

President's Retired Faculty Funds

University of Oklahoma - Norman Campus

In 1995, President David Boren began this program utilizing the talents and wisdom of retired faculty to augment the University's instructional mission. Their involvement is especially important in maintaining the quality of our undergraduate education. These retirees who have settled in the Norman area have affection and loyalty to the University. They contribute greatly to the instructional mission of the University by serving in a variety of roles in academic departments or other units, e.g.--college advising officers, Office of International Programs, Writing Center, etc.--directly involved in the undergraduate experiences of our students.

1. Appointment

In accordance with present policy, the appointment of retired faculty should not exceed one academic year. In many instances, such appointments will be made on a semester-by-semester basis in accordance with the instructional demands of the department. Although it is presumed that in most instances a retired faculty member will be asked to teach one course a semester, some circumstances might lead to a heavier teaching load. Departments or units seeking to employ retirees should be sensitive to the fact that such appointments would be part-time employment, which can have an impact on retirement benefits.

The retiree should check with the Social Security Administration and Oklahoma Teachers Retirement for limits on the amount they may earn. TRS requires a 60-day waiting period before a retiree can accept employment with a State educational institute (e.g., a faculty member may not retire in the fall and teach in the spring).

Those eligible retirees who elect to return to employment with the Institution will be provided the option to be eligible for the benefits which are provided to other classified employees or continue the Benefits under the Retirement Policy. Beginning July 1, 2002, the University is required to make OTRS contributions for retired employees returning to employment.

2. Remuneration from the President's Retired Faculty Funds

- A. The minimum pay rate is \$1,250 per course credit hour or \$15,000 for a nine-month appointment at 0.5 FTE, teaching six credit hours per semester. If departments wish to pay more--as some currently do--they may augment the University's central support with their own departmental funds.
- B. For every three-credit hour course funded at \$3,750, an additional \$500 will be made available to the academic unit for M&O support; or for every nine-month appointment at 0.5 FTE, an additional \$1,000 of M&O will be made available to the academic unit. This M&O support will be for telephone, word processing, Xeroxing, supplies and so forth.

- C. Individual departments requesting these funds need to make every effort to provide suitable space where the retired faculty member can see students, prepare lectures, and do scholarly work related to teaching, advising, and mentoring.

3. Evaluation Process

For those retired faculty with teaching appointments, the same course evaluation process used by the unit should be conducted for the courses they teach. For retired faculty with other types of appointments, e.g., mentoring, advising, etc. the same evaluation process currently used by the unit for these tasks should be utilized.

4. Request for Funds

Proposals should be completed on the Application for President's Retired Faculty Funds form and forwarded to the Provost's Office through the college dean.

The deadline to request use of these funds for the Fall semester (or entire academic year) is July 15.

The deadline to request use of these funds for the Spring semester is November 1.