

Engaging with Faculty and Academic Staff on Retirement

Taking the “Taboo” Out of Retirement



Retirement isn't what it used to be: For Individuals:

- Since 1994 academic retirement in U.S. is less structured and predictable
- Complex process placing more responsibility on the individual
 - When to retire?
 - How to retire: All at once or gradually?
 - What to do after retirement?
 - Concern about marginalization
- Retirement is sometimes a “taboo” topic: **Difficult conversation to begin and manage**



Retirement isn't what it used to be: For Institutions, chairs, and supervisors

- Since 1994, retirement is also more challenging for institutions, chairs, and supervisors
 - How to maintain a steady flow of professional talent without a fixed retirement age?
 - Predictability of staffing changes/Succession planning
 - Continued access to valuable resources when faculty and staff retire
- Hence, need to be more intentional about designing retirement options & plans



Chairs & supervisors are on the front lines:

- Starting and managing the retirement conversation is challenging for chairs, supervisors
 - Legal issues
 - Professional identity issues
 - Financial and resource issues
- Many don't feel well prepared to navigate this terrain



Goal today:

- Raise the retirement issue for discussion
 - Consider range of issues you may encounter in your role
 - Share information and resources to help you fulfill this important part of your job



ENVISIONING RETIREMENT PATHWAYS:

Taking the “Taboo” Out of Retirement Series

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Michigan State University Retirement Policies

- 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



Retirement Policies

- 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
- Work with AHR on questions, examples, and specifics



Panel discussion:

- Amy Bonomi, *Chairperson, Human Development & Family Studies*
- Bill Donohue, *Faculty Grievance Officer, Faculty Grievance Office*
- James Kells, *Chairperson, Plant Soil and Microbial Sciences*
- Kristine Zayko, *General Counsel*



MSU WorkLife Office Retirement Webpage

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

