



I've decided to retire from my position at Harvard – what do I do?

- Let your Manager know with a resignation letter, including a departure date and indication that you are retiring.
Please Note: Your last day cannot be paid time off
- Let your team know and alert your manager when everyone you'd like to tell personally have been made aware.
Work with your manager to develop a transition plan for your team.
- Questions to consider:** What work needs to be done before you go? Who will be handling your work and how can you maximize the remainder of your time at Harvard to ensure that they are ready to do so? Where do you keep files and other important information? Who should gain access to those files and how?
- Contact the [Benefits Office](#) for questions about your benefits and to find out if you are eligible for post-retirement benefits. If you have unused vacation time, you may be eligible to defer all or a portion of your [vacation payout](#) into your Tax-Deferred Annuity (TDA) Plan account. You can submit this form to your HR Coordinator, indicating how much you'd like to contribute, or "maximum allowed," if you want to contribute as much as is allowed.

Now that everyone has been looped in, what do I need to do before my last day?

- Work with your manager and team on the transition plan.
- Transfer over or provide access to all work-related electronic information to your manager and teammates. Determine what, if anything, should be transferred to a department-wide shared drive.
- Confirm that all time and absences have been submitted to PeopleSoft and approved by your manager.
- Confirm your phone number and home address in PeopleSoft to ensure that your W2 is mailed to the right place.
- Reconcile all outstanding expenses from your Corporate Card or P-Card, if applicable
- Submit all outstanding reimbursements.
- Remove all personal information from all University devices, including documents, communications, emails, voicemails and text messages. Make sure to contact the [HUIT Service Desk](#) if you need help.
- Transition any accounts for automatic Harvard payroll deductions, such as parking or external insurance plans
- If you park in a University parking lot, contact Parking Services prior to your departure.
- Schedule an exit interview with your HR Consultant.
- Send this checklist to your personal email address/print it out, so that you can refer to it after your last day
- Before your last day, make sure to return to your manager all Harvard-owned equipment; i.e. computer, software licenses and accessories, any Harvard-owned cell phones, all keys to your desk, office, etc., and any P-Cards or Corporate Cards. **Please note:** You keep your HUID Card, though all access will be removed.

After I've left Harvard, what happens?

- You will receive your last paycheck, based on the [Payroll Calendar](#). This paycheck will include a payout of any Vacation and earned Longer Service time, unless you have chosen to defer it into your TDA account.
Please Note: If your last day worked is before the 15th of the month, you will not accrue vacation for that month. However, if your last day worked is on or after the 15th, your accrual will be awarded in your final paycheck.
- If you park in a University parking facility and pay through payroll deductions, you will receive a refund in your last payroll check. If you paid cash or check for your permit, a refund check will be mailed within 30 business days of providing the permit back to the Parking Office.
- Once Payroll processes your retirement, you will receive a confirmation statement regarding the status of your employee benefits in the mail.
- If you move within the next calendar year, contact your HR Coordinator with your current mailing address to ensure that you receive your W-2.

Questions?

Health, Welfare and Voluntary Benefits

[Benefits Office](#) – (617) 496-4001

COBRA Benefits

[Crosby Benefits Systems](#) – (800) 462-2235

Retirement Benefits/TDA Accounts

[Harvard University Retirement Center](#) – (800) 527-1398

Payroll and Paid Time Off

[Traci McBurnie](#), Payroll Coordinator – (617) 495-9987

IT Help

[HUIT Service Desk](#) – (617) 495-7777

Parking

[Parking Services Office](#) – (617) 496-7827

General HR Questions

[Jessica Crowley](#), Human Resources Coordinator – (617) 495-5314

[Dick McGinnis](#), Associate Director of Human Resources – (617) 496-2296

[Nicole Breen](#), Director of Human Resources – (617) 495-0826