

Resolution 2022-2. On Emeritus Status for Retired Faculty Members

The Faculty Council resolves:

A member of the voting faculty, as defined in the *Faculty Code of University Government*, who takes service retirement and is no longer performing compensated services for the University should be presumed to be eligible to have emeritus status. Emeritus status is indicated by appending the designation “emeritus” or “emerita” to the faculty titles and distinctions the faculty member held immediately prior to retirement.

Emeritus status may be withheld from a retiring faculty member by a school or department only in exceptional circumstances that must be explained in writing to the faculty member by the dean or department chair. Examples of such exceptional circumstances may include, but are not limited to:

- (1) The faculty member is the subject of an incomplete investigation into potential violations of university policies at the time of retirement; or
- (2) The faculty member is the subject of a disciplinary or discharge proceeding at the time of retirement.

A faculty member who is notified in writing that emeritus status is being withheld may request in writing that the Provost review the decision. After considering the relevant facts and circumstances, the Provost shall decide whether the faculty member is to receive emeritus status.

In addition to the benefits and privileges retired faculty members receive as University retirees, schools and departments are encouraged to provide to retired faculty members who continue active participation in the academic life of the University such amenities as may be appropriate for the nature and extent of their work, to the extent financial, space, personnel, and other functional constraints may permit. Such amenities may include, but are not limited to, the opportunity to use or be assigned office space and laboratory facilities. Emeritus faculty should be listed in school or departmental directories and should be provided the opportunity to store appropriate academic work and materials on the school or department’s website. It is also appropriate that faculty with emeritus status be included in lists of school and departmental faculties in official University publications.

This resolution repeals and replaces Resolution 2004-3, On the Use of Courtesy Titles by Retired Members of the Faculty, and the Resolution of the Faculty Council adopted September 15, 1978, relating to emeritus faculty.

Submitted by the Retired Faculty Association.

Comment:

Section 1-4 of the *Faculty Code of University Government* defines the voting faculty as comprising:

- (i) all members of the General Faculty having tenured or probationary-term appointments,
- (ii) librarians who are members of the General Faculty, and
- (iii) fixed-term faculty whose positions satisfy the following criteria:

1. the position is for not less than 75% of an equivalent full-time position and is not a visiting appointment; and
2. the duties of the position include teaching, research, or both; and
3. the actual or anticipated length of service in the position is at least three years. This criterion is satisfied if (i) the current term of appointment is for three years or more, or (ii) the appointment is a renewal appointment to the same position and the combined length of the current term and the immediately preceding terms is three years or more.

This definition includes clinical, research, teaching, and other faculty members with fixed terms, provided their positions satisfy the criteria in paragraph (iii).