

11.7 EMERITUS STATUS FOR RETIREES.

(Regents 12/10/71)

Presidents who retire may receive the emeritus title by action of the Board of Regents.

Faculty members of the rank of professor (code 11), associate professor (code 12), and assistant professor (code 13) who retire to part-time service or resign from the University to effect their retirement after age 65 shall be accorded emeritus titles. General administrative officers, deans or directors, major department heads, and the library professional staff shall be accorded emeritus rank on retirement.

Deans and directors who withdraw from administrative duties before age 65 shall be accorded emeritus title upon retirement, but those who withdraw from administrative duties on or after age 65 shall be accorded emeritus rank at that time.

Such of the above who are on permanent disability sick leave shall be granted the emeritus rank at age 65.

Faculty members who retire voluntarily before age 65 may be granted the emeritus title provided they have served at least ten years.

Appointments to and deletions from the emeritus rank shall be included in the Register of Personnel Changes and be reported through appropriate channels to the Personnel Office on change of status forms.

DRAFT approved by the Emeritus Faculty Council 2-5-01; minor revisions approved by Definitions Committee and EFC President 2-16-01.

11.7 Emeritus Status for Retirees

The status and title of Emeritus are not entitlements; rather they are conferred upon faculty and library professional staff who retire after having served the University under honorable circumstances for a significant period of time, except as provided below.

a. Definitions.

"Retire" means to terminate service from the University and immediately receive retirement benefits under any approved University retirement plan.

"Regular faculty" means tenured faculty or salaried clinical-track faculty of the rank of professor, associate professor, or assistant professor.

"Honorable circumstances" means that the faculty or staff member was not terminated as a result of a grievance procedure against him or her.

"Significant period of time" normally shall be construed as 10 or more years of continuous service.

b. Automatic conferral of emeritus status. The following shall be accorded emeritus faculty status automatically when they retire from the University under honorable circumstances, including permanent disability sick leave, after serving the University for a significant period of time: (1) regular faculty; (2) central administrative officers, deans and directors, if they also hold regular faculty status; (3) library professional staff.

c. Permissive conferral of emeritus status.

(1) Presidents. Presidents who do not qualify for emeritus status automatically under b. may receive emeritus status by action of the Board of Regents.

(2) Upon the recommendation of the Dean(s) of the college(s) in which the faculty member served and with the approval of the Provost, the following may be accorded emeritus status: (a) regular faculty who retire or terminate their service to the University either before having served a significant period of time or under other than honorable circumstances or both; (b) unsalaried clinical or adjunct faculty who terminate

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their service to the University under honorable circumstances after serving a significant period of time.

(3) Upon the recommendation of the Provost, central administrative officers, deans and directors who also hold regular faculty status, and library professional staff who retire or terminate their service to the University either before having served a significant period of time or under other than honorable circumstances, or both, may be accorded emeritus status.

(4) In all cases recommended under c.(2) or (3), the Dean(s) or Provost, respectively, shall confer with appropriate faculty bodies and shall accord great weight to the opinions of those faculty bodies before making a recommendation.

d. Titles. The title conferred upon achievement of emeritus status shall be the last held before retirement followed by Emeritus. Central administrative officers, deans and directors, if they also hold faculty status, shall select either the administrative or faculty rank title followed by Emeritus, regardless of whether they retire directly from the administrative position or return to the faculty before retirement. Women who retire to emeritus status may request to use Emerita officially and may use that title informally whether or not they request it officially.

e. Process. Appointments to emeritus status (and deletions due to deaths) shall be included in the Register of Personnel Changes and shall be reported through appropriate channels for personnel changes to the Human Resources Office.

f. Limitations. Failure of a University official to recommend or approve a faculty or staff member for emeritus status when conferral of such status is permissive is not subject to review under the University's grievance procedures.