
CLAREMONT GRADUATE UNIVERSITY RETIREMENT POLICY

1. It is recognized that there is no required retirement age for faculty members.
2. In order to encourage retention of able senior faculty and, at the same time, invigoration of academic programs with additional new and younger faculty members, a phased retirement plan will be made available to faculty members age 65 or older. In order to discourage loss of able faculty members younger than 65, this plan is not normally available to them, but in special cases it may be extended to faculty members age 60 or above, subject to the approval of the Provost and Vice President for Academic Affairs after consultation with the academic program(s) in which they teach.
3. It is understood that the savings in faculty salaries resulting from senior faculty members beginning phased retirement will be used in accordance with the prevailing CGU strategic plan for their school or unaffiliated department.
4. Phased retirement will normally involve switching from 100% employment to 50% for a period of several years and then switching to full retirement. Salary levels will be prorated to the percentage of employment, and annual salary increased will be determined as usual in terms of percentages of the reduced base salary. Faculty members beginning phased retirement must agree in writing not to switch back to a higher percentage of employment (except temporarily in response to a need of their academic program and with approval of the Provost and Vice President for Academic Affairs).
5. Employment percentages less than 100% will be interpreted to mean the specified percentage of the normal teaching load and the same percentage of continuing service on dissertation and thesis committees and other normal administrative and committee duties during periods of residence in or near Claremont. Faculty members in a phased retirement period of 50% or greater employment will retain their rights and responsibilities in faculty governance.
6. During the period of 50% or greater employment, retirement contributions by CGU and other fringe benefits which depend on salary will be prorated to the percentage of employment, but other benefits (specifically CGU payments for medical and dental insurance and basic \$10,000 life insurance coverage) will continue on the same schedule as before (based on the number of semesters of service since eligibility for the previous sabbatical) for the first five years of a phased retirement contract, but not thereafter.

7. To obtain a phased retirement contract, the faculty member will have to agree in writing not to switch back to a higher percentage of employment (except temporarily in response to a need of their academic program), and to give up his/her tenure upon reaching age 70. In return, the faculty member will receive a contract guaranteeing 50% employment through the academic year in which he/she becomes 70 (or a shorter period at the faculty member's option). After that year, the contract will be renewable annually by mutual agreement of the faculty member and CGU.
8. The period of 50% employment will require residence in or near Claremont and normal academic duties including committee work for at least one semester of the academic year. In addition, during the other academic semester, the faculty member must at least be available for occasional consultation through FAX or e-mail by dissertation and master's thesis students whose research he/she is chairing.
9. Notice of intent to begin phased retirement is required by January 1 approximately 20 months before the beginning of the first academic year of phased retirement, in order to provide an adequate opportunity to maintain continuity in the academic program's teaching and research supervision schedules. While every attempt will be made to accommodate requests made with lesser notice, CGU is not obligated to do so when disruption in the departmental curriculum and/or research supervision would result.
10. Upon full retirement, faculty are eligible for election to emeritus status. For those residing in the local area who wish to remain professionally active, CGU will make every effort to provide some office space, secretarial support, computing support, assistance in research, contact with graduate students, and notices about ongoing departmental and school-wide activities. Other prerequisites, such as access to the library and use of the normal range of other facilities of The Claremont Colleges are also available to retired faculty members.

(As approved by the Committee on Academic Affairs on 10/19/95.)