

8 **POLICY RECOMMENDATION**

9 **Emeriti Faculty**

10 **Rescinds F92-6 and F96-7**

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13 Resolved: That F92-6 and F96-7 be rescinded and replaced with the following policy, effective
14 immediately.

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16 *Rationale: F92-6 established the conferral of "Emeritus Status" and F96-7 slightly revised the way in
17 which this title was granted. While the current policy unambiguously states that all tenured
18 faculty will normally be granted emeritus standing when they retire, the status of non-
19 tenured faculty—whether Lecturers or other categories within Unit 3—is less well defined
20 and is at the discretion of the President. Some Presidents dating back to Gail Fullerton
21 have occasionally granted Emeritus status to Lecturers, for example, but others Presidents
22 are less inclined to do so.*

23
24 *Under what circumstances should a non-tenured faculty member receive Emeritus status?
25 In crafting this proposal, the Committee has tried to balance important concerns. The title
26 Emeritus is a significant honorific title in part because it carries the meaning that the
27 recipient has contributed to our university in an honorable way over the course of a career,
28 and has been judged worthy by peers. The committee believes that the RTP review
29 process is sufficiently rigorous to assure that tenured faculty meet this requirement, and
30 hence the existing policy's standards are appropriate for tenured faculty and no change for
31 them is needed.*

32
33 *In the years since the last major revision of the policy in 1992, however, San Jose State has
34 come to rely ever more heavily upon the long-term contributions of non-tenured faculty.
35 Some non-tenured faculty invest decades of their professional lives at San Jose State and
36 become vital contributors to their departments. The activities of non tenured faculty often
37 feature years of devoted teaching and mentoring and sometimes extend further, such as
38 those who take on service activities, advising duties, or who participation in research and
39 creative activities. The contributions of non-tenured may be different, but can be just as
40 honorable and as lengthy as those of their tenured peers. Non-tenured faculty, however, by
41 definition have not undergone the review associated with the RTP process. This redrafted
42 policy establishes some simple criteria so that non-tenured faculty may be considered for
43 Emeriti status after a peer review.*

44
45 *In examining this issue, the Professional Standards Committee has considered information
46 from several sources. First, we acknowledge AS-3157-13/FA (Rev), a resolution of the
47 Academic Senate of the CSU that states that "in acknowledgement of the historic and
48 current contributions of lecturers" the ASCSU expresses "its support for the inclusion of
49 criteria for lecturers in all campus faculty emeritus policies."*

50
51 *Second, we examined the policies of other CSU campuses, and found numerous examples
52 of other campuses that confer emeritus status on some Lecturers. Three examples include
53 the following:*

- 54 1. *San Diego State requires that meritorious faculty be nominated and voted on
55 by the Academic Senate to be awarded emeritus status; no Presidential action
56 is required. Lecturers may be nominated.*
- 57 2. *San Francisco State confers emeritus status on every faculty member who
58 retires after 10 years of service.*
- 59 3. *Long Beach State confers emeritus status on all faculty (including lecturers)
60 who retire after 10 years of service.*

61
62 *Third, we polled the SJSU Emeritus and Retired Faculty Association (ERFA) to determine if
63 they had useful advice about the policy. We received about a dozen responses, some of
64 which were quite detailed and thoughtful. From what we could determine, most retired
65 faculty think the title "Emeritus" is symbolically significant. While many Emeritus faculty
66 make use of some of the privileges associated with the title, usage of these privileges did*

67 not seem to be particularly heavy and—especially given that our dozen respondents are
68 probably among the more highly motivated ERFA members—the privileges do not seem to
69 be a significant financial burden for the University.
70 When we inquired whether ERFA members thought that Lecturers should be granted
71 Emeritus standing and (if so) under which conditions, all but one respondent said “yes” but
72 many had qualifications. Generally the respondents thought that Lecturers should have at
73 least ten years of service and should have demonstrated a significant commitment to the
74 University. One respondent said “yes” but suggested “Emeritus Lecturer” (we propose
75 simply “Emeritus Faculty” as per the old policy.) One Emeritus President wrote to note that
76 she had once granted Emeritus standing to a temporary faculty member over the objections
77 of faculty.

78
79 Finally, the committee rather unexpectedly stumbled into a controversy over the appropriate
80 use of Latinate titles and gender neutral language. After consultation with our resident
81 Greek and Latin Professor and style manuals, we have rewritten the policy to correspond
82 with a more contemporary and gender-neutral usage. See for example the Chicago manual
83 of style: <http://www.chicagomanualofstyle.org/qanda/data/faq/topics/Usage/faq0012.html>
84

85 In the policy below we have underlined and struck out only the most prominent changes.
86 The editorial changes to numbering and to the Latinate titles are not marked.

