

Envisioning Retirement Pathways



No single right way to retire

- Today, we focus on alternative visions of retirement
- Fulfilling retirement requires careful thought, weighing alternative pathways, strategic preparation
- Goal is a vision of what is best for you



at is best

Retirement isn't what it used to

be Since 1994 academic retirement is less structured and predictable

- Individual must decide when and how to retire
- Questioning view of retirement as a time of leisure, total break from work
 - Mounting evidence of the mental, physical, social benefits of active engagement during retirement years
- Bottom line: We must decide what approach to retirement is most appropriate and fulfilling for us individually---as well as our family, colleagues, students, MSU



Brian's Story:



MSU Retirement Policy Considerations

Theodore H. Curry II

Associate Provost and Associate Vice President,
Academic Human Resources

Professor, School of Human Resources and Labor Relations



Michigan State University Retirement Policies (1 of 2)

- Emeritus Policy
 - Automatic upon retirement
 - “Emeritus” suffix is added to highest academic and administrative title
 - Includes
 - Free parking
 - Library privileges
 - Attend Senate meetings and participate in academic processions

Michigan State University Retirement Policies (2 of 2)

- Terminal Consultantship
 - Not an entitlement
 - Available to those hired before January 1, 1992
 - There may not have been any compensated leaves in the five years immediately prior to retirement
 - 50% effort for 100% salary in final year of employment
 - Must be approved at unit, college, and provost level

Michigan State University Retirement

- Negotiated agreements in the years leading up to retirement, as well as post retirement, are possible and common
 - Shifting assignment mix
 - Reduced appointment
 - Post retirement appointment
 - Space

Emeriti Panel

Describing their own retirement pathways

- Alison Barber, Management
- Walter Benenson, Lyman Briggs and Physics & Astronomy
- Deborah Feltz, Kinesiology
- Cynthia Taggart, Music
- Ed Welch, Human Resources & Labor Relations

We invite your comments and questions following the panel. Please share your questions on note cards.

MSU WorkLife Office Retirement Webpage

<http://bit.ly/retirement-resources-faculty>

