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HARVARD UNIVERSITY.

THE FOLLOWING RULES CONCERNING RETIRING ALLOWANCES FOR UNIVERSITY OFFICERS WERE ADOPTED BY THE PRESIDENT AND FELLOWS ON MARCH 27, 1899, TO GO INTO EFFECT SEPTEMBER 1, 1899.

1. Any person in the service of the University and sixty years of age, who has held an office of the grade of an assistant-professorship, or of a higher grade, for twenty years, shall be entitled to a retiring allowance of $\frac{20}{100}$ of his last annual salary in activity, and to an additional allowance of $\frac{1}{60}$ of his last annual salary for each year of service in addition to twenty; but no retiring allowance shall exceed $\frac{40}{100}$ of the last annual salary in full activity. In counting years of additional service, years of continuous service as member of a Faculty with the title of tutor, instructor, or lecturer, or as assistant in a scientific establishment on an appointment not annual, may be added, at the discretion of the President and Fellows, to the years of service as assistant professor or in a higher grade.

2. No person under sixty years of age shall be entitled to a retiring allowance; but the President and Fellows may at their discretion pay to any person, who, while in the service of the University, has become incapable of discharging his duties by reason of permanent infirmity of mind or body, or has resigned, before the age of sixty, an allowance not exceeding that which he would be entitled to receive under Rule 1, if he had reached the age of sixty.

3. No person who has been in the service of the University less than twenty years as assistant professor or at a higher grade shall be entitled to a retiring allowance; but in computing the retiring allowance of a person who entered the service of the University, as a professor or at an equal grade, at an unusually advanced age, the President and Fellows may at their discretion add a number of years, not exceeding ten, to his actual years of service; and such a person may be granted a retiring allowance as soon as his total service, including the constructive addition, reaches twenty years.

4. Any professor or officer of like grade entitled to a retiring allowance, who, with the consent of the President and Fellows, shall give up a part of his work and the corresponding part of his salary, shall have a right, upon this partial retirement, to a retiring allowance computed under Rule 1, upon that part of his full salary which he relinquishes; and upon his complete retirement his allowance shall be computed on his last full annual salary, and his years of partial retirement shall count as years of service.

5. The President and Fellows may, in the exercise of their discretion, retire wholly or in part any professor or officer of like grade, who has reached the age of sixty-six, upon the retiring allowance to which he is entitled.

6. In the preceding sections, years of leave of absence are to be counted as years of active service; officers of long tenure whose salaries may be classed with those of professors or assistant professors, such as administrative officers, librarians, assistant librarians, curators, and assistants in the scientific establishments, are covered by the phrases "at an equal grade" or "of like grade"; and the "last annual salary in full activity" means the last regular salary as professor, excluding annual grants and extra payments.

7. The President and Fellows retain power to alter these rules, without, however, abridging the rights which individuals in the service of the University shall have acquired under them.

8. The obligation of the President and Fellows to pay retiring allowances will be neither greater nor less than their obligation to pay salaries; so that, if misfortune shall compel a percentage reduction of salaries, retiring allowances will be reduced in the same proportion.