

2.2.5 Protocols for Reduced Services/Phased Retirement Faculty

Tenured faculty who have elected to alter their full-time status to phased retirement (*Faculty Handbook*, 2.2.4.1) or reduced services (*Faculty Handbook*, 2.2.4) may teach no more than 4 courses per year, are paid at a rate proportional to their teaching load, and are “expected to perform proportionate related College duties, such as a reasonable number of advisees, independent studies and reasonable elected or non-elected committee service, as agreed upon each year with the Provost”*. These senior members of the faculty represent a major source of wisdom, expertise and experience for our academic programs and the College at large.

Replacement searches for reduced services (RS) and phased retirement (PR) faculty are rarely approved until their position is vacant; consequently, it is expected that these faculty will remain appropriately engaged in their home program. Recognizing that “faculty have a particular responsibility to contribute to the effective operations of the College, especially in academic matters” (*Faculty Handbook*, 1.6), the following protocols are designed to optimize the contributions of these talented individuals to the academic enterprise of the College.

- 1) Department Chairs and Program Directors should ensure that all RS/PR faculty members teach at least one course in their home program each year, as assigned by their chair/director.
- 2) RS/PR faculty shall meet with their chair/director annually to identify appropriate service activities within their home program. [*N.B. the Handbook quote in the opening paragraph.]
- 3) Faculty members at 4/6ths FTE are eligible for election to campus-wide committees. In order to serve on such committees, serve as academic advisers, and perform other reasonable departmental duties, these faculty members should teach in their home program in more than one term annually, as assigned by their chair/director.
- 4) RS/PR faculty members are welcome to offer their services to January term and Collegiate Seminar. Assignment of courses to such faculty is at the discretion of the chairs and directors of those programs. Accordingly, alternative arrangements should be made by the faculty member’s chair/director in the event his/her proffered participation in January term and/or Seminar does not materialize.

Approved by the Council of Deans, Reviewed by the Faculty Welfare Committee, and presented to the Academic Senate, March 22, 2012. Included in AA Protocols October 25, 2012.