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## Faculty Retirement Policy

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**Version:** 1.0

**Responsible University Official:** Provost

**Effective Date:** Jan. 1, 2024

### 1.0 Introduction

Saint Louis University provides certain benefits to all retired faculty (regardless of contract status). This policy defines retirement, those eligible to be retired, and the associated benefits.

### 2.0 Scope

This policy governs all full-time faculty employed by Saint Louis University who meet the eligibility requirements for retirement as defined herein and by other University policies, and who request to be considered retired from the University (see Section 3.0).

*Note: Faculty not employed by SLU, but by a third party – regardless of their faculty status at SLU – are explicitly not within the scope of this policy; they should consult their own employers regarding their own retirement benefits.*

### 3.0 Definitions

**Retirement.** Retirement is a status of relationship to the University that affords select benefits as defined herein.

**Retired Faculty.** Retired faculty are faculty who have:

- (a) notified SLU of their resignation of a position/s; and
- (b) reached the age of at least 55 and have served in a full-time position at SLU for at least 10 consecutive years immediately prior to retirement (OR have reached the age of at least 60 and have served in a full-time position at SLU for at least 7 consecutive years immediately prior to retirement)

### 4.0 Benefits of Retirement

The following benefits are available for retired faculty:

1. A University I.D. card which identifies the bearer as a retired faculty member.
2. Access to SLU library buildings, and privileges to check out any circulating materials owned by Pius, Medical Center, and Law libraries; access to electronic sources available on-campus in Pius Library and the Vincent C. Immel Law Library. New library acquisition requests for retired faculty should be made through their departments.
3. Free parking in all “General/Commuter” lots (as designated by the Office of Parking and

Card Services).

4. A free, one-year membership to the Simon Recreation Center membership. Following the one-year, free membership, Recreation Center membership is available to retired faculty on the same terms accorded current faculty.
5. Tuition remission for the retired faculty member for University courses, subject to the eligibility requirements specified in the *Faculty Manual*.
6. Tuition remission is also available to the spouse and children of retired employees, subject to the eligibility guidelines per the University Benefits Office.
7. Access to University facilities and events (including, but not limited to, University museums, the Busch Student Center, Cupples House, etc.) on the same terms accorded current faculty.
8. Uninterrupted and continuous access to and use of the retired faculty member's SLU e-mail address and e-mail account per other governing University policies.
9. Access to coverage through the University's *Retiree Health Care Plan*, if maintained, subject to the eligibility requirements specified in the plan documents. Medical insurance through University group plans are billed through the University Benefits Office.
10. Receipt of *Grand Connections* and *Universitas* or similar University-wide publications.

## 5.0 Approvals

### **This policy was:**

1. Endorsed by CADD: Dec. 18, 2024
2. Approved by Provost: Dec. 19, 2024
3. Amended by Provost: Jan. 22, 2025 ("friendly amendment" at Section 4.2 to clarify library access)
4. Amended by Provost: March 3, 2025 ("friendly amendments" at Section 4.2 to further clarify library access and at Section 2.0 to clarify that those not employed by SLU are not within the scope of this policy)