

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 (which is only available for tenured faculty). The application form is at the “Early Retirement Policy and Form” link in the Faculty Governance bucket of WesPortal.

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 the 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 Human Resources. You can also consult Academic Affairs 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 the

“Early Retirement Policy and Form” link in the Faculty Governance bucket of WesPortal.

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

No.

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, but you are not eligible for additional pension contributions from Wesleyan after you retire.

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

Tenured and adjunct faculty members will be asked by Academic Affairs whether they want to be so invited. Retired tenured and adjunct 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, if applicable) 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 tenured faculty a period of one year to move out of their offices and labs, though such faculty must apply for this to the

department or program chair and the Divisional Dean four months before the retirement date. It depends on how badly the space is needed. Retired tenured faculty can apply for a second year, again four months in advance, but this request will not be routinely granted.

The policy is written in full on the Academic Affairs web page, in the faculty support section.

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

Yes.

17. How do I get emeritus/emera status?

This status is only available for retired tenured and adjunct faculty. 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/emera 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; please consult Human Resources for more details.

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

Retired tenured and adjunct faculty are eligible for a reduced level of GISOS funding. 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?

Children of retired tenured and adjunct faculty are eligible for the tuition benefit.

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.

25. Can I get some financial advice?

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

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

Retired tenured faculty are still eligible for Wesleyan's medical and dental program through age 65. Between ages 65 and 68, federal regulations do not allow retired people to be on the employer's medical policy, so Wesleyan pays a supplement to Medicare Part B for retired tenured faculty. All other retired faculty are not eligible for Wesleyan's medical and dental plan.

Contact Human Resources for further questions and precise details.

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

No.