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7.07 Policy on Faculty Employment Beyond Retirement

Policy 7.07

Volume 7 Faculty Affairs

Chapter 7 Policy on Faculty Employment Beyond Retirement

Responsible Office: Faculty Affairs

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Policy Statement

This policy describes the conditions under which a faculty member who has retired from the University System of Georgia and is receiving retirement benefits may be re-employed by the University System. A retired faculty member may be rehired for less than 50% work commitment, with less than 50% of the annual benefit-base salary that was earned at the time of retirement. In all circumstances, rehiring of a retired faculty member must be approved by the Board of Regents.

Reason For Policy

Georgia Health Sciences University and the Board of Regents of the University System of Georgia recognize that gaps in the Corps of Instruction may occur with the retirement of certain faculty. These may best be filled by temporarily rehiring retired faculty members. However, a conflict occurs when a faculty is receiving both retirement benefits and salary from the University System. This policy describes the conditions under which retired faculty may be rehired by the University System of Georgia.

Entities Affected By This Policy

All faculty at Georgia Health Sciences University are covered by this policy.

Who Should Read This Policy

All faculty at Georgia Health Sciences University should be aware of this policy.

Contacts

Contact	Phone	e-mail/URL
Faculty Affairs Coordinator	706-721-1072	http://www.georgiahealth.edu/faculty/office/index.htm mailto:FacultyAffairs@georgiahealth.edu
Associate Vice President for Human Resources	706-721-3777	http://www.georgiahealth.edu/hr/admin/ mailto:humanresource_dir_office@georgiahealth.edu

Related Documents

Board of Regents Policy Manual Section 802.0903 Employment Beyond Retirement: <http://www.usg.edu/regents/policymanual/800.phtml>

Board of Regents Minutes, April 2002

Overview

When an individual retires from the University System of Georgia and is receiving benefits from the Teachers Retirement System, the Employees Retirement System, or the Regent's Retirement Plan, he/she shall not be reemployed by the University System without the prior approval of the Board of Regents.

When an employee has retired from the University System of Georgia, he/she may be reemployed by the University System of Georgia under the conditions as described below.

Process/Procedures

Conditions for re-employment of a faculty member who has retired from the University System of Georgia, as described above:

1. The reemployment of a University System of Georgia retiree must be approved by the Board of Regents;
2. A rehired retiree must have a minimum break of 30 days between the effective date of his/her retirement and the effective date of his/her reemployment;
3. The work commitment of a rehired retiree must be less than half-time; i.e., less than 50%;
4. The salary that is paid to a rehired retiree must be less than 50% of the annual benefit-base compensation amount that he/she was earning at the time of his/her retirement; and

The salary that is paid to a rehired retiree must be consistent with his/her work commitment.

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