



Policy Chapter: Chapter 6 Faculty Affairs

Policy Number and Title: 06.054 Faculty Retirement with Modified Service

I. Policy Statement

The University of North Texas (UNT) provides full-time faculty members the opportunity to voluntarily retire from full-time service and enter modified service at age 55 (or thereafter) or when the combined years of service and age equals 80, and begin benefiting from retirement annuities while still contributing to the mission of UNT.

II. Application of Policy

Full-time tenured faculty, librarian faculty, and other full-time non-tenured system faculty with multi-year continuing term contracts. These faculty classifications are established in UNT Policies 06.004, 06.005, and 06.006.

III. Policy Definitions

A. Unit Administrator

“Unit Administrator,” in this policy, means an individual with unit supervisory responsibilities. Unit administrators include, but are not limited to, directors, chairs, associate deans, and deans.

IV. Policy Responsibilities

- A. In modified service, the faculty member shall relinquish full-time status, and tenure if applicable, in exchange for a commitment on the part of UNT to pay a proportion of the salary at the time of retirement commensurate with the workload each academic year.
- B. During the period of modified service, the retired faculty member shall be eligible for salary adjustments and shall be accorded all of the usual privileges enjoyed by full-time faculty members, except as provided by State Law and University policy.
- C. The assignment of workload must conform to [UNT Policy 06.027 Academic Workloads](#). The proportion of salary and workload may be up to one-half during both fall and spring semesters or 100 percent during either (but not both) of a fall and spring semester of a single academic year for up to three years.
- D. Retired faculty on modified service may terminate employment by giving written notice to their Dean at least 30 calendar days prior to the beginning of a given semester.
- E. Modified service requests are conditioned on the approval of the provost and the availability of funding. Any agreement made in connection with an early retirement is subject to all existing state and federal statutes and conditional upon the availability of funding.
- F. At the end of each academic year, the Dean shall prepare a report detailing both workload and compensation of each faculty member on modified service due to early retirement during that academic year. The report shall be presented to the Provost and Vice President

for Academic Affairs no later than the last day of May each year for presentation to the Board of Regents.

- G. A faculty member who retires under the Teacher Retirement System (TRS) is required by State Law to have a break in service for at least 30 calendar days between the retirement date and reemployment date under this policy. Per statute, the requirement for a 30-calendar-day break does not apply to ORP retirees.
- H. The University provides timely due process for faculty complaints and grievances in [UNT Policy 06.051](#); redress of such grievances will follow University guidelines and processes.

V. References and Cross-References

[Texas Education Code § 51.922](#)

[Texas Education Code § 51.964](#)

[UNT System Board of Regents Rules 05.1103-1105](#)

[UNT Policy 06.004 Faculty Reappointment, Tenure, Promotion, and Reduced Appointment](#)

[UNT Policy 06.005 Professional Faculty Reappointment and Promotion](#)

[UNT Policy 06.006 Librarian Faculty Reappointment and Promotion](#)

[UNT Policy 06.027 Academic Workload](#)

[UNT Policy 06.051 Faculty Grievance](#)

VI. Revision History

Policy Contact:	Policy Director, Office of the Provost and VP for Academic Affairs
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