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## RETIREMENT TEACHING POLICY

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### 1.0 PURPOSE

1.1 *Faculty members who retire<sup>1</sup> from the College of Charleston can often continue to contribute to their departments. Recognizing retiring faculty members' value to the College, Academic Affairs has developed a process for determining personal interest and institutional need, giving flexibility to the faculty members and their departments, schools and the College to craft a plan for their continued service. Nothing in this proposed process should be construed as requiring the faculty member to continue his/her employment with the College and nothing should be construed as requiring the College to employ faculty retirees.*

### 2.0 PROCEDURE

2.1 Faculty members approaching retirement, whether through the TERI plan or otherwise, should talk to their department chairs well before the scheduled retirement date. Those who are interested in continuing active service to the College after retirement will submit a proposal for re-employment to their department chairs generally 12 months ahead of their intended retirement. This proposal should specify such things as courses that might be taught, research activities to be undertaken or continued, and length of proposed re-employment. The department chair makes a recommendation to the relevant dean who in turn makes a recommendation to the Provost. The faculty member will be notified in writing of the Provost's decision. *If the proposal is accepted, in all but very rare and exceptional cases the status of the re-employed faculty member will be as an adjunct.* At retirement, the "line" or FTE will revert to the Provost for re-allocation.

2.2 The normal teaching expectation of a retired faculty member will be half time or two courses per semester, although proposals may range from a one-course assignment for a single semester to full-time employment over the full academic year consistent with workload policies in the faculty member's department. Proposals may also be multi-year, normally not to exceed three

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<sup>1</sup> "Retiree," "retired", "retire" in this document all refer to (1) participating members of the South Carolina Retirement System (SCRS) who either complete or resign from their TERI program or who otherwise retire in the SCRS, (2) participating members of a qualified Optional Retirement Program (e.g., TIAA-CREF, VALIC) who resign their faculty position and begin drawing an annuity.

years. In these cases, annual reappointment will be subject to satisfactory performance and institutional need.

- 2.3 Remuneration will be consistent with the responsibilities and expectations as agreed to by the faculty member and the Provost. Under usual conditions, faculty will be paid at a standard per-course rate substantially above the base rate paid to regular adjuncts. The exact rate will be announced annually by letter from the Provost to deans and department chairs. Beyond teaching, other duties will be commensurate with departmental policies and/or the Faculty and Administration Manual policies concerning adjunct faculty members.

Approved by Provost Jorgens and President Higdon, Summer 2006