

To: University Faculty

From: Personnel Policy Committee; Ankita Deka, Matthew Haines (chair), Merilee Klemp, Joan Kunz, Marc McIntosh (Senate Rep)

Re: Faculty Handbook – Emerita/us status

Date: 04.04.2018

Rationale for proposal: The 2017 Faculty Handbook (current) makes little mention of criteria of how emeritus status is awarded (see below) and no mention of the status for NTTF. (Sections 7.8 and 8.2.D mention privileges and rights in faculty meetings.) The inclusion of FHB language would provide the Provost's office guidance on decisions when to award the honorary title.

Proposal: To include the language below into the Faculty Handbook as a new section; Section 6.1.4. [Note, Section 6.1 is "Appointments"]

6.1.4 Emerita/us status

While not technically an appointment, the Professor Emerita/us honorary title may be awarded by the Board of Regents upon recommendation of the President and/or Provost to faculty that had a tenure-track or special appointment, typically, after 15 or more years of full-time distinguished and meritorious teaching and service to the University and who have limited responsibilities or terminated their responsibilities as a faculty member for valid reasons (e.g., retirement, illness).

The title Professor Emerita/us is an honorary one and does not affect salary or fringe benefits that might be involved in any part-time, per-course contract between the individual and the University. Benefits can be found in section 7.8 and 8.2D of the Faculty Handbook.

The title of Emerita or Emeritus may be withdrawn by the President upon the recommendation of the Provost.

2017FHB (current) references to faculty emeriti. No recommended changes to these sections at this time.

7.8 Retirement

Retirement benefits accrue for eligible employees who have made arrangements through the Human Resources department for their retirement plan participation (7.8.1). Terms and benefits of the retirement plan are subject to changes in the provider's policies. Please consult with Human Resources for details about eligibility and benefits options.

Ordinarily, retirement occurs at the end of an academic year. Individual faculty members should notify their departments and the administration of the decision to retire as far in advance as possible. Several options for retirement may be arranged: standard retirement (7.8.2); early retirement (7.8.3); and phased retirement (7.8.4).

Retired faculty gain emeritus status as granted by the Board of Regents. Emeritus status confers the following privileges: library privilege; on-line privileges, the institution's publications; administration of grants; the gym and lockers; faculty dining; and participation in convocations and academic processions. Health, dental, and life insurance plans provided through the University will continue through the end of the month in which retirement is effective. At that time, retiring faculty have the option to continue insurance coverage from the University's group plans under the Consolidated Omnibus Reconciliation Act (COBRA) at the faculty member's own expense, until the faculty member is covered by another group plan, is covered through Medicare, or until 18 months have elapsed, whichever occurs first.

8.2.D (subsection of Voting Members of the Faculty)

Presidents and teachers emeriti will be regarded as honorary faculty members. They will have the right to attend faculty meetings, to speak on all matters of business coming before the Faculty, and to participate in academic processions. They may also be asked to serve on special committees.