

**Texas Woman's University  
University Regulation and Procedure**

**Regulation and Procedure Name: Faculty Retirement Teaching Option**

**Regulation and Procedure  
Number: URP: 02.310**

**Policy Owner: Academic Affairs**

**POLICY STATEMENT**

The TWU Retirement Teaching Option (herein referred to as “The Plan”) provides tenured full-time faculty the opportunity to teach part-time immediately following retirement. The purpose of this URP is to detail the eligibility for and operation of The Plan.

**APPLICABILITY**

This policy is applicable to TWU Faculty.

**DEFINITIONS**

None

**REGULATION AND PROCEDURE**

I. Eligibility

A. Full-time tenured teaching faculty who have met state retirement requirements and who have been employed at Texas Woman's University as full-time teaching faculty for a minimum of ten years are eligible for the Retirement Teaching Option.

B. A faculty member who wishes to participate in The Plan must notify the Dean and the Executive Vice President for Academic Affairs and Provost in writing at the time of notifying the University of intent to retire. This notice must be at least 90 days prior to the beginning of the academic year in which participation in The Plan begins. Participation depends on instructional need, availability of financial resources, and satisfactory performance.

II. The Plan

- A. As is the case with other retired faculty, participants in The Plan do not hold tenure. Eligible retired TWU faculty members may participate in The Plan for up to three consecutive years. After the first two years, an additional year of service is possible and subject to review by the University in order to establish that instructional need continues, that financial resources are available, and that performance is satisfactory.
- B. A faculty member may teach up to half-time during the academic year in each calendar year of the participation in The Plan. Summer assignments will normally not be permitted.
- C. The courses to be taught will be determined by the Dean in consultation with the appropriate academic component administrator.
- D. Compensation will be determined using the retired faculty member's final-year nine-month salary as the base. Half-time teaching will be compensated at half-salary. Less than half-time teaching will be pro-rated accordingly.
- E. Faculty members who participate in the Retirement Teaching Option will be required to share in departmental duties including advisement, curriculum development, and committee work, in proportion to their teaching assignment.

### III. Continuation of Plan

The TWU Retirement Teaching Option may be modified or discontinued at any time by Texas Woman's University. If The Plan is discontinued by the University, faculty in their first, second or third year of participation in The Plan will be permitted to complete the remaining years of participation in The Plan.

## **REVIEW**

This policy will remain in effect and published until it is reviewed, updated, or archived. This policy is to be reviewed once every six years. Interim review may be required as a result of updates to federal and state law or regulations, Board of Regents policies, or internal processes or procedures.

## **REFERENCES**

None

## **FORMS AND TOOLS**

None

**Publication Date:**

**Next Review:**