PROV-003

Part-Time Employment of Retired Members of the Faculty

Effective Date Thursday, July 2, 2009

Status Final

Last Revised Tuesday, November 4, 2014

Policy Type Executive Vice President & Provost

Contact Office Executive Vice President and Provost (Office of the)

Oversight Executive
Executive Vice President and Provost

Applies To Academic Division and the College at Wise.

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Reason for Policy

Defines the terms and conditions under which University teaching and research faculty may be employed after their retirement.

Definition of Terms

Terms

Description There are no terms that require definition.

Policy Statement

Part-time employment of faculty members who have retired from the University of Virginia ("University") is possible under certain conditions. A retired faculty member cannot be hired in any capacity until at least thirty (30) days after retirement. Retired faculty members are not eligible for retirement benefits related to their part-time employment. Retired faculty members may also be appointed on an unpaid basis in accordance with University policy HRM-005: Appointment of Unpaid Faculty. Retired faculty members who have had a break in service of one year or more from the University are subject to University policy PROV-026: Faculty Wage Employment.

Under the regulations of the Virginia Retirement System (VRS), the University is prohibited from making any verbal or written offer of reemployment to faculty members enrolled in VRS prior to their retirement.

1. **Sponsored Programs:**
   The University recognizes that occasionally a retired faculty member may wish to continue participation in research with the support of external grants and contracts. If the appropriate department chair and dean certify that a specific need exists for the services of that individual and that such participation will benefit the department or school, the vice president for research may approve an application for research support that involves a retired faculty member. If the grant or contract is awarded, the retired faculty member may be employed on a part-time (fewer than 20 hours per week) or non-salaried basis during the term of the grant or contract and will hold the title of senior research scholar. Retired faculty members may serve as principal investigators with the dean's approval and with the provision that the respective department chair reviews and approves sponsored program expenditures on a monthly basis.
2. **Teaching:**
   Part-time teaching (no more than two courses per semester) is possible if approved by the school dean and the executive vice president and provost.
3. **Service:**
   A retired faculty member may continue to serve as a member, chair, or director on program committees and research (dissertation) committees formed prior to retirement. A retired faculty member who continues to be actively engaged in research in his/her professional field may serve as a member of a program committee or dissertation committee with the approval of the dean.
4. **Patient Care Services:**
   In addition to research and/or teaching activities, retired faculty members in the schools of medicine or nursing may also render patient care services when there is a demonstrable need for such services, with the approval of the department chair and the dean. Retired faculty members who provide only patient care services are given non-salaried appointments in their respective schools. Retired faculty members who teach and/or conduct research are given part-time salaried appointments in their respective schools.

Procedures

Retired faculty may be appointed as unpaid faculty or hired on a wage basis in accordance with the relevant policies and procedures.

Related Information

HRM-005: Appointment of Unpaid Faculty
PROV-026: Faculty Wage Employment

Major Category Executive Vice President & Provost Policies

Next Scheduled Review Saturday, November 4, 2017

Revision History

Revised 11/4/14. Migrated to University policy template from 1994 Faculty Handbook, 07/02/09.

Approved By Executive Vice President and Provost

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