


AUSTIN PEAY STATE UNIVERSITY
POLICIES AND PROCEDURES MANUAL

Policy Number: 2:008	Supersedes Policy Number: 2:008
Date: February 22, 2001 (Corrected)	Dated: May 18, 1999
Subject: Faculty Post-Retirement Program (FPRP)	
Initiating Authority: Vice President for Academic Affairs	TBR Policy/Guideline Reference:
Approved:  2/22/01 President	

Austin Peay State University values the knowledge and service of senior faculty members and supports the opportunity for retired faculty to continue sharing their wisdom and talents with students and junior faculty. Although the Post-Retirement Service Program facilitates the part-time employment of eligible faculty following retirement, such employment is not a faculty right but rather is available only through mutual agreement between the faculty member and the institution in instances where there is clear benefit to the institution.

Austin Peay's commitment to post retirement must be considered in relationship to the resources of the academic unit and to the University as a whole. As departments continue to benefit from the service of retired faculty, they must meet the current and future demands of the department for instruction, advisement, scholarship, and service.

Austin Peay State University will continue to provide opportunity for eligible faculty to participate in the Faculty Post-Retirement Program (FPRP), subject to Tennessee Board of Regents (TBR) approval of the program and subject to the TBR guidelines for the TBR program.

Based on anticipated funding levels, departments may hire eligible

retired faculty up to four years for a minimum of 20% (6 credit hours or the equivalent in noninstructional assignment) to a maximum of 50% (15 credit hours or the equivalent in noninstructional assignment) of their base salary per year for instructional responsibilities.

All faculty will be eligible to apply for post-retirement teaching for 20%-30% of their base pay. To be eligible to apply for over 30% of their base pay, the amount saved must be sufficient to hire a new faculty member for the University. Because beginning teaching salaries vary within the University, amounts for post-retirement eligibility also will vary. No faculty will be approved for more than 50% of their base pay.

Appointments for noninstructional responsibilities will be considered on an exceptional basis, depending on the retiring faculty member's unique capabilities and departmental needs. Exceptions must be supported by the Vice President for Academic Affairs and approved by the President.