

Policies of the University of North Texas	Chapter 01
1.3.15 Faculty Retirement with Modified Service	Human Resources

Policy Statement. It is the policy of the University to provide full-time tenured faculty members the opportunity to enter modified service at age 55 or when the combined years of service and age equals 80, regardless of the retirement program, when in the best interest of the University. In modified service, the faculty member shall relinquish full-time status and tenure in exchange for a commitment on the part of UNT to pay a proportion of the salary at the time of retirement commensurate with the workload each academic year. The assignment of workload must conform to the Policy on Academic Workloads (# 15.1.9 in the UNT Policy Manual). The proportion of salary and work load may be up to one-half during both fall and spring semesters or 100 percent during either (but not both) of a fall and spring semester of a single academic year for up to three years.

Application of Policy. Full-Time Tenured Faculty (includes librarians with five-year contracts)

Guidelines.

1. During the period of modified service, the retired faculty member shall be eligible for salary adjustments and shall be accorded all of the usual privileges enjoyed by full-time faculty members, “except as provided by State Law and University policy”.
2. A retired faculty on modified service may terminate employment under this policy by giving written notice to his/her Dean at least 30 days prior to the beginning of a given semester.
3. Any agreement made in connection with an early retirement is subject to all existing state and federal statutes and conditional upon the availability of funding.
At the end of each academic year the Dean shall prepare a report detailing both workload and compensation of each faculty member on modified service due to early retirement during that academic year. The report shall be presented to the Provost and Vice President for Academic Affairs no later than the last day of May each year for presentation to the Board of Regents.
4. A Faculty member who retires under the Teacher Retirement System (TRS) is required by State Law to have a break in service for a full calendar month

between the retirement date and reemployment date under this policy.

5. This policy, as revised, shall be effective May 1, 2009.

References and Cross-references.

15.1.9: Policy on Academic Workloads, UNT Policy Manual

Forms and Tools. There are no forms for this policy.

Approved: 10/17/2008

Effective: 5/1/2009

Revised: 5/22/2008; 1/22/2015