

OREGON INSTITUTE OF TECHNOLOGY
Tenure Relinquishment
OIT-20-033

The OIT Tenure Relinquishment program is available, subject to the approval of the President or his/her designee, to any tenured faculty member. The purpose of this policy is to allow a tenured faculty member to set a date for resignation/retirement in a manner that enables both the faculty member and the institution to plan for such termination and for replacing the faculty member in a timely manner. When requesting approval of a tenure relinquishment agreement, the faculty member will fill out the Tenure Relinquishment Agreement form and submit it to the President through the Department Chair, appropriate school official (Dean or School Academic Council Chair), and the Provost. The following provisions will prevail:

1. Faculty may request tenure relinquishment to take effect at any time.
2. A faculty member may request a date to implement the Tenure Relinquishment Agreement that is no more than three years before the date when tenure is relinquished.
3. When a Tenure Relinquishment Agreement is approved by the President, the faculty member will be granted a one-time increase to the faculty member's base pay. This salary enhancement will take effect no more than three years prior to tenure relinquishment and will remain in effect through the period in which the Tenure Relinquishment Agreement is in effect. A 6% increase will be given if tenure is relinquished within three years of the effective date of the Agreement. The faculty member will be eligible for other normal pay increases during this period as authorized by the Oregon State Board of Higher Education.
4. With the approval of the Department Chair, appropriate school official (Dean or School Academic Council Chair), Provost and President, a faculty member relinquishing tenure may also enter into an agreement for up to three one-year fixed-term contracts of part-time work at the rate of no more than 1,039 hours a year following relinquishment of tenure. Such employment will be on an annual fixed-term basis at the faculty member's rate of pay at tenure relinquishment. Under such agreements, faculty will be eligible for normal pay increases authorized by the Oregon State Board of Higher Education. These annual part-time agreements must be approved each year subject to the demonstrable needs of the department concerned.
5. Employment during the period that the Tenure Relinquishment Agreement is in effect, and any part-time employment contracted for, is subject to the Administrative Rules, Internal Management Directives and amendments thereto of the Oregon University System and Oregon Institute of Technology. All service by the faculty member must, during these periods, be fully satisfactory.

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6. An approved Tenure Relinquishment Agreement cannot be rescinded. This does not, however, preclude employment on a fixed-term, full-time basis beyond the relinquishment of tenure, if circumstances so warrant.

Recommended by:
Faculty Senate – February 5, 2008
President's Council – April 8, 2008

Approved: 
Chris Maples, President

Date: 11/12/08