



Institutional Handbook of Operating Procedures
Policy 05.03.04

Section: Faculty Policies	Responsible Vice President: Executive Vice President and Provost
Subject: Appointments and Rank	Responsible Entities: Council of Deans & Office of Faculty Relations

I. Title

Retirement and Modified Service

II. Policy

UTMB will not require any of its employees to retire because of age, except as permitted by law.

III. Guidelines for Appointment to Modified Service

- A. The President of UTMB may appoint a person who has [retired](#) to modified service.
- B. Appointment to modified service will be made only if the President finds the service of the individual is in the best interest of UTMB.
- C. Appointment to modified service will be without tenure, and for not more than one academic year.
- D. Appointments for Teacher Retirement System participants will be made in compliance with [Texas Education Code, Section 51.964](#). The notice provisions of the [Regent's Rules and Regulations, Series 30301](#), Employment of Retirees, do not apply to nonrenewal of such appointments.

IV. Relevant Federal and State Statutes

[Texas Education Code, Section 51.922 – Mandatory Retirement Prohibited](#)
[Texas Education Code, Section 51.964 – Hiring of Certain Retirees](#)

V. Relevant System Policies and Procedures

[Regents' Rules and Regulations, Series 30301, Employment of Retirees](#)

VI. Dates Approved or Amended

<i>Originated:</i> 11/01/1995	
<i>Reviewed with Changes</i>	<i>Reviewed without Changes</i>
08/05/2010	4/21/2015
	01/04/2017

VII. Contact Information

Council of Deans
(409) 747-1551