

The Academy

AT JOHNS HOPKINS

Academy Professor Handbook

The Academy at Johns Hopkins Academy Professor Handbook

Introduction and Mission:

The retired faculty of the Krieger School of Arts and Sciences is one of its greatest assets. The entire University community benefits from their involvement on campus, both with each other and with current faculty and students. Many retired faculty choose to remain actively engaged in their scholarship after they retire, and they prefer to pursue their scholarly activities within the context of the University community. Others wish to stay involved by attending lectures, contributing to and following new developments in fields of interest. To provide that context, the Krieger School of Arts and Sciences (KSAS) has established The Academy at Johns Hopkins. The mission of the Academy is to enhance the voluntary participation of retired faculty in the intellectual life of the University.

Academy Activities:

The Academy sponsors and supports valedictory lectures of retiring University faculty, as well as inaugural lectures of newly tenured University faculty. The Academy also invites visiting retired faculty to pursue their own scholarly activities and to participate in thematic seminars involving other members of the Academy and members of the current full-time faculty. The Academy encourages and supports linkages to the departments, especially to support interaction between members of the Academy and current (particularly junior) faculty. The Academy also hosts regular luncheon presentations featuring members of the Academy. Members of the Academy receive the title “Academy Professor.”

Governance of the Academy:

Every two years, members of the Academy elect a four-member governing board to include an Academy Professor representative from each of the divisions of KSAS—at present, the sciences, social sciences and humanities—and a Chair. Academy members are encouraged to participate in the governance of the Academy through election to the Board.

Academy Professors:

Tenured faculty at KSAS who meet the requirements for retirement from the University (i.e., age 55 and above with 10 or more years of continuous full-time service or 30 years of continuous full-time service to the University regardless of age) are eligible for consideration for the title Academy Professor. Additional criteria for appointment include a statement of intention to participate in Academy activities and a plan to continue a research program, all in the capacity of retired Academy faculty.

Academy Professors are not employees of the University or of the Academy; the commitment is part-time and under the control of each member of the Academy. Academy Professors have great flexibility in determining which activities are of greatest interest to them, and may pursue these

activities in a self-directed manner, without supervision. A common standard constituting participation will be defined by the governing board. Of course, Academy Professors will be expected to follow general standards of ethical conduct. In addition, any inventions or intellectual property developed in the course of Academy-related services will be subject to the university's Intellectual Property Policy.

Initial appointments of Academy Professors are for three years; renewal appointments are for terms of one year and are conditioned on the individual's attending Academy events during the year and continued scholarly activity in the capacity of Academy Professor; and in accordance with the terms and conditions set forth in this handbook. Decisions regarding renewal of the appointments of Academy Professors will be made by May 15 of each calendar year. The maximum term of service for Academy Professors is 10 years. Exceptions to the maximum term may be granted by the Dean of KSAS for individuals demonstrating extraordinary scholarly activity or service to the Academy.

An Academy Professor may request a leave of absence from that retiree designation for up to one year during which s/he will not receive the Health Care Incentive (if eligible and enrolled) or the research allowance. The period of the leave of absence will be included in the total years of appointment as Academy Professor. Following the leave of absence, the Academy Professor's appointment will be reinstated for the next academic year.

Expectations of Academy Faculty:

Academy Professors are expected to participate actively in the Academy. They are expected to attend lectures and other cultural events at the Academy, including the valedictory lectures of retiring faculty and inaugural lectures of newly tenured faculty. In addition, recognizing that Academy Professors are retired from employment with the University, the University encourages regular, albeit unscheduled part-time, engagement in scholarly activities, occasional teaching as agreed with applicable department chairs, voluntary mentoring of students, and/or participation in the governance of the Academy. Academy Professors complete an annual report of their Academy activities.

Facilities and Services Available to Academy Professors:

The following facilities will be made available to Academy Professors:

- Common space and office space within the Academy office to be shared with other Academy Professors and basic office equipment and supplies;
- Seminar/meeting space within the Academy office, available by reservation, or when not reserved, on a first come/first served basis;
- As available and agreed by department chairs, office or lab space within departments;
- Johns Hopkins email;

- Full privileges at university libraries;
- Parking under existing arrangements, space permitting;
- Services of the sponsored projects office, permitting submission of grant or other funding applications by Academy Professors and administration of sponsored projects;
- Posting research assistant positions for undergraduates, funded through the Dean's office under "undergraduate research opportunities";
- Bi-weekly luncheons scheduled throughout term time.

