

1 **ARTICLE 31. TENURE REDUCTION PROGRAM (TRP)**
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3 **Section 1. Eligibility.** To be eligible for either option under the Tenure Reduction
4 Program (TRP), a bargaining unit faculty member must be a tenured faculty member and
5 must be eligible to retire or become eligible to retire (as defined in Article 15, Academic
6 Classification and Rank) within three years.
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8 **Section 2. TRP Options.**
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10 **Tenure Reduction Option.** A bargaining unit faculty member must sign up for the
11 tenure reduction option at least one term but not more than three years prior to his or
12 her expected retirement from the University. The bargaining unit faculty member will
13 receive a one-time increase of 6% of his or her base salary effective at the beginning of
14 the academic term following the signing of a TRP letter of agreement with the Provost
15 or designee.
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17 After the faculty member’s retirement, the faculty member is eligible to work with
18 reduced tenure (0.33 annual FTE for 9-month employees, 0.25 annual FTE for 12-
19 month employees) on agreed-upon TRP assignments for five years. Department and
20 unit heads will determine the TRP assignments in consultation with the retired
21 bargaining unit faculty member. It is the responsibility of the bargaining unit faculty
22 member to ensure that he or she does not work more hours or earn more income per
23 year than is allowed by his or her retirement plan.
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25 **Tenure Relinquishment Option.** A bargaining unit faculty member must sign up for
26 the tenure relinquishment option at least one term but not more than three years prior to
27 expected retirement from the university. The bargaining unit faculty member will
28 receive a one-time salary increase of 6% of his or her base salary effective at the
29 beginning of the academic term following the signing of a tenure relinquishment letter
30 of agreement with the Provost or designee. Bargaining unit faculty members electing
31 the tenure relinquishment option do not have the automatic right to receive any post
32 retirement appointments.
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34 **Section 3. Future Salary Increases.** Bargaining unit faculty members with a signed
35 agreement for either option will be eligible for merit salary increases and will receive any
36 across the board increases distributed prior to the end of their agreement period.
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