University of Minnesota
Appointment Type Definition R-Retired

R – Retired
A post-retirement appointment for use in hiring a former employee who has retired and separated from University service. Retired - R appointments are part-time, less than 20 hours per week (either as a single appointment or combined multiple appointments), and are not eligible for benefits. The appointment type R is used regardless of whether or not the person is being appointed to the same job code/title held when the retirement took place. This is the only type of appointment available to any of the following retired individuals returning to University employment.

1. Those who have retired after accepting the Phased Retirement Program;
2. Those who have retired after accepting the Terminal Agreement Program, including the Federal Terminal Agreement Program;
3. Those who have retired after accepting the Retirement Incentive Option Program offered Spring 2008 and retired no later than June 6, 2009; and/or
4. Those who have started receiving retirement annuity payments from the Minnesota State Retirement System or Public Employees Retirement Association.

Retirees in one of the above categories may only be rehired in R appointments, with work efforts of less than 20 hours per week. Retirees not in one of the above categories may also hold retiree appointments, if appropriate, though an alternative appointment type should be used for work efforts of 20 hours or greater per week.

Example: A retired 9401 Professor from the department of Fisheries and Wildlife in the College of Food, Agricultural and Natural Resource Sciences (CFANS) is hired back at 40 percent time by the department of Soil, Water and Climate in CFANS. In this case, the job code/title under which the individual returned (9401 Professor) should be used. The appointment type of R should be used. (A retiree would NOT be hired as an Adjunct Professor either from within or outside of the University.)

Example: A civil service appointee holding a position of 8635 Information Technology Professional (term A, appointment type 1) in the School of Statistics retires. If the department makes a decision at some point to hire back this retiree, the person would be hired under the same job code 8635, perhaps the same term, and with an appointment type of R, if the person is in a less than 50 percent time position. If this retiree was not receiving MSRS payments when rehired, and the new position was a 75% position, an appointment type of 1 or 2 should be used.

Example: An appointee holding a position of 7834 Executive Secretary (term A, appointment type 1) in the Chemistry department retires. The department has a need to rehire the person into a 0001 Non-Exempt Temporary or Casual position. The term Z would be used and the type is R.