

Rights and Privileges of Retired Faculty

This is a summary of those rights and privileges, which also extend to spouse or domestic partner, including after the death of the retiree.

1. **Faculty Identification**

Access to most cultural and recreational facilities in the University, as well as to some buildings, requires a Stetson identification card. Retired faculty are entitled to a retiree identification card that will provide such access.

2. **Libraries**

The library use privileges enjoyed by standing faculty are continued for retired faculty members.

3. **Parking**

Retired faculty may receive a parking permit for Faculty-designated lots on the DeLand campus.

4. **Educational Benefits**

Faculty tuition scholarship benefits are continued if the retiree was eligible for such benefits at the time of retirement. Tuition benefits for dependent children are continued unchanged on retirement, and indeed even after the death of the retiree. Retirees wishing to observe or visit a classroom, lab, or lecture must gain permission from the instructor of that course to eliminate disruption of testing and ensure there is appropriate seating available.

5. **Participation in Governance**

By invitation of the dean, retired faculty members may attend meetings of their school faculties and may participate in the work of committees of those faculties. For retired faculty based on the DeLand campus, the right to attend Faculty Senate Meetings is extended to retired faculty by the by-laws of the Senate. Retired faculty have no voting rights in meetings or on committees, except as the elected retiree representative on the Faculty Senate.

6. **Retiree Account**

When an employee retires, HR must notify IT of the date of retirement, and a new Retiree account is created. Stetson will retain the old Employee account for continuity of business and risk mitigation.

Retirees will be issued a Microsoft 365 A1 license, which allows for web-only access to Word, Excel, PowerPoint, Outlook, and OneDrive.

IT reviews these accounts annually and purges accounts that show no activity during the last 24 months.

7. **Cultural and Recreational**

Retired faculty members who have acquired a retired faculty ID card are permitted to use this card to attend recreational and cultural activities. Fees and discounts are assessed/applied at the same rate as standing faculty.

8. **Office and Work Facilities**

Assigned office space is generally only available to faculty who are actively teaching at the University. In exceptional situations, and based on availability, provisions for work space and equipment are determined by the dean of the college/department chair prior to retirement. The specifics of each arrangement will be designated through a written agreement and are subject to adjustment at the discretion of the department chair should the needs of the department or school/college change. The terms of the agreements will be valid for one academic semester/year.

9. **Teaching and Mentoring**

Continued teaching in areas of special expertise and mentoring junior colleagues, mutually beneficial avenues of continued engagement, may be available to retired faculty. The University has the right but not the obligation, in its sole discretion, to consider a request from the Faculty Member for a post-retirement appointment as "Adjunct Professor" as stated in the University's policies. Any such requests for post-retirement appointments (by Faculty Member or by the University) will be considered by the University and the Faculty Member based on their respective needs and commitments at the time.

10. **Meal Plan**

The University offers all Stetson faculty and staff retirees the meal plan benefit for eating in the Commons. The meal plan benefit is that a retiree can purchase 10 meals (at a greatly reduced rate) and get the 11th meal free. This is quite a savings over the current "door rate."

Process-wise, people pay the ten-meal price, and the eleven meals are added to their Stetson ID card. This requires a Stetson ID card with a magnetic strip. If you do not have a card or if it is an old one without the magnetic strip, a new one can be obtained from the HatterOne card office, room 228 in the Rinker Welcome Center. If a retiree never turned in the faculty/staff card for a retiree card, they will need to go to the HatterOne office to be issued the proper card. If a retiree has a mag-strip card and knows their 800 number, they can sign up for the plan at the dining hall registers.

11. **Wellness and Fitness Opportunities**

All Stetson faculty and staff – retired and current – are able to utilize all aspects of the Hollis Center: weight room, cardio room, group exercise classes, and the pool. An ID is required to enter the building.

All fitness coaches offer equipment orientation. Fitness coaches are student employees who are trained on how to utilize and educate about all machines in the weight room. They will be happy to show interested retirees around, go over different exercises, and help get retirees started! They will demonstrate how to use weight machines, free weights, cardio equipment and other fitness tools. No appointment necessary.

Stetson Wellness and Recreation offers classes that are geared towards faculty and staff. BodyWorX is geared towards older adults with minimal group exercise experience. Also, Stetson Wellness and Recreation offers connections to different personal trainers who utilize Stetson's facilities.

For more information, check out Wellness and Recreation's website, <https://www.stetson.edu/administration/wellness-and-recreation/index.php>, call their office at 386-822-7237, or send them an email at wellnessandrec@stetson.edu.

With these rights and privileges come the responsibility of adhering to the policies and upholding the values of Stetson University. The University has the right to revoke any/all privileges listed above should the University determine that the retiree has engaged in activity that runs counter to institutional values or violated university policies.

Approved by Faculty Senate 5/2017 Approved by the Provost Fall 2017