

**SAN JOSÉ STATE UNIVERSITY
ONE WASHINGTON SQUARE
SAN JOSE, CA 95192**

F14-2, University Policy, Emeriti Faculty

Legislative History:

Rescinds F92-6 and F96-7

At its meeting of December 1, 2014, the Academic Senate approved the following policy recommendation presented by Senator Peter for the Professional Standards Committee. This policy replaces University policies F92-6 and F96-7. F92-6 established criteria for conferral of “Emeritus Status” to tenured faculty members. F96-7 amended the way the title was granted in the first paragraph of F92-6. The current policy amends criteria for conferral to include lecturers, and rescinds both F92-6 and F96-7.

Action by University President:

**Approved by President Mohammad Qayoumi
and signed on December 18, 2014.**

**University Policy:
Emeriti Faculty**

Resolved: That F92-6 and F96-7 be rescinded and replaced with the following policy, effective immediately.

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

Under what circumstances should a non-tenured faculty member receive Emeritus status? In crafting this proposal, the Committee has tried to balance important concerns. The title Emeritus is a significant honorific title in part because it carries the meaning that the recipient has contributed to our university in an honorable way over the course of a career, and has been judged worthy by peers. The committee believes that the RTP review process is sufficiently rigorous to assure that tenured

faculty meet this requirement, and hence the existing policy's standards are appropriate for tenured faculty and no change for them is needed.

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

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

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

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

Third, we polled the SJSU Emeritus and Retired Faculty Association (ERFA) to determine if they had useful advice about the policy. We received about a dozen responses, some of which were quite detailed and thoughtful. From what we could determine, most retired faculty think the title "Emeritus" is symbolically significant. While many Emeritus faculty make use of some of the privileges associated with the title, usage of these privileges did not seem to be particularly heavy and—especially given that our dozen respondents are probably among the more highly motivated ERFA members—the privileges do not seem to be a significant financial burden for the University.

When we inquired whether ERFA members thought that Lecturers should be granted Emeritus standing and (if so) under which conditions, all but one respondent said "yes" but many had qualifications. Generally the respondents thought that Lecturers should have at least ten years of service and should have demonstrated a significant commitment to the University. One respondent said "yes" but suggested "Emeritus Lecturer" be the title. One Emeritus President wrote to note that she had once granted Emeritus standing to a temporary faculty member over the objections of faculty.

Finally, the committee rather unexpectedly stumbled into a controversy over the appropriate use of Latinate titles and gender neutral language.

After consultation with our resident Greek and Latin Professor and style manuals, we have rewritten the policy to correspond with a more contemporary and gender-neutral usage. See for example the Chicago manual of style:
<http://www.chicagomanualofstyle.org/qanda/data/faq/topics/Usage/faq0012.html>

Approved: (November 17, 2014)

Vote: (6-0-0)

Present: (Peter, Green, Mathur, Riley, White, Romero)

Absent: (Fatoohi, Dresser, Fujimoto, Lee)

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

Workload Impact: Department personnel committees will be asked to make recommendations concerning the granting of emeriti standing for temporary faculty.

Some departments may choose to create additional criteria to evaluate their applicants.

EMERITI FACULTY

1. Eligibility for Emeriti Faculty Status

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

2. Privileges of Faculty Emeriti

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

- 2.2. New faculty emeriti shall be listed in the program of the commencement ceremony closest to their retirement. Faculty emeriti will be listed in a position of honor on a prominent University website and in appropriate University publications.
- 2.3. Faculty emeriti shall be given a certificate of emeritus status and a permanent ID card indicating their status as emeritus members of the faculty.
- 2.4. Faculty emeriti shall be granted the same library privileges and held to the same responsibilities as regular faculty.
- 2.5. The University should, so far as space, resources, and priorities permit, assist faculty emeriti in their scholarly or professional pursuits. Such assistance may include, but is not limited to, the assignment of an appropriate office space if available, access to equipment or services, and the right to compete for research grants through the University Foundation. Decisions about the provision of resources should be broadly consultative and should include officials from affected units (i.e., Chairs when Department resources are involved, Deans when college resources are involved, etc.)
- 2.6. Faculty emeriti should have access to campus recreational facilities and to cultural and athletic events on the same basis as regular faculty.
- 2.7. Upon request, faculty emeriti shall be granted, insofar as space allows, free parking permits.
- 2.8. Faculty emeriti shall be permitted to keep and continue to use their official SJSU email accounts.

3. Association for emeriti and retired faculty

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