

To: University Faculty
From: Personnel Policy Committee; Ankita Deka, Matthew Haines (chair), Merilee Klemp, Joan Kunz, Marc McIntosh (Senate Rep)
Re: Faculty Handbook – Emeritus status – for the April 26 Faculty Meeting
Date: 04.20.2018

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 some guidance from faculty regarding the granting of the honorary title.

Suggested revised language based on feedback after April 11, Faculty meeting and April 16 Faculty Senate meeting. Rationale for the revisions are stated below the initial April 11 proposal. Motion to add the following language to the Faculty Handbook:

6.1.4 Emeritus status

Professor Emeritus is an honorary title, conferred by the Board of Regents upon recommendation of the President and/or Provost, which carries specific rights and privileges (Faculty Handbook 7.8 and 8.2D). Normally, nominations originate with the department and are forwarded by the Department Chair to the Provost. Faculty eligible for emeritus status will have held a full-time tenure-track or special appointment, characterized by a record of distinguished and meritorious teaching and an exemplary record of either service to the University or scholarship, for at least 15 years. Emeritus status is typically bestowed upon eligible faculty upon retirement or the resignation of full-time faculty appointment that is not terminated for cause.

This honorary appointment does not convey or alter their employment status with the University. The title of Professor Emeritus may be withdrawn by the President upon the recommendation of the Provost.

Initial Proposal brought to Faculty 4/11/18: 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.

Rationale of changes from initial reading at the 4/11/18 faculty meeting:

- Emerita/us to emeritus change: “Emeritus” is often used in a way that does not distinguish between genders. Thus, the change of the original emerita/us to emeritus.

- Inclusion of scholarship: NTT Special appointments could focus on teaching and scholarship, but not have service expectations as suggested in sections 6.1, 6.12.5.A and 6.12.5.B of the 2017 Faculty Handbook.
- Inclusion of initialization of procedure: The updated proposal includes as part of the process a nomination from the department through the Department Chair to the Provost.
- Other comments from faculty subsequently discussed by PPC and not incorporated into the changes: a) have a two tiered title, one for NTT and one for TT faculty. “Professor” title to be used for TT faculty which guarantees that they have a terminal degree; b) more clearly articulating criteria for “distinguished”; c) creating a more rigorous process and an application to make the title more competitive.

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.