CONTINUED ACTIVE INVOLVEMENT OF MEMBERS OF THE FACULTY AT THE GEISEL SCHOOL OF MEDICINE WHO HAVE COMPLETED THE FLEXIBLE RETIREMENT OPTION (FRO) AND/OR ARE EMERITUS/A (THESE POLICIES PERTAIN ONLY TO EMPLOYEES OF DARTMOUTH COLLEGE)

Effective Date: 6/1/15
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Office with Primary Responsibility: Geisel Dean’s Office
Office with Secondary Responsibility: Human Resources

Members of the faculty of the Geisel School of Medicine who are employees of Dartmouth College and who have:

- completed the Flexible Retirement Option (FRO)
- been granted emeritus/a status by the Board of Trustees of Dartmouth College

may wish to maintain an active participation with the academic missions of the medical school, and in many cases, the medical school both welcomes and is greatly appreciative of this continued involvement. This policy outlines the provision under which faculty members who are post-FRO and/or emeritus/a may remain on the active faculty of the Geisel School of Medicine at Dartmouth.

Dartmouth College permits those who have completed FRO or who have transitioned to emeritus/a status to remain active on the faculty of the Geisel School of Medicine under the following conditions:

i. Appointments are granted on an annual basis and must be approved by the Dean in recognition that continued activities support the ongoing missions of the medical school. Prior appointments to the active faculty for those who are post-FRO and/or emeritus/a does not commit the school to continuing reappointments if the activities of the faculty member are no longer commensurate with the goals and missions of the medical school.

ii. Individuals who are post-FRO or emeritus/a will not receive salary support from central sources (e.g., subvention) unless there have been agreements reached by the Chair of the sponsoring department and the Dean of the medical school that the activities in which the faculty member is engaged warrant such central support. Any agreements to receive central funds must be approved on an annual basis at the time of reappointment.

iii. Unless there are agreements indicating that the Dean has approved compensation support from central sources, faculty members who are post-FRO and/or emeritus/a must derive all compensation from qualified (non-central) sources. Fractional FTE must also be commensurate with the level of compensation the faculty member is able to obtain from such sources.

iv. Faculty members who have made the transition to a retired status (post-FRO or emeritus/a) and have begun to draw on retiree health benefits may not have active status at an FTE > 0.5.

v. If approved by the Dean of the medical school and the Chief Human Resources Officer at Dartmouth College, appointment of a retired member of the faculty back to active status (≥ 0.5 FTE) may be granted if the following criteria are met:

The faculty member acknowledges in writing:

- that he/she relinquishes all accrued retiree health benefits;
- that appointment to active status for a faculty appointment at the rank of Assistant Professor, Associate Professor or Professor must occur following a national search or a waiver from a national search; and,
appointment to an active status will establish benefits commensurate with a new hire at the time of this transition.

vi. Post-FRO and/or emeritus/a status does not bestow voting rights to the faculty of Dartmouth College. However, the Geisel School of Medicine grants voting privileges to post-FRO and/or active emeritus/a members of the faculty for those measures that are specific to the School of Medicine only.

vii. As with all members of the faculty of the Geisel School of Medicine, post-FRO and/or emeritus/a members are expected to comply with all policies specific to members of the School of Medicine which may be found electronically at the link for the Geisel Faculty Handbook and with policies of Dartmouth College including, but not limited to, those outlined in the College’s Employment Policies and Procedures Manual.