



UAR NUMBER:

TITLE:

ORIGINATOR(S):

INITIAL ADOPTION:

REVISION DATE(S):

AUDIENCE: (SELECT ALL THAT APPLY)

FACULTY

STAFF

STUDENTS

VENDORS

OTHER (SPECIFY):

PURPOSE:

SCOPE:

DESCRIPTION (INCLUDE DEFINITIONS):

BACKGROUND:

- A. Within certain limitations as set forth below, Kentucky Revised Statutes (KRS) allows retirees under the Kentucky Teacher’s Retirement System (KTRS) to be reemployed in a part-time capacity with the same organization from which they retired. This will also include faculty participants in the Optional Retirement Plan (ORP) provided they meet eligibility standards.
- B. This program is not an entitlement and does not carry automatic participation. Each applicant will be considered on merit, University resources, enrollment & program demands, and the capability of the individual to contribute to the needs of the department and the University.
- C. The implementation of the PRP will not result in additional funding of instructional staffing in Academic Affairs.
- D. The University will encourage faculty to retire by providing part time employment for teaching up to 12 hours per academic year for a maximum of two (2) continuous years at their current per credit hour salary.
- E. Participation in this program will be reviewed annually, and may be shortened if specific program or budgetary requirements dictate.
- F. Certain other employee benefits such as tuition waiver for the employee and eligible dependent children and paid membership in the MSU Recreation and Wellness Center shall be extended for PRP participants for the approved term of their participation in the program. All other standard part time employee benefits will apply.
- G. PRP faculty shall retain their academic rank.
- H. PRP faculty shall retain all rights, protections, and responsibilities related to academic freedom as defined in PAc-14.
- I. PRP faculty shall retain eligibility to petition the Faculty Rights and Responsibilities Committee in any situation in which the faculty member asserts a substantial injustice resulting from a violation of academic freedom, professional ethics, procedural fairness, or due process according to PAc-18.


ELIGIBILITY REQUIREMENTS:

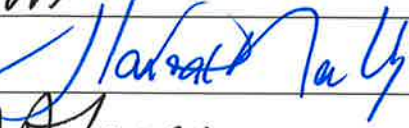
- 1. Faculty eligible to apply for PRP consideration must be eligible and elect to retire under any approved institutional retirement system (i.e. KTRS or ORP) (27 years of service or age 55 with at least 5 years of service).
- 2. Faculty must have tenured, full time status to be eligible to apply for PRP consideration.
- 3. Faculty must have provided ongoing evidence of quality in performance in teaching and any other assignment areas.

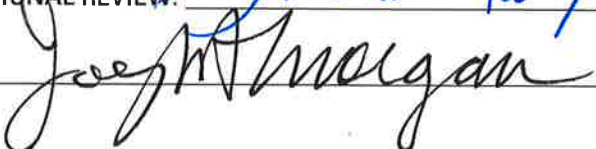
PROCEDURAL REQUIREMENTS:

- A. Morehead State University KTRS/ORP retirees wishing to be employed on a part time basis following retirement through the PRP at MSU must make application to the Department to which they are seeking re-employment. The request must be supported by the Dean and Provost and approved by the President. After approval by the President,

APPROVED BY:

VICE PRESIDENT:  DATE: 8/23/18

APPROPRIATE INSTITUTIONAL REVIEW:  DATE: 8/23/18

PRESIDENT:  DATE: 8/23/18

DESCRIPTION (CONTINUED):

DESCRIPTION (CONTINUED):