



1 UNITED ACADEMICS PROPOSAL

2
3 ARTICLE 48

4 TENURE REDUCTION PROGRAM (TRP)

5
6 **Section 1.** Eligibility: To be eligible for either option under the Tenure Reduction
7 Program (TRP), a bargaining unit faculty member must be a tenured faculty member and
8 must be eligible to retire or become eligible to retire within three years.

9 **Section 2.** TRP options

10 Tenure Reduction Option. A bargaining unit faculty member must sign up for the tenure
11 reduction option at least one term, but not more than three years, prior to his or her
12 expected retirement from the University. The bargaining unit faculty member will
13 receive a one-time salary increase of 6% of his or her base salary effective at the
14 beginning of the academic term following the signing of a TRP letter of agreement with
15 the Provost or designee.

16 After the faculty member's retirement, the faculty member is eligible to work with
17 reduced tenure (0.33 annual FTE for 9-month employees, 0.25 annual FTE for 12-month
18 employees) on agreed-upon TRP assignments for five years. ~~Deans or their designees~~
19 Department and unit heads will determine the TRP assignments in consultation with the
20 retired bargaining unit faculty member. It is the responsibility of the bargaining unit
21 faculty member to ensure that he or she does not work more hours or earn more income
22 per year than is allowed by his or her retirement plan.

23 Tenure Relinquishment Option. A bargaining unit faculty member must sign up for the
24 tenure relinquishment option at least one term but not more than three years prior to
25 expected retirement from the University. The bargaining unit faculty member will
26 receive a one-time salary increase of 6% of his or her base salary effective at the
27 beginning of the academic term following the signing of a tenure relinquishment letter of
28 agreement with the Provost or designee. Faculty Bargaining unit faculty members
29 electing the tenure relinquishment option do not have the automatic right to receive any
30 post retirement appointments.

31
32 **Section 4: 3.** Future Salary Increases. Bargaining unit faculty members with a signed
33 agreement for either option will be eligible for merit salary increases and will receive any
34 across the board increases distributed prior to the end of their agreement period.