Office will reimburse SEFS on an annual basis for actual teaching and service compensation expenses for all reemployed tenured faculty during their 5 years of vested reemployment eligibility, up to 40% of their 9-month academic year base

salary. Compensation for summer quarter teaching, research activities, and other similar efforts should come from appropriate budget sources.

During the reemployment period, the faculty member will be eligible for across-the-board salary increases dictated by the central administration of the university (i.e., cost of living increases), but will not be eligible for merit increases.

***Work Performance and Assessment:***

Division of reemployment compensation across budget sources should be relevant to work performed, in negotiation with SEFS leadership, and in conjunction with SEFS norms. To receive reemployment compensation, the faculty member *must be working during the quarter in which they are paid*. The type of work will depend on the source of funds and the needs of SEFS. For instance, state funds may be used for reemployment compensation, but only if the faculty member is primarily engaged in classroom teaching, delivering class(es) requested by unit/curricular leadership, unless SEFS agrees to other instructional assignments.

Arrangements for instructional, research, or other designated duties of reemployed faculty members are to be made by signed agreement between the Director and the retiring faculty member prior to December 1 of the preceding academic year. While SEFS will make efforts to accommodate reemployment assignments specifically requested by retirees, they cannot be guaranteed. Faculty may also teach for other academic units, at the discretion of that unit. For instance, a faculty member may negotiate teaching at a field station, or in the summer program. Use of grant or contract funds requires the faculty member to continue to conduct the relevant scholarly work relative to the agreed upon schedule of work product delivery.

The normal rules related to faculty appointments apply during reemployment. Faculty members are expected to maintain excellence in teaching and mentoring, and collegial interactions. As with all faculty, performance will be reviewed and discussed during the yearly faculty planning meeting with the Director according to the conventions of SEFS and requirements of the College and University. The University retains the right to discontinue reemployment on evidence of diminished capacity, inappropriate behavior, ineffectiveness in teaching, or not fulfilling agreed-upon tasks of the annual rehiring plan. In addition, reemployment can be voided if the reemployment program is eliminated, or in the event of a financial exigency.

***Procedure and Guidelines for Academic Based Compensation:***

As far in advance of December 1<sup>st</sup> as possible, the retiring faculty who wishes to participate in the reemployment program in the following academic year notifies the

Director, and meets with the Director to discuss and agree upon a plan for reemployment.

Principles that delimit the range of negotiations are provided by UW-AHR. The most essential (but not all) of the conditions set by UW-AHR include:

- “Decisions about teaching load and their equivalent percentages of support are made at the  
local level, taking into account traditional teaching loads within the particular unit.”
- “Arrangements for instructional, research, or other designated duties of reemployed faculty  
members are made at the discretion of the appointing unit.”
- “...reemployment assignments specifically requested by retirees, [...] cannot be guaranteed.”

The Director has the discretion to offer tasks that advance the strategic interests of SEFS, and to identify activities and compensation levels that are unit-appropriate and maintain equitable allocation among faculty for payment for identified effort. Reemployment is neither payment for minimal services (e.g., running a graduate seminar consisting of the students in a faculty member’s lab), nor is it a task no one wants (e.g., two 5-credit intro courses to a large enrollment).

Attaining the full 40% FTE rehire from state funds will typically require effort equivalent to one quarter of teaching effort from an active faculty member in SEFS (33%), and mentorship (graduate or undergraduate) or other service work (7%). Compensation will be assessed at 5% FTE per graduate or undergraduate student per annum for student mentoring (students must be enrolled in research or capstone credits with the retiree), for students for which the faculty member is Chair or Co-Chair. The School does not have a history of assigning salary to the categories of being a member (not Chair) of a graduate student committee, or for other service to the School or University. Non-state funds (i.e., non-06-budget funds from e.g., from state, federal, or other sources) may be used to supplement (if a lighter teaching load is agreed to, for example), or entirely replace the state funds, up to the 40% cap. There are multiple ways to achieve the level of effort required for a full 40% rehire, and reemployment at less than 40% FTE is also possible, with tasks assigned at appropriate levels. Teaching loads are expected to be consistent with SEFS faculty norms.

Once the rehire plan has been agreed upon, the Director will communicate with the SEFS Curriculum Committee Chair so that anticipated teaching activities can be included in curriculum planning and scheduling for the next academic year.

The SEFS Director sends a request to the HR manager in the Dean's Office for each eligible faculty retiree who plans to rehire in a given year. In the case of classroom teaching and/or if funds are requested to be paid from the state budget, this information will be reviewed by the Associate Dean for Academic Affairs, who provides advice to the faculty member and SEFS to determine the appropriate compensation level for the proposed teaching activities. Note that Dean's approval is required BEFORE the retiree can be converted to a paid status in Workday on a state budget.

### **Regular Review of This Policy**

This policy is reviewed every three years to ensure the Guidelines for Academic-Based Compensation continue to reflect the average SEFS faculty teaching and advising load.