Compensation:

As indicated above, Academy Professors are not employees of the University or the Academy. The title "Academy Professor" is an unscheduled, part-time, retiree class appointment and does not carry compensation. Occasionally, retired faculty may receive compensation from sponsored research projects, teaching agreed to by Department Chairs and other paid activities. In these latter instances, the relationship of the individual and the University will be covered in a separate appointment letter.

Academy Faculty Research Allowances:

Academy Professors will be provided with a research allowance of \$2,000 per year. The research fund may be used in Academy Professor's discretion to support the purchase of books, journal subscriptions, equipment and supplies, attendance at meetings, or similar expenses incurred in connection with the individual's scholarly activities as a member of the Academy. The fund will be paid annually for as long as the individual maintains an active appointment as a member of the Academy. Up to \$1,000 of the annual allowances not used in a year may be carried forward for up to two years. If an Academy member has not used his/her allowance to support meaningful scholarly activity for a period of two years, the allowance will terminate.

Health Care Incentive Stipend:

Purpose: The purpose of this incentive benefit is to encourage and support tenured faculty of KSAS as they reach retirement eligibility by offering a financial incentive to voluntarily elect retirement and join the Academy at Johns Hopkins.

Eligibility: All full-time tenured faculty in KSAS ages 65 and above who are eligible to retire from the University with a minimum of 10 years of continuous, full-time service as of the date of

retirement and who agree to participate as retired Academy Professors at Hopkins are eligible for this program.

Health Care Incentive Stipend: Eligible faculty electing to participate in the program will receive a payment to help cover costs of retiree medical benefits. The amount of the Health Care Incentive is \$4,000 per year, paid in a lump sum, annually, as follows: individuals who retire at ages 65-68 will receive the Health Care Incentive for up to 10 years; individuals who retire at ages 69-70 will receive the Health Care Incentive for up to five years; and individuals who retire at age 71 and above will receive the Health Care Incentive for up to three years. Payment of the stipend is conditioned upon the eligible faculty member maintaining an active appointment as an Academy Professor. The stipend will be taxable income.

Phase in: Through June 1, 2012, all faculty who are eligible for the Health Care Incentive Stipend may enroll in the maximum benefit level of up to 10 years, regardless of age.

Enrollment: KSAS will begin enrolling eligible individuals in the Health Care Incentive Stipend beginning December 1, 2011. Individuals enrolling in the Health Care Incentive Stipend program must agree to retire from their tenured positions no later than June 30th following the date of enrollment in the benefit and maintain active participation as a member of the Academy. At their earliest convenience, faculty should notify the Dean's office of their intent to enroll in the Health Care Incentive. Enrollment must be initiated in sufficient time that individuals retire on or before the last date of the benefit level they elect, i.e., the last day on which they are age 68 or 70, as applicable. Eligibility for the benefit will be determined based on the faculty member's age on the date of retirement, not the date of enrollment.

Other Retiree Benefits: The Health Care Incentive Stipend is in addition to the benefits eligible faculty are entitled to receive from the retirement plans in which they are enrolled, as well as all other benefits the University makes available to its retirees, including, but not necessarily limited to, access to retiree medical benefits, tuition benefits and the full range of retiree programs.

Appointments to the Academy: Initial appointments to the Academy are for three years, and begin on the first July 1st following the date the eligible faculty member retires from the full-time faculty. Appointments are renewed for terms of one year each, and are conditioned on the individual's attending Academy and other University events regularly throughout the year and continued scholarly activity.

Disclaimer: Enrollment in the Health Care Incentive and participation in the Academy are voluntary, and KSAS and JHU do not require participation in this voluntary Health Care Incentive Program. Individuals should participate only if the Program meets their individual needs. The Health Care Incentive Stipend and all retiree benefits are subject to discontinuation at any time by the University.