

## Faculty Retirement FAQ

1. Who do I talk to if I am considering retirement?

The Provost. You may want to consult your academic Dean first. For questions about benefits, contact Human Resources.

2. Do I have to apply to retire?

Not to retire, but yes for the early retirement benefit. The application form is at the “Early Retirement” link in your faculty portfolio (or on your portal).

3. How much notice do I have to give if I plan to retire?

Obviously it will be better for your department and the students if you can let Academic Affairs know at least a semester in advance of your retirement date. There is no explicit requirement, however. For the early retirement benefit, though, you must apply 30 days in advance.

4. When is retirement considered “early”?

There is no mandatory retirement age, but for this purpose, your “normal retirement date” is considered to be the July 1 when you are 68 years old. Any retirement of tenured faculty before that is considered early. Retirements are always effective January 1 or July 1.

5. What is “partial early retirement”?

This happens when a tenured faculty member goes on half-time (and half pay) before your normal retirement date. Note that half-time means half-time both semesters, NOT full-time one semester and off the other. You can be half-time for a maximum of 8 semesters. If you are on partial early retirement, you must fully retire by your normal retirement date or after 8 semesters, whichever comes first. You can fully retire before that date.

6. I hear I can get a bonus to retire early. How much?

There is an early retirement benefit for tenured faculty, yes. It is based upon a calculation that includes age, years of service, and average salary for the past five years. You can request a confidential quote from Julia Hicks, Director of Human Resources. You can also consult Associate Provost Mark Hovey for an estimate. Note that this benefit is one lump-

sum payment on your retirement date, because it is taxable that way no matter how it is paid out. For more information, please go to:

[https://wesfiles.wesleyan.edu/xythoswfs/webview/\\_xy-12707806\\_2](https://wesfiles.wesleyan.edu/xythoswfs/webview/_xy-12707806_2)

7. I am already 68 (or over). Can I go on partial retirement?

There is no partial retirement program after the normal retirement date.

8. I am already 68 (or over). Can I get a bonus to retire?

No.

9. Can I retire right after a sabbatical?

Wesleyan does not generally allow a terminal sabbatical.

10. Can I still advise student theses after I retire?

This is a question for the department, but generally yes.

11. Can I teach after retirement?

A department could request to hire you as a per-course visitor. This would not affect your retirement benefits.

12. Will I be invited to faculty meetings after I retire?

You will be asked by Joy Vodak whether you want to be so invited. Emeriti faculty have voice but not vote at faculty meetings.

13. Can I still use my Wesleyan affiliation (including my title of named professor, emeritus or emerita) in professional correspondence and on papers or books after I retire?

Yes, absolutely.

14. What will happen to my position after I retire?

It will be reallocated by Academic Affairs, possibly to your department and possibly to a different department.

15. Can I keep my office and lab after I retire?

Wesleyan tries to give retired faculty a period of one year to move out of their offices and labs, though retired faculty must apply for this to their department or program chair and their Divisional Dean four months before their retirement date. It depends on how badly the space is needed. Faculty can apply for a second year, again four months in advance, but this request will not be routinely granted.

See <http://www.wesleyan.edu/acad/support/retiredfac.html>

16. Can I keep my e-mail and library privileges after I retire?

Yes.

17. How do I get emeritus/emerita status?

Your department nominates you for such status (and Academic Affairs will ask the department if it wants to do so). This status is always effective July 1, so if you retire on January 1, you will be listed as “retired” in the directory until July 1. You can refuse emeritus/emerita status if you do not want it. If you retire January 1, you can still use your pre-retirement title until July 1 when you become emeritus.

18. What happens to my research money after I retire?

In general, it returns to the university. This includes individual ploughback funds and endowed professorship funds. For grants, it depends partly on the funding agency, which must be informed that a principal investigator has retired.

19. Can I apply for new grants after I have retired?

It depends. It would in general be better if a retired faculty member could be a co-PI on a grant of an active faculty member. If that is not possible, then it will depend on the resources needed for the grant and the funding agency’s rules.

20. Can I keep my computer (or other supplies purchased with Wesleyan funds)?

Anything bought with Wesleyan funds, including grant funds awarded to Wesleyan, belongs to Wesleyan. If you are staying at Wesleyan, for example by moving into the Wasch Center, you can generally keep such items (though expensive scientific research equipment, for example, would stay with the department). If you are leaving Wesleyan, you can buy those items at greatly reduced cost; Julia Hicks, Director of Human Resources, is generally the person to talk to about this.

21. Am I still eligible for GISOS funding after I retire?

Yes, at a reduced level, and there is only one category of GISOS for retired faculty.

22. After I retire, can I still put money into my retirement account?

No. That is, you can open a personal IRA or other account, but you can no longer contribute to your Wesleyan retirement accounts after you have retired.

23. Are my children still eligible for the tuition benefit after I have retired?

Yes

24. How do I get an office at the Wasch Center?

By applying to the director of the Wasch Center. Office space in Wasch is allocated for a period of two years, and the by-laws state that a six-year period of occupancy will normally be considered the limit.

See <http://www.wesleyan.edu/waschcenter/index.html>

25. Can I get some financial advice?

There is a one-time benefit of up to \$500 for reimbursement for a financial planner. The reimbursement can be made to tenured faculty for financial planning expenses incurred up to a year after retirement. The bill should be sent to Julia Hicks, Human Resources, for reimbursement.

26. Am I still eligible for Wesleyan's medical and dental plan after I retire?

It depends upon your age. Please see:

<http://www.wesleyan.edu/hr/retiredfaculty/early.html>

Email [benefits@wesleyan.edu](mailto:benefits@wesleyan.edu) if you have further questions.

27. Am I still eligible for the home purchase benefit if I am retired and have not previously used it?

No. The benefit is available to you if you are actively employed. Please see:

<http://www.wesleyan.edu/finance/housing/mortgage.html> .

