

## UNIVERSITY PROPOSAL

4-9-13

### ARTICLE 48

#### TENURE REDUCTION PROGRAM (TRP)

Section 1. Eligibility: To be eligible for either option under the TRP, a bargaining unit faculty member must be a tenured faculty member must be eligible to retire or become eligible to retire within three years.

#### Section 2. TRP options:

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

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

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

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