

# Retirement Policy for Executives, High Policymakers, and Administrative Officers

## ACA-53



### About This Policy

Effective Date:

07-27-1969

Last Updated:

02-01-2012

Responsible University Office:

University Faculty Council

Responsible University Administrator:

Board of Trustees, Indiana University

Policy Contact:

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#### Policy Statement

As permitted by law, individuals holding administrative positions that are bona fide executive or high policymaking positions may be required to retire from their administrative positions at the end of the academic year in which they turn 65 if (1) the individual has been employed in such capacity for the two year period immediately before retirement; and (2) the individual is entitled to the minimum retirement benefit specified by federal law for persons who hold positions to which mandatory retirements may lawfully apply. The following are bona fide executive or high policymaking positions: President, Vice Presidents, Chancellors, Deans of Academic Schools on the core campuses, and the President and CEO of the Alumni Association.

Effective July 1, 2014, the mandatory retirement age for individuals holding administrative positions that are bona fide executive or high policymaking positions shall be increased to age 67 so that such persons must retire from their administrative positions at the end of the academic year in which they turn 67. On occasion it may be determined that other positions may be bona fide executive or high policymaking positions and, therefore, subject to administrative retirement at the specified age. The determination whether an administrative position is a bona fide executive or high policymaking position will be made based upon the authority and responsibilities of the position and applicable legal standards. The determination will be made by the President and the individual holding the position will be notified of the determination as soon as it is made.

Where administrative officers also hold tenured faculty or library rank, they can continue to serve in their non-administrative capacity.

The University may waive the requirement for administrative retirement. The waiver must be approved by the President of the University or, in case of the waiver of the retirement requirement for the President, by The Board of Trustees of Indiana University. Waivers shall be for one year or for another specified period and may be extended on a year-to-year basis, if approved by the President, or, in case of the waiver of the retirement requirement for the President, by The Board of Trustees.

This policy is applicable only to the named positions and shall not be extended to other positions unless they are approved by the President or are newly created positions.

