Bentley Faculty Phased Retirement Plan – Overview

The goal of Bentley’s Flexible Phased Retirement Program is to offer the optimum balance between personal and professional needs as faculty transition to retirement. Its flexibility allows retiring faculty members, in conjunction with department chairs and the academic administration, to craft a phased retirement plan beneficial to all parties. This leaflet contains basic information about the program.

Please see Bentley’s Faculty Resources Website http://www.bentley.edu/offices/human-resources/faculty-resources for more extensive details.

Faculty can choose a phasing period of one, two, or three years.

- **One Year** – Faculty engage in academic activity equivalent to teaching one course per semester, in one or more of the three faculty manual categories (teaching, scholarship, service). You might mentor, serve on a committee, assess a program, conduct research, or teach a course.
- **Two years** – Faculty work half-time and are paid full-time for two years.
- **Three years** – Faculty work one-third time and are paid two-thirds time for three years or work two-thirds time for full pay for three years.

Sabbaticals and how they relate to phasing are addressed on the Bentley Faculty Resources Website http://www.bentley.edu/offices/human-resources/faculty-resources.

Eligibility
A faculty member who is at least 60 years old and has at least ten years of full-time, tenure-track and/or tenured service at Bentley is eligible for phased retirement.

Who to Talk to at Bentley
There are many resources available to you at Bentley. You can discuss retirement with your department chair, your respective academic dean and/or the Associate Dean for Academic Affairs, and with your Human Resources Business Partner. To develop a specific phased retirement plan and to negotiate the specific terms of the phased retirement agreement (contract) consistent with the phased retirement policy, you should contact your respective academic dean or the Associate Dean for Academic Affairs.

Notifying Bentley
Faculty must apply to their dean by February 1st in order to begin phasing in September of the same year. The faculty member and dean negotiate specific details, and the Provost signs the final agreement.

To discuss faculty retirement, contact:

- **Dean of Business** Chip Wiggins at Ext. 3166 or rwiggins@bentley.edu
- **Dean of Arts & Sciences** Daniel Everett at Ext. 2118 or deverett@bentley.edu
• **Associate Dean of Business** Vicki Lafarge at Ext. 2089 or vlfarge@bentley.edu

**Teaching after Retirement**
At the discretion of the Dean, faculty members may teach at Bentley after they retire. While teaching, faculty members may continue to use their pre-retirement title, and they will be paid at a rate 33% above the Bentley average pay for adjunct professors.

**Prioritizing Phased Retirement Requests**
If more faculty members apply for retirement phase-out than their department can accommodate in a given year, priority will be given on the basis of 1) length of service, including both tenure track and tenured service, and 2) length of time since the last sabbatical.

**Benefits and Privileges during Phasing and after Retirement**

• **During Phasing**
Faculty members who have signed a phased retirement agreement maintain all benefits of their status as a full-time faculty member, and those holding tenure retain their tenure status until the end of the phased retirement period.

• **After Retirement**

  **Medical Benefits**
  To learn more about medical benefits, please see the Bentley Human Resources Retirement Website [http://www.bentley.edu/offices/human-resources/retirement](http://www.bentley.edu/offices/human-resources/retirement) and/or contact Senior Benefits Specialist Sandy Smith at Ext 2817 or ssmith@bentley.edu.

  **Privileges**
  These are detailed on the Bentley Faculty Retirement Website [http://www.bentley.edu/offices/human-resources/faculty-resources](http://www.bentley.edu/offices/human-resources/faculty-resources). They range from the ability to apply for standard summer research grants for the first three summers after retirement, the retention of faculty title if and when teaching, to facilities use, certain technology privileges, and access to events.

**For More Information**
Visit the Bentley Faculty Retirement Website [http://www.bentley.edu/offices/human-resources/faculty-resources](http://www.bentley.edu/offices/human-resources/faculty-resources), where you will find financial planning resources, lifestyle and psycho-social information, a Bentley retirement checklist, and a Bentley retirement handbook.