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89 *Approved: (November 17, 2014)*

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91 *Vote: (6-0-0)*

92
93 *Present: (Peter, Green, Mathur, Riley, White, Romero)*

94
95 *Absent: (Fatoohi, Dresser, Fujimoto, Lee)*

96
97 *Financial Impact: Few direct impacts. Emeritus faculty are entitled to some small*
98 *benefits such as occasional parking passes and use of the Library. These privileges tend*
99 *not to be exercised frequently.*

100
101 *Workload Impact: Department personnel committees will be asked to make*
102 *recommendations concerning the granting of emeriti standing for temporary faculty.*
103 *Some departments may choose to create additional criteria to evaluate their applicants.*

104 EMERITI FACULTY

105

106 1. Eligibility for Emeritus Faculty Status

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108 1.1. Emeritus standing shall normally be conferred on each tenured faculty
109 member upon retirement from the University.

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111 1.2. Emeritus standing shall normally be conferred on non-tenured faculty upon
112 retirement from the University who meet the following conditions:

113

114 1.2.1. They have been employed for a minimum of ten years. Those years
115 shall be continuous except for leaves consistent with the Collective
116 Bargain Agreement.

117

118 1.2.2. They have been approved by a Department personnel committee,
119 which must find that the faculty member has made significant
120 contributions to the University, allowing for the particular character of
121 the academic assignment, i.e., most Lecturers are employed strictly
122 as teachers, non-tenured Counselor faculty are employed as
123 counselors, etc. As evidence of its approval, the committee shall
124 summarize its decision in writing and shall provide a copy of the
125 decision to the President or his designee.

126

127 1.3. In special circumstances the President may withhold the awarding of
128 Emeritus standing for cause. Prior to the conferral of emeritus standing, the
129 President may ask appropriate officials and the Board of Academic Freedom
130 and Professional Responsibility whether there is cause to withhold this
131 standing.

132

133 1.4. The President may confer emeriti status on any other retiring faculty
134 member.

135

136 1.5. Faculty participating in the Early Retirement Program are considered to be
137 regular members of the faculty and therefore are not yet eligible for emeriti
138 status.

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140 2. Privileges of Faculty Emeriti

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142 2.1. Faculty emeriti may place the Latin designation *emeritus* or *emerita*
143 following the title of their highest academic position on official
144 correspondence, (i.e. Professor Emerita, Professor Emeritus, or Lecturer
145 Emeritus, Lecturer Emerita, Librarian Emerita, Counselor Faculty Emeritus,
146 etc.)

147

148 2.2. New faculty emeriti shall be listed in the program of the commencement
149 ceremony closest to their retirement. Faculty emeriti will be listed in a
150 position of honor on a prominent University website and in appropriate
151 University publications. ~~should be listed as such in the University Catalog,~~
152 ~~in the same manner as regular faculty.~~

153

- 154 2.3. Faculty emeriti shall be given a certificate of emeritus status and a
155 permanent ID card indicating their status as emeritus members of the
156 faculty.
157
- 158 2.4. Faculty emeriti shall be granted the same library privileges and held to the
159 same responsibilities as regular faculty.
160
- 161 2.5. The University should, so far as space, resources, and priorities permit,
162 assist faculty emeriti in their scholarly or professional pursuits. Such
163 assistance may include, but is not limited to, the assignment of an
164 appropriate office space if available, access to equipment or services, and
165 the right to compete for research grants through the University Foundation.
166 Decisions about the provision of resources should be broadly consultative
167 and should include officials from affected units (i.e., Chairs when
168 Department resources are involved, Deans when college resources are
169 involved, etc.)
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- 171 2.6. Faculty emeriti should have access to campus recreational facilities and to
172 cultural and athletic events on the same basis as regular faculty.
173
- 174 2.7. Upon request, faculty emeriti shall be granted, insofar as space allows, free
175 parking permits.
176
- 177 2.8. Faculty emeriti shall be permitted to keep and continue to use their official
178 SJSU email accounts.
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180 3. Association for emeriti and retired faculty 181

- 182 3.1. A voluntary association has been established to serve the needs of emeriti
183 and retired faculty, and to help them maintain a continuing and fruitful
184 association with the University.
185
- 186 3.2. All emeriti and retired faculty are eligible for membership, and the
187 association's members should elect its officers. The association shall
188 determine its own name and constitution, and is presently named the
189 Emeritus and Retired Faculty Association (ERFA).
190
- 191 3.3. The association endeavors to keep emeriti and retired faculty informed of
192 University affairs, and to develop means to facilitate their participation as
193 may be appropriate in the life of the University.
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