

Partial Tenure Relinquishment Options in the College of Forestry

The College of Forestry is currently authorized to offer three options to tenured and tenure track faculty seeking to reduce their employment commitment from 1.0 FTE on 12-month appointments, including reducing FTE on a 12 month appointment or converting from a 12-month to 9-month appointment. All options are forms of partial tenure relinquishment and necessitate rewriting of tenure agreements. Faculty considering one of the options should consult with their Department Head to determine the best option for the individual, the department and the college. Faculty are also advised to carefully review and understand implications of these appointment changes to their benefits packages. The Department Head and Dean must approve any proposal for conversion. The administration is not obligated to accept any request that does not benefit the department, college or university. If approved, the individual's position description will be rewritten to align work expectations under the revised appointment.

Three examples are provided below to illustrate the different approaches, with each assuming an initial \$90,000 salary at 1.0 FTE for 12 months. In all examples below, the assumption is that the summer salary or supplemental FTE referred to will be self generated by the faculty member. Any supplemental departmental support is at the discretion of the department head.

Option 1. Standard OSU conversion from a 12-month to 9-month month appointment

This is the standard option for converting from a 12-month appointment to a 9-month appointment. See: <http://oregonstate.edu/admin/hr/jobs/912month.doc>. Under this option the base salary is reduced commensurate with a 9-month tenured appointment. The faculty member is eligible to earn an additional 2.5 months of salary during the summer through support from outside funds or other negotiated duties.

Example -- Standard Conversion Calculation for 12 month, 1.0 FTE, to 9 month 1.0 FTE

\$90,000	Current 12 month, 1.0 FTE annual salary
\$73,638	New 9 month, 1.0 FTE annual salary based on conversion policy (90,000/1.2222) and rounded to be divisible by 9
<u>\$20,455</u>	Potential summer salary of up to 2.5 months at monthly pay rate
\$94,093	Total potential salary over 12months

Option 2. Conversion from 12-month 1.0 FTE appointment to 12-month 0.75 FTE appointment, with incentive.

Under this option, a 12.5% incentive is added to the base 12-month salary and that amount is then reduced by 25% to a 0.75 FTE basis. The faculty member can supplement the 0.75 FTE up to 1.0 FTE with outside grants and contracts, shortcourses, or other negotiated duties.

Example -- 12 month, 1.0 FTE reduced to 12 month, .75 FTE

\$90,000	Current 12 month, 1.0 FTE annual salary
\$11,250	12.5% incentive based on the 12 month annual salary rate
\$75,948	New 12 month, .75 FTE annual tenured salary (90,000+11250) * .75) and rounded to be divisible by 12
<u>\$25,313</u>	Potential supplemental earnings over 12 months to achieve 1.0 FTE
\$101,250	Total potential salary over 12 months

Option 3. Conversion from a 12-month 1.0 FTE appointment to a 9-month 1.0 FTE appointment, with incentive.

Under this option, the base salary is reduced by 25% and then a 12.5% incentive [based on the initial 12-month salary] is added to the new 9-month salary. The faculty member is eligible to earn an additional 2.5 months of salary during the summer through support from outside funds or other negotiated duties.

Example -- 12 month, 1.0 FTE reduced to 9 month, 1.0 FTE

\$ 90,000	Current 12 month, 1.0 FTE annual salary
\$ 67,500	New 9-month, 1.0 FTE annual salary
\$ 11,250	12.5% incentive based on the 12 month annual salary rate
\$ 78,750	New 9 month salary, 1.0 FTE and rounded to be divisible by 9
<u>\$21,875</u>	Potential summer salary of up to 2.5 months at monthly pay rate
\$100,625	Total possible annual salary