

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-2841-08/FA (Rev)
March 6-7, 2008

Guidelines and Policies for Participants in the Faculty Early Retirement Program or in the Pre-Retirement Reduction in Time Base Program

- RESOLVED: That the Academic Senate California State University (CSU) urge campus academic senates to develop guidelines and policies regarding resource entitlements and work expectations of participants in the Faculty Early Retirement Program (FERP) or in the Pre-Retirement Reduction in Time Base Program (PRTBP); and be it further
- RESOLVED: That the Academic Senate CSU urge campus academic senates to acknowledge the contributions made by faculty participating in these programs in terms of teaching, service, and scholarly/creative activity when allocating resources; and be it further
- RESOLVED: That the Academic Senate CSU affirm that it is in the best interest of campuses to encourage and maximize the contributions to the university of faculty as they transition to retirement in the FERP or PRTBP and thereafter.

RATIONALE: CSU faculty may choose to transition gradually to retirement through the FERP or PRTBP. Across CSU campuses, both administration and faculty have raised concerns regarding unfulfilled expectations on the part of the campus and/or participating faculty members, such as resource entitlements (e.g. inclusion in the campus directory, provision of campus e-mail accounts and telephone numbers, consistent office space); work expectations including assignment of specific courses; and understandings about normal duties or activities and privileges accorded faculty during periods of active and non-active employment. To minimize such instances, campuses are encouraged to develop a policy specifying procedures to support clear communication between campus administration, department chairs, and faculty participating in FERP and PRTBP regarding these and other issues.

Approved Unanimously – May 8-9, 2008