AN OPTIONAL PROGRAM FOR
“TRANSITION FROM CLASSROOM TO RETIREMENT”

POLICY:

Stockton College’s policy is to assist our long-term tenured faculty in the transition out of the classroom into retirement. We recognize that the extensive work of a lifetime of building habits of the mind in students and creating new knowledge for the world are very valuable contributions and skills which need to be respected and cherished. By implementing this policy we hope to develop a cadre of senior states people who will continue to make their extensive knowledge of teaching, scholarship, and service, gained from their years of association with the academy, available to Stockton beyond their retirement.

Goals:

1. To assist senior faculty members who have served many years at the college to undergo a smooth transition from the classroom to retirement.
2. To provide an opportunity to ease the financial transition into retirement.
3. To provide an opportunity for retiring faculty to share their personal expertise and wisdom with emergent faculty members at the college.
4. To assist the academic program by providing an opportunity for a smooth transition for new faculty entering the program.

Long-term tenured faculty who are considering retirement and who are interested in pursuing a transition from the classroom should make their interest known to the President no later than the date indicated in the calendar for the Transition into Retirement Program. Consideration shall be on a case-by-case basis and final approval is at the sole discretion of the President based on recommendations from the Program Coordinator, Division Dean, and the Provost.

Year 1: PRE-TRANSITION

• Interested faculty apply for preliminary acceptance into the Transitions Program. Those given preliminary acceptance into the Program are granted one-course release from teaching responsibilities in order to develop a Transition Proposal.
• In consultation with his/her program and the Dean, the faculty member formulates a Transition Proposal that identifies the specific components and timetable for his/her Transition Program. This would include proposals for special teaching activities (e.g., focused commitment to general
studies or first year experience) or for the assignment of non-teaching duties within load in accordance with Article XII, B.7 of the Master Agreement.

- The President will consider the recommendations he has received, as well as broader institutional considerations reflecting his/her responsibilities, and draw up a binding Transition Agreement that codifies the accepted version of the Transition Proposal. This agreement will include an agreement to retire from tenure on a specific date. Once signed, the resignation will be acted upon by the Board of Trustees at its next meeting.

The Transition Program faculty member’s academic program may apply for replacement beginning when the “Transition” faculty member will no longer be teaching full time. Normally this decision will be based on a variety of factors including student demand, institutional priorities, financial capacity to fund the replacement, or other programmatic, divisional, or institutional considerations.

---

**Year 2: TRANSITION
CANDIDATE ADVANCES TO YEAR TWO**

- Faculty member’s responsibilities will include special teaching activities or assigned non-teaching duties (up to ½ load) and agreed upon teaching assignments (1/2 load). Faculty member will retain full-time faculty status and tenure during this year.

- **Should the faculty member or the faculty member’s spouse become seriously ill or experience a substantial change of circumstance which is covered by the Family/Medical Leave act after the Board Action and before June 30 of the year of retirement, the agreement to retire may, at the request of the faculty member, be rescinded upon action by the Board of Trustees.**

Some “Transition” faculty may retire completely at the end of year two. Others may request a second year of half time teaching for half time salary (Year #3). This decision will be made when the Transition agreement is signed.

---

**Year 3**

At the option of the faculty member and consistent with the signed agreement, he/she may return for an additional year of one half (1/2) time teaching load for (1/2) salary. This option will be worked out with the President upon recommendation of the Program Coordinator (after consultation with the Program faculty), Dean, and Provost. Candidates should also seek the assistance of the Office of Human Resources to assure that he/she has a clear understanding of any possible effect of continued work after retirement.

We look forward to the active contributions of faculty in teaching and scholarship during this third year. Normally, faculty in their third “Transition” year will retain their office during this period and access to standard clerical support, email accounts, library resources, and other requirements afforded to half-time faculty. However, they would no longer be eligible to hold College offices, serve on College committees, nor would they have a vote in program matters, a role in searches, etc. At the end of Year 3 those who have not already done so will relinquish their office space unless other arrangements have been made.

---

**Year 4 and Beyond**

Unless other arrangements have been made in the signed Transition agreement, the faculty member’s further service would normally be limited to teaching as an Adjunct faculty member at existing rates as provided in the Master Agreement. Emeritus/Emerita status will be granted in accordance with College procedure.

Any general questions about the program may be directed to:

President Herman J. Saatkamp, Jr.
Room: K203
Telephone: (609)652-4521
E-mail: president@stockton.edu
“TRANSITION FROM CLASSROOM TO RETIREMENT”

SUMMARY

YEARS 1 PRE-TRANSITION PLANNING PERIOD

A. FACULTY MEMBER PLANS FOR TRANSITION
1. Faculty member applies to the Provost for preliminary acceptance into the Transition Program.
2. Upon admission, the faculty member identifies the components of his/her specific plans and
formalizes these plans into a proposed Transition Agreement
3. The Provost solicits comments on the proposed Transition Agreement from the Program
Coordinator (acting in consultation with program faculty) and the Dean. The Provost forwards
the plan, recommendations from the program and the Dean, and his/her own recommendation to
the President.
4. If necessary, the President and the Provost meet with the Transitions faculty member to agree on
any changes to the original plan.
5. The plan is signed by the President and the faculty member.
6. The faculty member meets with Human Resources to discuss the status of their benefits.

B. THE SIGNING OF THE TRANSITION AGREEMENT IS A BINDING COMMITMENT TO RETIRE AND SURRENDER
TENURE AT THE END OF YEAR 2.
1. Should the faculty member or the faculty member’s spouse become seriously ill or experience a
substantial change of circumstance which is covered by the Family/Medical Leave Act after the
Board action and before June 30 of the year of retirement, the agreement to retire may, at the
request of the faculty member, be rescinded upon action of the Board of Trustees.

C. THE “TRANSITION” FACULTY’S ACADEMIC PROGRAM MAY APPLY THROUGH THE DEAN FOR A FACULTY LINE
REPLACEMENT BEGINNING WHEN THE “TRANSITION” FACULTY MEMBER IS NO LONGER TEACHING FULL-TIME.

YEARS 2 TRANSITION BEGINS

A. “TRANSITION” FACULTY MEMBER RETAINS FULL-TIME TEACHING STATUS AND SALARY
1. “Transition” Faculty member teaches one-half (1/2) time in class.
2. “Transition” Faculty member’s other one-half (1/2) time is devoted to special teaching activities
and/or assigned non-teaching duties.

YEARS 3 TRANSITION OPTIONS

A. At the option of the faculty member and consistent with the terms of the signed agreement, the faculty
member may have a second year of half-time teaching for half-time pay.
This option will be worked out with the assistance of the Office of Human Resources to assure that he/she has
a clear understanding of any possible effect of continued work after retirement.

B. TRANSITION FACULTY MAY RETAIN THEIR FACULTY TITLE

YEARS 4 AND BEYOND

Following the exercise of his/her part time teaching options either Year 2 or Year 3, the “Transition” Faculty
member may request to be hired as an Adjunct Lecturer, Visiting Scholar or other assignment. Emeritus/Emerita
status will be granted based on established College procedures.