

## **POST RETIREMENT APPOINTMENTS FOR FACULTY MEMBERS AND LIBRARIANS**

(2/25/10 Announcement)

In recognition of the considerable contribution that members of the faculty and librarians can continue to make to the campus after retirement and of the interest of some faculty members and librarians in continuing their association with and contribution to the University, the University has a long-standing policy of making post-retirement appointments in cases where such appointments are of mutual benefit. Post-retirement appointments are available to both those in the Massachusetts State Employees' Retirement System (pension system/defined benefit program, SERS) and those in the Optional Retirement Program (defined contribution program, ORP). Faculty members and librarians on post-retirement appointments may serve in a variety of roles, including but not limited to teaching courses, advising, administrative service, governance and committee work, graduate student committees (subject to the usual approval process), or research (typically grant-funded).

All post-retirement appointments must be approved by the department head/chair, dean/director of libraries, and provost, and the responsibilities, compensation, duration of appointment, space assignments, and any other terms of the appointment are to be determined by mutual agreement between the retiree and department head/chair and laid out in a written agreement approved by the dean/director of libraries and provost. A form for this purpose is available at <http://www.umass.edu/provost/faculty-staff-resources/personnel-information>.

Post-retirement appointments are made for a maximum term of three years, but there is no maximum allowable number of terms. Faculty members and librarians on post-retirement appointments are not members of the MSP bargaining unit, and denials of requests for post-retirement appointments are not grievable under the MSP/FSU contract. State law limits SERS retirees from working more than 960 hours per calendar year for the Commonwealth of Massachusetts and limits post-retirement combined earnings from post-retirement appointments and state pension payments to the annual amount earned by the individual prior to retirement.

Faculty members and librarians with questions regarding the impact of post-retirement appointments on benefits should consult with Human Resources (545-1478, 545-6115, 545-6121) for information about benefits and individualized information about limits on post-retirement employment.