



DISTINGUISHED CAREER PROFESSORSHIP PROGRAM AGREEMENT

Virginia Commonwealth University (VCU) and _____ (Faculty Member), Department of _____, School of _____, enter into this Distinguished Career Professorship Program Agreement (Agreement) pursuant to the Distinguished Career Professorship Program (Program), which was established to honor selected senior tenured professors who meet certain eligibility criteria.

The Parties agree as follows:

1. The Faculty Member has been approved for the honorary Distinguished Career Professorship in accordance with the university's program document (attached).
2. By accepting the Distinguished Career Professorship, the Faculty Member must separate/resign/retire, as applicable, from their tenured faculty position at VCU and submit a letter of resignation or retirement from employment. The separation/retirement must be within 12 months from the date of the approval of the Distinguished Career Professorship and on a date as agreed upon by the dean.
3. In accordance with the terms of the Program, if an opportunity for part-time re-employment becomes available (e.g., adjunct appointment) upon separation from VCU, the Faculty Member could be re-employed provided VCU's [Procedures for the Part Time Employment of Retirees](#) are met.
4. If the Faculty Member is selected for re-employment by a college/school/unit, they are eligible for the following terms of appointment:
 - Eligibility for an adjunct appointment where the Faculty Member could receive up to 25% of his/her final pre-retirement academic year, base salary (excluding any salary/administrative supplements or salary related to honorary titles) for up to a maximum of three (3) academic years as follows:
 - o The compensation for the adjunct position is in addition to any retirement benefits the Faculty Member may be eligible to receive.
 - o The salary for the adjunct position is commensurate with the responsibilities and required effort of the adjunct position as determined by the hiring department.
 - o Compensation for an adjunct appointment at the end of the three years is to be paid at the standard adjunct rate for the discipline/school.
5. In addition, if re-employed, the Faculty Member will continue to be considered a member of the faculty and will be provided with the following:
 - Name shall appear as a faculty member in college/school/unit listing.
 - E-mail, phone and computer support.
 - Free parking as long as the Faculty Member has been a parking subscriber for their last 5 years at VCU.
 - Access to the library and athletics facilities commensurate with regular faculty.
 - Eligibility for travel funds at the discretion of the applicable chair/dean.
 - Office space as appropriate to their assignment, as available.

6. Re-employment in an adjunct position is permitted for one-year terms. Renewal will be dependent upon satisfactory annual performance evaluations, funding availability, and the needs of the department, school, or college.
7. If employed as an adjunct, the Professorship title may continue to be used beyond three years (subject to continued compliance with the tenants of VCU's policies/procedures and standards of conduct); however, any compensation beyond those three years will be paid at the standard adjunct rate for the discipline/school.
8. Faculty Member shall follow VCU's re-employment restrictions set forth in the [*Procedures for the Part Time Employment of Retirees*](#).
9. Faculty Members who retire under the Program shall receive all benefits to which they would otherwise be entitled as a retiree of the University as provided under, and subject to the terms of, applicable University policy.
10. This Agreement shall constitute the entire Agreement between the parties and any prior understanding or representation of any kind preceding the date of this Agreement shall not be binding upon either party except to the extent incorporated in this Agreement. Any modification of this Agreement shall be binding only if evidenced in writing signed by both parties.
11. The laws of the Commonwealth of Virginia will govern this Agreement.

By signing below, Faculty Member acknowledges agreement with the provisions noted above and those in the Program document (attached).

Signed:

Faculty Member
Title

Date

Dr. Arturo Saavedra
Interim Executive Vice President and Provost

Date

Program Information - <https://provost.vcu.edu/faculty/current-faculty/distinguishedprofessorship/>