

The Arc of the Academic Research Career at Princeton: Issues for the 21st Century

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**Workshop on the Arc of the Academic Research Career: Issues and
Implications for U.S. Science and Engineering Leadership**

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Family-Focused Programs for Graduate Students and Postdocs at Princeton

- **Maternity leave (GS and P)**
- **One additional term of financial support for the primary caretaker of each child (GS)**
- **Backup care program (GS and P)**
- **Dependent care travel fund (GS and P)**
- **Spousal Travel Program (P)**
- **Employee Child Care Assistance Program (P) and Student Child Care Assistance Program (GS)**
- **Expanding on-campus childcare (GS and P)**
- **Employee Assistance Provider Work/Life Program (GS and P)**
- **LotsaHelpingHands (GS and P)**

Family-Focused Policies and Programs for Faculty at Princeton

- **Maternity leave**
- **Automatic one-year extension of the tenure clock for each child**
- **Work-load relief for the primary caretaker**
- **Backup care program**
- **Dependent care travel fund**
- **Employee Child Care Assistance Program**
- **Expanding on-campus childcare**
- **Employee Assistance Provider Work/Life Program**
- **Partner placement assistance**
- **LotsaHelpingHands**
- **Tuition grants for college-aged children**

http://www.princeton.edu/dof/policies_procedures/family_friendly/

Characteristics of the New Retirement Plan

- Available to faculty who are at least 55 years old and have at least 10 years of service at Princeton
- Retirement agreement must be signed between ages of 65 and 69
- Faculty member is paid a bonus that is a multiplier of the faculty member's salary or the average salary of all faculty members at that rank, whichever is greater: the latter has been particularly popular
- Bonus is 1.5 times salary at age 65 and declines by .25 times salary each year after that through age 69
- After signing a retirement agreement, faculty members may continue to teach half-time for half pay for up to three years, with the number of years dependent on the age at signing
- Alternatively, faculty members may sign an agreement before age 67 and continue to teach full-time until age 70, receiving a bonus equal to one year of salary

Supports for Continuing Research and Scholarship for Retired Faculty at Princeton

- Appointment as Professor or Associate Professor Emeritus
- Office Space provided when possible
- Secretarial and computer support provided when possible
- Retention of computing privileges and faculty email address'
- Use of library on same basis as active faculty
- On-campus parking permits
- Opportunity to teach up to three courses depending on departmental needs
- Appointment as Senior Scholar for research-active retired faculty
- Eligibility for grants from University for Humanities and Social Science retired faculty
- Continuing availability of research accounts and an infusion of \$5000 at beginning of retirement
- Ability to accept new postdoctoral fellows and other researchers (but not new graduate students)