RESOLUTION TO RECOMMEND EXTENDING PHASED RETIREMENT TO NON-TENURE TRACK FACULTY

WHEREAS, the University of Central Arkansas (UCA) offers a phased retirement program “to all full-time *tenured* faculty members who have completed 10 years of continuous service at UCA and who are 55 years of age or older” and

WHEREAS, full-time faculty members at UCA who have over ten years of continuous service, regardless of tenured status, are continuing faculty, and

WHEREAS, phased retirement for full-time faculty affords a source of value to UCA in terms of retained expertise and proven service by qualified faculty members choosing this option, and

WHEREAS, phased retirement enables searches for new faculty to be initiated and completed prior to the departure of the retiring faculty members, and

WHEREAS, the benefits of phased retirement should not be limited to tenured faculty,

BE IT HEREBY RESOLVED that the Faculty Senate recommend to the Board of Trustees that it amend Board Policy No. 528 to open phased retirement to all full-time faculty members over age fifty-five years, who have ten years of continuous service (regardless of tenure status).