

## Helpful Contacts

**Faculty Retirement Counselor** – 203.436.5193

**YSM Office of Faculty Affairs** – 203.785.4670;  
email: [faculty.affairs@yale.edu](mailto:faculty.affairs@yale.edu)  
<http://medicine.yale.edu/facultyaffairs/index.aspx>

**Office of the Provost/Faculty Development** – <http://provost.yale.edu>;  
203.432-0251; email: [faculty.dev@yale.edu](mailto:faculty.dev@yale.edu)

### **Financial Planning Support** –

Faculty eligible for the Faculty Phased Retirement Plan can receive financial counseling support through TIAA at no additional cost.  
Phone: 203.281.2400

**Koerner Center** – [www.yale.edu/emeritus](http://www.yale.edu/emeritus) Phone: 203.432.8227;  
email: [emeritus@yale.edu](mailto:emeritus@yale.edu)

**Cushing/Whitney Medical Library** – [www.library.yale.edu/circ/faculty.html](http://www.library.yale.edu/circ/faculty.html)  
203.432.7189; email: [smlcirc@yale.edu](mailto:smlcirc@yale.edu);

**Parking & Transit Offices** – 203.785.6456; [www.yale.edu/parking](http://www.yale.edu/parking);  
Medical Campus - email [parking@yale.edu](mailto:parking@yale.edu)

**ITS Help Desk** – [www.yale.edu/its/helpdesk](http://www.yale.edu/its/helpdesk) For assistance with network support, call 203.785.3200 or email [helpdesk@yale.edu](mailto:helpdesk@yale.edu).

**Council of the Heads of College** – [www.chc.yalecollege.yale.edu](http://www.chc.yalecollege.yale.edu)  
Phone: 203.432.1145

**Sports and Recreation (Athletics)** – <http://sportsandrecreation.yale.edu> For information about recreation privileges and facilities, call 203.432.1444.

**Social Security Administration and Medicare** – To contact Social Security for information about Social Security or Medicare benefits, log on to [www.ssa.gov](http://www.ssa.gov) or call 800.772.1213. To apply for benefits, visit [www.socialsecurity.gov/applyforbenefits](http://www.socialsecurity.gov/applyforbenefits). For the Social Security benefit calculator, visit [www.socialsecurity.gov/estimator](http://www.socialsecurity.gov/estimator).

**For more information, call a Yale Faculty Retirement and Benefits Counselor at 203.436.5193.**

\* This brochure provides a summary of the Faculty Phased Retirement Plan (FPRP) for the School of Medicine and the School of Public Health only. The FPRP Summary for FAS and Central Campus Professional Schools may be obtained at <http://provost.yale.edu/faculty/retirement> or by contacting a Faculty Retirement Counselor at 203.436.5193.



## Faculty Phased Retirement Plan (School of Medicine and School of Public Health)

The University offers the Faculty Phased Retirement Plan (FPRP) to tenured faculty with 10 or more years of continuous service. Eligible faculty may elect to participate in this plan between their 65th and 70th birthdays. Participating faculty can reduce their workload by 50% in their three years of phased retirement without an equivalent drop in income in the first two years.

Year 1	50% workload	100% Salary
Year 2	50% workload	75% Salary
Year 3	50% workload	50% Salary

*Faculty members may retire fully after year one or two, and must retire no later than the end of year three.*

### Eligibility

Eligible faculty members may participate in this program if they:

- Elect to participate between their 65th and 70th birthdays;
- Have the following appointments:
  - Professor
  - Associate Professor with tenure
  - Professor - Clinician Scholar Track
  - Professor - Clinician Educator Track
  - Professor - Investigator Track
- Have 10 or more years of continuous service in an eligible position.

*Faculty may begin the program as early as the January or July following their 65th birthday, but no later than July 1 following their 70th birthday.*

## Key Details and Features of the Plan

At the start of phased retirement, eligible faculty would reduce their workload to 50% for up to three years—receiving 100% salary in year one, 75% of salary in year two, and 50% of salary in year three. In addition, when eligible, faculty may take a triennial leave during one of the phased retirement years.

Faculty, in coordination with the department chair, may choose to retain their regular workload for half the year and take the other 6 months completely off. Alternatively, some faculty may reduce their workload by 50% over the course of the year to avoid disrupting patient care, research, or trainee supervision for an extended period of time.

Electing the Faculty Phased Retirement Plan is a final decision that may not be revoked.

## Sabbaticals and Triennial Leaves

While in phased retirement, eligible faculty may schedule one sabbatical or triennial leave and receive the percentage of salary designated to that specific year of the phased retirement plan. When taken during a phased retirement arrangement, sabbaticals or triennial leaves relieve part of the workload in a given year and may be taken as a terminal leave.

## Financial Planning Support

TIAA provides local support for all faculty members eligible for the Faculty Phased Retirement Plan.

- Faculty members may contact TIAA to discuss retirement and financial planning by calling 203.281.2400.
- For general questions, faculty may also contact a Yale Faculty Retirement Counselor at 203.436.5193 for further assistance with available retirement and financial planning support.

**Koerner Center** – All emeriti faculty are welcome at the Henry Koerner Center for Emeritus Faculty. Fellows are invited to workshops and seminars, as well as social engagements and meals at the Graduate Club.

**Spousal Perks** – Campus perks that faculty spouses enjoyed before retirement are retained at the same level.

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*All Plans and Programs mentioned are governed by the Faculty Handbook and applicable Plan documents. To view the Faculty Handbook, visit <http://provost.yale.edu>.*

## Privileges available to Faculty Retiring under the Faculty Phased Retirement Plan

The following is a summary of privileges afforded to faculty once fully retired.

