

Minimum Qualifications

In order to qualify for benefits in return for the surrender of tenure under this Policy, a faculty member:

1. Must hold tenure, be eligible for retirement from Marquette University as defined in UPP 4-18 or its successor, and retire in the month of May or June, depending on

5. Cannot hold employment as a tenured faculty member at another institution either during the 12 months after separating from the university in the case [of the Immediate Benefits](#) option or during the time period in which the faculty member remains employed at Marquette in a lesser role through [the Phased Benefits](#) option.

Application Process

1. To obtain benefits for the surrender of tenure, the faculty member must first submit an inquiry form to confirm eligibility to apply under this Policy. The inquiry must be submitted by 4:30 p.m. on November 10 and the application must be submitted by 4:30 p.m. on November 15 of the calendar year preceding any actions (either Immediate or Phased) If November 10 falls on a weekend, the inquiry will be due at 4:30 p.m. the next business day. If November 15 falls a weekend, the application deadline will be 4:30 p.m. the next business day. If a faculty member applies for benefits for surrender of tenure under this Policy after the application deadline, the Provost will have the sole discretion to accept application. .Tc 0 Tw 7.7[(a)6 3()Tj [(on a)EMC /P <</MCID0 7 >

in the years during which the faculty member served as an administrator. The Provost may increase this amount, after consultation with the faculty member's immediate supervisor, based on merit as prescribed in other applicable policies.

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member and the university, the Provost may consider exceptions. For consideration of alternative workload within Phased Benefits, the faculty member must work with their Department Chair, any, and Dean for approval before submitting to the Provost. In all cases, the Provost will make the final determinations on the adequacy of the alternative workload.

The faculty member's Salary during the two-year phased transition period will equal seventy five percent (75%) of the faculty member's Salary during the academic year in which the faculty member applies for benefits under this Policy. Faculty members selecting the Phased Benefits option are not eligible for a cash payment in return for surrender of tenure following the two-year phased transition period.

Faculty members who elect Phased Benefits will, by signing a Resignation and Release in the form shown in Appendix B, commit to surrendering tenure upon the completion of the phased transition period. The faculty member will retain tenure and voting rights throughout the phased tran0.004 Tw [(upo)4 (n t)7releu(od)]TJn to2 Tc -0.002 Tw [(tr)1 (a)2 (n)-2 ition

APPENDIX A

Surrender of Tenure – Step 1: Inquiry

This inquiry is a required step that precedes the actual surrender of tenure. The Office of the Provost will use this inquiry to verify eligibility and provide information on what you will receive in benefits should you surrender tenure. You will then receive the formal Application for Benefits for Surrender of Tenure, which is due by the deadline (November 15). This inquiry must be made using your Marquette email.

This is NOT the Application for Benefits Surrender of Tenure.

Tenured Faculty Information

Name:

Email Address:

Faculty Rank:

End date of my current contract:

Number of years in current contract: _____

Adjusted start Date:

End Date of Current Contract:

Salary:

For Immediate Benefits

Meets 10 consecutive years as of [planned surrender date]

Meets UPP 418 as of [planned surrender]

Total Retirement Score: (Age + Years Full Time Service) _____

Cash payout in return for surrender of tenure:

For Phased Benefits

Meets 10 consecutive years as of [end of current contract]

Meet UPP 418 as of [planned surrender]

Total Retirement Score: (Age + Years Full Time Service) _____

75% of salary

Subsidy

APPENDIX A

Application for Benefits for Surrender of Tenure

I hereby irrevocably elect to accept Benefits for surrender of tenure as set forth in the Tenure Buyout Policy of Marquette University dated November 10, 2021 (the "Policy"), subject to approval of the letter of appointment by me, my Chair (if applicable), my Dean-3.2 (nc9 TJ 0 Tc 0 Tw 11.848 0 Ben (e) ITs EMO/Pe P/MCYD H also BDC sta 02 Tc -33





