University of Oregon, Standing Committee on Tenure Reduction, Retirement, and Emeriti

Report, March 2014  [J. W. Earl, Ernie Pressman, Doug Blandy, J. Nicols, chair, nic@uoregon.edu]

Over the last three year the committee, chaired first by Jim Mooney, Law, and now by John Nicols, history, has made good progress developing a university policy on the status of retired members of our community. That policy was approved by the Senate in 2012, and approved by President Berdahl. Some features of that policy have since been altered by the new CBA.

Our agenda this year:

• was to review those changes and to see what could be done to promote a more seamless transition and inclusive status for retired colleagues.
• to find ways to generate a more constructive environment to promote on-going engagement of such faculty and retirees in the university community.

Initial perspective /context: there are currently 233 tenured related faculty who are over 55, so it is reasonable to assume that 15 to 20 of them will retire or opt for the TRP program each year for the next decade.

Here are the recommendations that we are making and notes on anticipated costs:

Emeritus status:

• Better coordination and posting of options for TRP and post TRP faculty in the Schools and Colleges.
• Creation of a new status for post TRP faculty "collegiate faculty" who have grants or teaching contracts after the end of the TRP Program. Those active with grants or teaching after TRP ends would have a two-year appointment as "Emeritus and Collegiate Professor". Process: department recommends to dean; who approves. Cost: none. Purpose: to provide a more formal status and to institutionalize compensation for such faculty. Cf. the UC Berkeley Program for such emeriti.

• Enhanced Options for emeritus faculty to opt into a more structured intellectual community [as available at other universities]. Including:
  o New Presidential Reception for Emeritus faculty in the spring term
  o Offices in Library [Carrels] for 'collegiate faculty' [Deb Carver is confirming this can be done].

For all retired employees:

• Improving the display of information on options for TRP and retirees. Some training for departmental OAs in what they need to do to facilitate a seamless transition through the TRP period and into full retirement.

• development of an online check list / schedule that will provide guidance to help employees navigate financial planning, benefits as they transition to retirement. We hope a trial model will be online by late June.