**Emeritus Title** – The title of Emeritus is granted to members of the teaching faculty in certain ranks when they retire, provided they have reached age 55 with a number of years of service at Yale in one of the eligible ranks that added to their age equals at least 75.

**Research Faculty Appointments** – Retired ladder faculty with external funding may continue to be University employees with research appointments, for the duration of their grants, in accordance with the provisions of the Faculty Handbook.

**Teaching, Research, and Clinical Activities in Retirement** – Faculty may consult with their department chair regarding their continued activities in retirement. Please see the Faculty Handbook for further information.

**Graduate and Medical Student Advising** – Retired tenured faculty are welcome to continue to advise graduate students and medical students, although not as a primary thesis advisor. Additionally, retired faculty may volunteer as readers of PhD and MD theses.

**Library** – Stack and borrowing privileges continue at the same level as for active faculty.

**Computers** – Retired tenured faculty are entitled to keep for their own use computers provided for them by the university prior to their retirement.

**Email and Remote Access to Yale Network** – Retired tenured faculty continue to have an active “yale.edu” email address as well as remote connection to the Yale network through Yale’s Virtual Private Network (VPN).

**Sports and Recreational** – Privileges and access continue for retired faculty to all sports and recreational facilities.

## Examples of Phased Retirement Arrangements

The FPRP provides flexibility during phased retirement, faculty, in coordination with the department chair, may choose to keep a full workload during the Fall term and take the Spring off, or vice versa, or work 50% throughout the year, as the following examples illustrate. When eligible, a sabbatical or triennial leave may be scheduled to further relieve the workload during a phased retirement arrangement.

*Example of a Phased Retirement Arrangement with Regular Workload in Fall Term and Spring Term away from campus with Triennial Leave in Year three relieving part of the Fall workload:*

Faculty Phased Retirement Plan			
Year 1	100% salary	Fall	Regular workload
		Spring	Phased Retirement Leave
Year 2	75% salary	Fall	Regular workload
		Spring	Phased Retirement Leave
Year 3	50% salary	Fall	Partial Workload /Triennial Leave
		Spring	Phased Retirement Leave
Year 4	Full retirement		

*Example of a Phased Retirement Arrangement with Work Effort reduced to 50% and Triennial Leave in Year three relieving part of the Spring workload:*

Faculty Phased Retirement Plan			
Year 1	100% salary	Fall	50% workload
		Spring	50% workload
Year 2	75% salary	Fall	50% workload
		Spring	50% workload
Year 3	50% salary	Fall	50% workload
		Spring	Partial Workload /Triennial Leave
Year 4	Full retirement		

## Benefits during Phased Retirement

While participating in the Faculty Phased Retirement Plan, faculty members are eligible for the same benefits as during their full faculty engagement. Following are details on benefit programs.

### *Health/Dental/Vision/Flexible Spending Accounts*

Eligibility for the health, dental, and vision insurance plans and flexible spending accounts remains the same during phased retirement. Contributions are based on full-time equivalent salary during the second and third years of phased retirement.

### *Yale University Retirement Savings Plans*

Eligible faculty may continue to participate in the Yale University Retirement Account Plan (YURAP) or the Tax-Deferred 403(b) Savings Plan. YURAP contributions and match will be based on the actual salary earned in the year (i.e. 100% salary the first year, 75% the second, and 50% the third). Any participant over age 59½ has access to funds they contributed and earnings on those contributions.

### *457(b) Deferred Compensation Plan*

Eligible faculty may contribute to the 457(b) plan during phased retirement.

### *Life Insurance and Long-Term Disability*

Coverage and contributions are based on the actual salary during each year of phased retirement.

### *Scholarship for Sons and Daughters*

Eligibility for this benefit continues during phased retirement and into retirement.

### *Homebuyer Program*

Guidelines for eligibility and participation in this program remain the same during phased retirement and into retirement. New applications will not be accepted after full retirement.

### *Global Travel Assistance*

During phased retirement, faculty continue to be eligible for emergency medical, security and travel assistance services.

## Social Security and Medicare

Faculty may apply for Social Security retirement benefits while on phased retirement by visiting <http://socialsecurity.gov/applyforbenefits>. For the Social Security benefit calculator, visit [www.socialsecurity.gov/estimator](http://www.socialsecurity.gov/estimator).

## Benefits after Phased Retirement

*Highlights of benefits available in retirement follow.*

### *Retiree Health Insurance*

Retired faculty, and spouses over age 65, will need to enroll in Medicare Part A and Part B at the end of phased retirement as well as Yale's Medicare Coordinated Plan. Spouses and other eligible dependents under age 65 may continue participation in Yale Health or Aetna.

### *Retiree Dental*

Dental coverage may be continued for retired faculty and eligible dependents.

### *Yale University Retirement Account Plan (YURAP)*

Faculty will have full access to YURAP accounts in retirement. Once you fully retire, Required Minimum Distribution rules apply.

### *457(b) Deferred Compensation Plan*

Faculty who participated in the 457(b) plan during active employment will have full access to 457(b) accounts in retirement. Once you fully retire, Required Minimum Distribution rules apply.

### *Global Travel Assistance*

Emeriti Faculty continue to be eligible for emergency medical, security and travel assistance services in retirement.

### *Scholarship for Sons and Daughters*

Eligibility for this benefit continues in retirement.

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*When considering retirement, we encourage you to know your options.*

## For More Information

For specific information about benefit options and the FPRP, a Faculty Retirement and Benefits Counselor is available for consultation at 203.436.5193.