



POLICY STATEMENT 55 RIGHTS AND PRIVILEGES OF RETIRED FACULTY & STAFF MEMBERS PURPOSE

POLICY DIGEST

Monitoring Unit: Office of Human Resource Management
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I. PURPOSE

To define the rights and privileges of the LSU faculty and staff who retire from active duty.

II. GENERAL POLICY

Members of the faculty and staff who retire from active duty under a retirement system in which they were enrolled as a function of employment at LSU retain many of the same rights and privileges that are accorded to active University faculty and staff members.

III. BENEFITS FOR RETIRED FACULTY AND STAFF

A. Athletic Tickets

Retired faculty and staff members are eligible to purchase athletic tickets on the same basis as actively employed faculty and staff.

B. Bookstore Discount

Retired faculty and staff members are entitled to the same 10 percent discount on Bookstore purchases extended to actively employed faculty and staff members. (Some items are not sold at discount, either to current or retired faculty and staff members). Retirees must present their LSU Retiree identification card to take advantage of the discount.

C. Insurance

Upon retirement, faculty and staff members may continue to participate in most University insurance plans in effect before retirement. LSU will continue to contribute the employer portion of the premiums for health insurance plans and State Employees Group Benefits Life Insurance after retirement. The level and extent of participation will vary depending on the individual. Therefore, insurance continuation options should be reviewed with a representative from the Benefits Service Center in the Office of Human Resource Management prior to retirement.

D. Identification Cards

Faculty and staff should secure a new identification card upon retirement. The card may be obtained from the Tiger Card Office in the LSU Union. The card serves multiple purposes such as to identify the individual as a retired member of the University faculty and staff, facilitate the exercise of Library privileges, and document eligibility for bookstore discounts.

E. Library Privileges

The Circulation Department of the LSU Libraries extends to retired faculty and staff members the same privileges as to active faculty and staff. Retired faculty members who are involved in research may request a study carrel in the Library; however, it should be noted that there is limited availability of carrels. Presentation of a retiree identification card is required to exercise these privileges.

F. Parking Privileges

Retirees may continue gated lot parking privileges, Plan C, at the usual fee or they may purchase Plan B privileges that allow parking in unreserved spaces along the streets in the center of campus and in specific lots for a fee of \$2 per year. Also, there is no charge for retirees with valid ID cards for city bus transportation to and from campus.

G. Re-employment of Retirees

Retired faculty and staff may be re-employed by LSU. The retirement laws governing re-employment are complicated and place conditions and restrictions on re-employment. It is essential to contact the Benefits Service Center in Office of Human Resource Management before considering re-employment so that the retiree's specific situation may be reviewed.

H. Special Activities

In general, retirees may participate in special campus activities at the same or more favorable rates than those enjoyed by actively employed faculty and staff members. For example, retirees enjoy reduced membership fees at the Student Recreation Center.

I. University Courses

Retirees who enroll in University courses, either for audit or for credit, are exempt from the payment of tuition. Non-academic fees such as the technology fee, academic excellence fee, etc. will, however be assessed.

IV. BENEFITS FOR RETIRED FACULTY MEMBERS

A. Emeritus Rank

Faculty members who retire at the rank of Professor after at least ten years of service to the University will, upon recommendation by the campus, receive the title of Professor Emeritus. Professors with less than 10 years service may receive the title of Professor Emeritus at the

discretion of the Board of Supervisors if it is determined that the person has made outstanding contributions to the University in either the field of scholarship or public service.

Any person who has held the position of academic dean, director or department head for a period of 10 years may be retired with the title of Dean, Director or Department Head Emeritus. Where applicable to other positions in the University, an Emeritus title may be conferred by the Board of Supervisors upon the recommendation of the President in appropriate cases.

B. Office Space

Retired faculty members may be permitted to use office space and other University facilities (laboratories, studios, etc.) at the discretion of the department concerned, provided the assignment of such space is beneficial to the University.

C. Research

With special approval from the Vice President for Research & Economic Development, a retired faculty member may submit research proposals through the normal University channels. Each will be judged on the basis of advantage and cost to the University, availability of space and resources, and the consent of the unit head(s) with the responsibility for oversight of the facilities.

D. Supplies and Equipment

Retired faculty members who are permitted to use office space or other facilities within a department may be allowed access to departmental supplies and equipment in the course of University service at the discretion of the department chair. Travel funds may not be provided for retired persons without the approval of the Executive Vice President & Provost.