

AVAILABLE TO ANY TENURED FACULTY MEMBER OR CONTINUING PROFESSIONAL

Flexible Work Arrangements¹

Flexible work arrangements are available to interested tenured faculty and continuing professionals interested in transitioning to retirement.

A change in the individual's and the college's expectations regarding the commitment to the three-fold mission of teaching, research, and service may be supported by a modification of the workload and/or the FTE/base salary. Interested individuals may discuss with the department head and/or dean to develop a mutually agreeable plan.

Pre-Retirement Planning Resources

The UA Human Resources website provides comprehensive resources for pre-retirement information, including retirement plan contacts and pre-retirement planning workshops. Visit <http://www.hr.arizona.edu> and select "Retiring Employees."

FOR OPTIONAL RETIREMENT PLAN (ORP) PARTICIPANTS ONLY

PHASED RETIREMENT PROGRAM FOR ORP PARTICIPANTS

- Must 1) be at least 62 years old and 2) be fully vested in the Optional Retirement Plan
- Phased period has no minimum and three year maximum
- Requires some reduction in FTE and workload
- Unrestricted access to retirement account funds during the Phased period
- Tenure/continuing status is irrevocably relinquished at end of the Phased period, the same as with any retirement
- Participant and University must both continue contributions to ORP while participant is employed

Interested individuals may discuss with the department head and/or dean to develop a mutually determined agreement terms. All Phased Retirement Program Agreements must be approved and signed by the Provost. Prior to entering the Phased Retirement Program, there can be no pre-arranged agreement by the participant and the University for the participant to return to work after retirement. Additional [information and an agreement template](#) are available on the Human Resources website at <http://www.hr.arizona.edu>.

FOR ARIZONA STATE RETIREMENT (ASRS) PLAN PARTICIPANTS ONLY

RETURN TO WORK AFTER RETIREMENT²

ASRS retirees who have terminated employment through a retirement **might** be able to continue receiving retirement benefits **and** Return To Work for an ASRS employer under certain circumstances related to

- 1) attaining normal retirement age as defined by [A.R.S 38-766.01](#), and
- 2) the number of hours and weeks worked in a fiscal year.

The ASRS Return To Work rules are complex and may be confusing. Interested ASRS participants are encouraged to

- 1) review all the resources on the ASRS website "[Working After Retirement](#)," and
- 2) speak with an ASRS representative about the retiree's specific situation.

Once the retiree understands how the Return To Work rules apply, the retiree is in a better position to discuss potential post-retirement employment with a department head and/or dean.

The ASRS website <<https://www.azasrs.gov>> also provides information about planning for retirement, including an online [Retirement Benefit Estimator](#) and in-person and online pre-retirement planning workshops.

Phone - Phoenix: 602-240-2000; Tucson: 520-239-3100; Toll Free outside Phoenix and Tucson: 800-621-3778

¹ Reduction in FTE or pay could affect the employee's retirement benefits and social security contributions

² Tenure/continuing status is irrevocably relinquished upon retirement