



Full-time tenured faculty members between the age of 62 and 72 may elect to phase out of full-time work for up to two years preceding their retirement from the Brown University faculty by voluntarily reducing their teaching responsibilities and overall effort. Those age 73 and above may choose to reduce their effort to half-time, for half salary.

Eligibility.

- Full-time tenured faculty;
- Age 62 – 72 in the year that the phase-out period begins;
- A minimum of ten continuous years of service.

Terms

- The phase-out period ordinarily begins July 1 and extends for two academic years.
- Notice of the intention to phase out should normally be given six months in advance.
- The phase-out agreement will specify one or two years of reduced effort, with the understanding that the faculty member may request that the period be reduced, but not extended.
- The faculty member will remain in residence, have half of the usual teaching responsibilities, and continue to fulfill advising and service responsibilities.
- Effort will be calculated as two-thirds time, and salary will be set at 67 percent of the academic-year base salary.
- During the phase out period
 - salary will be paid in equal installments (9, 10, or 12 installments, as elected by the faculty member) throughout the year, whether or not the faculty member is teaching in a particular semester.
 - the faculty member will be entitled to the regular benefits available to benefits-eligible employees of the University working 0.67 FTE, or a minimum of 1300 hours per year.
- All applicable University policies apply during the period of phase-out.

Other faculty members. Individuals who would like to discuss alternatives to the standard phased retirement program should contact the Provost's Office. For example:

- In some cases, the period of phased retirement may begin on January 1 and extend for two calendar years.
- Tenured faculty with external funding that can provide ongoing salary support may be able to transition to an untenured research position with no teaching responsibilities.
- Faculty members who are ineligible for this plan should inquire to see whether an alternative arrangement is possible.
- Faculty serving on the Teaching Professor track may be eligible for a special phase-out plan.

Contact

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