

1 San Jose State University  
2 Academic Senate  
3 Professional Standards Committee  
4 March 20, 2023  
5 Final Reading

AS 1848

6 **Policy Recommendation**  
7 **Amendment A to University Policy F14-2**  
8 **Emeriti Faculty**  
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11 Legislative History: This proposal would amend the policy on Emeriti Faculty to include  
12 access to buildings at SJSU.  
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14 Rationale: University Policy F14-2 grants emeriti faculty a number of privileges,  
15 including library privileges, access to campus recreational facilities, and  
16 official SJSU email accounts. Emeriti faculty often teach classes and  
17 continue their RSCA activities. Access to campus buildings is a necessary  
18 component of both teaching and scholarship, and F14-2 currently has no  
19 provision for building access. In addition, F14-2 makes several references  
20 to “regular” faculty, but this language has been replaced in recent policy  
21 with language that is more inclusive and specific.  
22

23 Resolved: That F14-2 be modified as provided in this recommendation.  
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26 Approved: 3/6/23

27 Vote: 9-0-0

28 Present: Barrera, French, Gómez, Kazemifar, Monday, Pruthi, Riley, Smith, Wang

29 Absent: Maldonado  
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31 Financial Impact: None anticipated

32 Workload Impact: Some additional work by FD&O to process updates to Emeriti Faculty  
33 building access  
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EMERITI FACULTY

38 1. Eligibility for Emeriti Faculty Status

39 1.1. Emeritus standing shall normally be conferred on each tenured  
40 faculty member upon retirement from the University.

- 41 1.2. Emeritus standing shall normally be conferred on non-tenured  
42 faculty upon retirement from the University who meet the following  
43 conditions:
- 44 1.2.1. They have been employed for a minimum of ten years.  
45 Those years shall be continuous except for leaves consistent  
46 with the Collective Bargaining Agreement.
- 47 1.2.2. They have been approved by a Department personnel  
48 committee, which must find that the faculty member has made  
49 significant contributions to the University, allowing for the  
50 particular character of the academic assignment, i.e., most  
51 Lecturers are employed strictly as teachers, non-tenured  
52 Counselor faculty are employed as counselors, etc. As evidence  
53 of its approval, the committee shall summarize its decision in  
54 writing and shall provide a copy of the decision to the President or  
55 ~~his~~ **their** designee.
- 56 1.3. In special circumstances the President may withhold the awarding  
57 of emeritus standing for cause. Prior to the conferral of emeritus standing,  
58 the President may ask appropriate officials and the Board of  
59 Academic Freedom and Professional Responsibility whether there is  
60 cause to withhold this standing.
- 61 1.4. The President may confer emeritus standing on any other retiring  
62 faculty member.
- 63  
64 1.5. Faculty participating in the Early Retirement Program are considered to  
65 be ~~tenured regular members of the~~ faculty and therefore are not yet eligible  
66 for emeritus standing.

## 67 2. Privileges of Faculty Emeriti

- 68 2.1. Faculty emeriti may place the Latin designation *emeritus* or *emerita*  
69 following the title of their highest academic position on  
70 official correspondence, (i.e. Professor Emerita, Professor Emeritus,  
71 or Lecturer Emeritus, Lecturer Emerita, Librarian Emerita, Librarian  
72 Emeritus, Counselor Faculty Emeritus, Counselor Faculty Emerita,  
73 etc.)
- 74 2.2. New faculty emeriti shall be listed in the program of the  
75 commencement ceremony closest to their retirement. Faculty emeriti  
76 will be listed in a position of honor on a prominent University website  
77 and in appropriate University publications.

- 78 2.3. Faculty emeriti shall be given a certificate of emeritus status and a  
79 permanent ID card indicating their status as emeritus members of  
80 the faculty.
- 81 2.4. Faculty emeriti shall be granted the same library privileges and held to  
82 the same responsibilities as **all other regular** faculty.
- 83 2.5. The University should, so far as space, resources, and priorities  
84 permit, assist faculty emeriti in their scholarly or professional pursuits.  
85 Such assistance may include, but is not limited to, the assignment of  
86 an appropriate office space if available, access to equipment or services,  
87 and the right to compete for research grants through the  
88 University Foundation. Decisions about the provision of resources should  
89 be broadly consultative and should include officials from affected units  
90 (i.e., Chairs when Department resources are involved, Deans when  
91 college resources are involved, etc.)
- 92 2.6. Faculty emeriti should have access to campus recreational facilities and to  
93 cultural and athletic events on the same basis as **all other regular** faculty.
- 94 2.7. Upon request, faculty emeriti shall be granted, insofar as space allows,  
95 free parking permits.
- 96 2.8. Faculty emeriti shall be permitted to keep and continue to use their  
97 official SJSU email accounts.
- 98 **2.9 Faculty emeriti shall have access to campus buildings on the same basis as**  
99 **all other faculty.**

### 100 3. Association for emeriti and retired faculty

- 101 3.1. A voluntary association has been established to serve the needs of  
102 emeriti and retired faculty, and to help them maintain a continuing and fruitful  
103 association with the University.
- 104 3.2. All emeriti and retired faculty are eligible for membership, and  
105 the association's members should elect its officers. The association  
106 shall determine its own name and constitution, and is presently named  
107 the Emeritus and Retired Faculty Association (ERFA).
- 108 3.3. The association endeavors to keep emeriti and retired faculty informed of  
109 University affairs, and to develop means to facilitate their participation as  
110 may be appropriate in the life of the University.