

The VCU Retirement Connection!

Retirees have just what we need –

Talent ... Skill ... Time

Our interest in faculty and staff doesn't end upon their retirement from Virginia Commonwealth University (VCU).

In June 2007, we launched "The VCU Retirement Connection." After employees retire, we contact them for their interest in and permission to add their names to our roster of retired workers who are available to work upon request. The retiree's knowledge and experience offer VCU a great opportunity to fill short-term vacancies that will not affect their retirement status.*

To learn more, contact Debbie Fitzgerald, Coordinator of Work/Life Resources, at dmfitzge@vcu.edu or 828-1521.

Check out these testimonials –



From a retiree:

"... You've created a win/win situation with this program that invites VCU retirees to ... work on temporary assignments. I am a happy and busy retiree, but it was nice ... to know that I was filling a need that served many people.

"I think we sometimes forget about the good work that is being done at VCU -- teaching, training, research, caring for patients.... I have to say that already being trained on the various University systems and knowing many of the policies and procedures made me more effective, which is a primary benefit to VCU. This made it a fairly easy transition to a new area within the University.

"A retiree ... comes with the knowledge and experience to be an asset ... with the loyalty and commitment to VCU that would be rare in a person from a temporary agency...."

From a manager:

"... The retiree seems very comfortable with figuring out ... what needs to be done and how to do it. She's people-oriented and has the medical campus experience as well. She was ready to 'hit the ground running.'

"... She's a trooper ... is rising to the challenge and has jumped in with both feet. She is also making additional notes that will help the new hire, once in place. We plan to keep her (on for a while) ... to help with the transition.

"What a wonderful solution to our dilemma!"

* IRS rules apply to the employment of faculty and staff who have retired from Virginia state service through the Virginia Retirement System (VRS), the VCU Optional Retirement Plan (ORP), and the Virginia Law Officers' Retirement System (VaLORS). For more information, see <http://www.hr.vcu.edu/forms/Re-HiringRetirees--VCUProcedures&Form.pdf>.