

Phased Retirement Program Expiration

The Board of Regents, State of Iowa phased retirement program for faculty and staff will expire on **June 30, 2017**. To date, there is no indication that the Board of Regents will renew the program.

If you are considering this option, please meet with your department chair/director/supervisor as soon as possible. In accordance with the Phased Retirement Policy, the appropriate administrative offices need to approve phased-retirement application, i.e., approval of all requests is at the discretion of the department chair/director/supervisor and of the dean. Faculty phased retirement proposals are due to the Dean's Office on **December 1, 2016**. Staff requests are due on **March 1, 2017**.

Faculty and staff should note that, if approved, THE PHASING START DATE MUST BE PRIOR TO THE EXPIRATION OF THE PROGRAM, JUNE 30, 2017. For B-base faculty whose appointment/pay period coincides with an academic semester, the start date will likely be the start of a semester (i.e., January 1 for spring 2017).

Approved phased retirements constitute a binding contract and once phased retirement has begun, the employee may not return to full-time work and must separate from the university on the agreed upon date.

To summarize:

- The program ends on June 30, 2017,
- Eligible and interested faculty and staff should discuss their interest with the department chair/director/supervisor very soon,
- Requests for phased retirement must be reviewed and approved by the department and received in the Dean's Office by December 1, 2016 for faculty and March 1, 2017 for staff, and
- If approved, phasing must begin prior to June 30, 2017.

The policy, program eligibility, FAQ document, and application form are available at <http://www.hrs.iastate.edu/hrs/node/152>. Please contact Jenn Wiederin, wiederin@iastate.edu, College of Design Human Resource Liaison, should you have any questions about the request process.