

## Transitions After Retirement Program

The TARP is designed to allow employees to transition from active employment into retirement with limited duties, by maintaining a presence on campus through a variety of means.

- The program is customizable for each individual, in terms of retirement date, reemployment date and transition duties.
- The program is by application only. It is completely voluntary, but any agreement is contingent upon the needs of your academic unit.
- Submission of an application includes a standard affirmation that any claim of age discrimination (ADEA) is waived.
- If you participate in TARP, you are eligible for emeritus status and the privileges afforded to emeritus faculty, as stated in Article 21 of the Collective Bargaining Agreement.
- If your continuing activities will require the use of equipment that you are currently using, such as University-provided laptops, an expedited check-out procedure is used so that you may continue using the same equipment.
- If you participate in TARP and retire, you will receive the same retirement benefits as others who retire, including sick leave payout (Article 17, Section 2A5) and the option to elect COBRA continuation coverage for medical benefits.
- If you participate in TARP, you may receive a new title (i.e., Research Professor), and you will be classified as a paid employee (if teaching) or a non-paid employee (if not teaching).
- STRS requires a 2 month waiting period between the retirement date and a return to employment, so plan accordingly.
- STRS requests a 60 day notice before you retire to process paperwork so that you can receive benefits on time. If there is less notice given, benefits may be delayed but are not lost.
- Teaching is limited to fall and spring semesters, up to 8 credits per semester.
- For teaching, the rank-appropriate pay rate from the previous summer, as detailed in Article 16 of the CBA, is used.
- After the initial negotiated duration of duties (probably one or two years), it may be possible to renew the agreement, by mutual consent.

## Process

The application process may be done at any time.

1. If you have questions or concerns, contact Russ Davis of the Akron-AAUP (330 972 6131, [russ.davis@akronaaup.org](mailto:russ.davis@akronaaup.org)) or Benefits Administration (330 972 7090, [benefits@uakron.edu](mailto:benefits@uakron.edu)).
2. Talk with your chair or supervisor about possible transition duties, using the checklist below as a guide. If problems occur at this stage, you may contact the Labor-Management Committee (Russ Davis, contact information above).
3. Develop a detailed plan with your chair or supervisor, and submit it to your Dean.
4. Deans will make recommendations to the Provost.
5. Approval will not be unreasonably withheld.

## Issues to Consider

Use the topics below to guide you in determining the activities you would consider continuing after retirement. Talk to your chair or supervisor to get a more detailed plan.

- Options for continued activity
  - Continued teaching, in your discipline or in the Honors College, on the main campus or a branch location;
  - Continued engagement in scholarly/creative activities (may take many forms);
  - Continued use of facilities (e.g., office space, laboratory space, equipment);
  - Continued service activities (e.g., mentoring students and/or junior faculty, special projects, hosting international students, supervising study abroad programs, organizing events);
  - Other activities may be acceptable – please ask.
- Timelines
  - Do you prefer to retire in May, December or some other time?
  - When would you prefer to begin your transition duties (see the STRS stipulation above)?
  - For how long do you anticipate continuing to work?