

## Temporary Policy for Faculty Retiring in 2021

As we seek to find all means possible to accommodate colleagues in the light of the COVID-19 disruption, we offer the following adjustments to retirement policies. ***These apply only to faculty members planning to retire effective January 1 or July 1, 2021.*** To be eligible, faculty must sign a [Pathway to Retirement Agreement](#).

There are three rationales for offering this temporary adjustment.

- First, faculty members nearing retirement may feel especially vulnerable to the virus and would benefit from greater flexibility as to how to structure their work both pre- and post-retirement.
- Second, the campus does not want to lose the expertise of late career faculty and thus wants to offer expanded ways of continued engagement.
- Third, if faculty members are able to continue to offer their analytical and creative capabilities as an emeritus/a in a flexible arrangement, this would help to alleviate some of the extreme budget pressures.

### Provisions before retirement

A Pathway to Retirement agreement is designed to support the specific transitional needs and interests of the individual faculty member who has decided to separate within one or two years' time. The types of provisions include changes in teaching and service assignments.

For those retiring July 1, 2021, we will make those terms more generous.

- Faculty members retiring July 1, 2021 may request to be relieved of all teaching and service obligations in their final semester to complete research projects. (The current provisions allow for reduced teaching or service, but do not permit completely forgoing all teaching and service in the final semester.)

### Provisions after retirement

A Pathway to Retirement agreement often includes provisions for one or two years after retirement specific to the needs of the faculty member who has decided to retire. Faculty members design a plan for a smooth transition from pre-retirement activities to post-retirement activities with their chair/dean, including use of office and research space, replacement of BEAR funding, appointment as Professor of the Graduate School, and recall for research, teaching, and/or service.

Provisions for those retiring in 2021 will allow for:

- Continued use of office and research space for three years subject to departmental/decanal approval. (The current provision is for one year.)
- Recall for research at a rate of \$6,000 per year for three years. (This provision is not currently offered. The funding can be augmented up to 43% of the faculty member's

annualized academic year salary with grant funding or funding a faculty member has retained in their research accounts.)

- Increased payment for recall teaching to \$5000 per credit hour for up to four courses. (The current provision is for up to \$4000 per credit hour with a limit of two courses.)
- Replacement of BEAR funding up to a cap of \$10,000. (The current provision has a cap of \$8000.)
- For endowed chair holders: a top-up to \$25,000 of permitted endowed chair carryforwards below \$25,000.

Please note that emeriti retain nearly all the [benefits](#) of an active faculty member.

### **Launch of an Emeriti Academy**

A new UC Berkeley Emeriti Academy will be announced soon. The Academy will provide a support structure and space to facilitate the engagement of emeriti to work on interdisciplinary collaborative projects. This effort strives to allow emeriti to continue to contribute their analytical and creative capabilities in new ways on projects of importance to the campus and broader community.

- Emeriti who participate in the Academy on collaborative efforts will be honored as Professor of the Academy. Space to meet with collaborators and administrative support will be provided.
- Faculty who instead continue to do their own research and mentor graduate students may be honored with the title of Professor of the Graduate School.