TO: The Academic Senate
FROM: The Faculty Affairs Committee (FAC)
SUBJECT: 12-13 FAC 8 amended: New CSU East Bay Policy on Emerita and Emeritus Status
ACTION REQUESTED: That the Academic Senate approve the following changes to the CSU East Bay Policy on Emerita and Emeritus Status.

BACKGROUND:
At their February 6, 2013 meeting, FAC edited the CSU East Bay Policy on Emerita and Emeritus Status. In May 2012, the Statewide Academic Senate approved Resolution 3068 (http://www.calstate.edu/acadsen/Records/Resolutions/2011-2012/3068.shtml) asking that campus emeritus policies address four different areas in their policy: a) eligibility/criteria for determining emeritus status, b) the process to acquire emeritus status, c) honors/privileges provided for emeriti faculty, and d) responsibilities of emeriti faculty.

The following sections of Eligibility, Procedures, and Titles have been added to the CSUEB Policy on Emerita and Emeritus status and were further amended on the Senate floor at the 4/9/13 Academic Senate meeting:

I. ELIGIBILITY
1. The minimum period of employment on this campus for any member of the faculty to be eligible for consideration for emeritus/emerita status shall be ten (10) years or shall be the equivalent of ten (10) years of full-time service.
2. A member of the faculty who does not meet these criteria but who has made exceptional contributions to the University or who met the criteria before this policy became effective may be recommended for emeritus/emerita status by his or her academic department or division to the President. The President shall make the final decision in such cases.

II. PROCEDURES
1. The Provost’s Office shall notify the appropriate College Dean or the University Librarian regarding the pending retirement of a faculty member who is eligible for emerita/emeritus status and the President shall grant emeritus/emerita status upon retirement.
2. The President may withdraw emeritus status for cause.

III. TITLES
Emeritus/emerita status shall be granted at the highest academic rank held by an individual, e.g. Lecturer Emeritus/Emerita, Assistant Professor Emeritus/Emerita, Associate Professor
Emeritus Emerita, Professor Emeritus Emerita, Senior Assistant Librarian Emeritus Emerita, Associate Librarian Emeritus Emerita, Librarian Emeritus Emerita.

Other significant changes to the document include:

- The minimum period of employment has been changed from 12 years of full-time service to 10 years, or the equivalent, of full-time service.
- An Emeritus candidate will be granted retention of their CSUEB email address.
- Emeritus faculty participating in the Faculty Early Retirement Program (FERP) shall be considered to be emeriti for the purposes of participating in official emeriti elections and the filling of designated emeriti positions on committees during all quarters, including those during which they are considered members of the regular faculty.

**ACTION REQUESTED:**
FAC voted unanimously to pass the new Emeritus Policy document and asks that the Academic Senate approve the new CSUEB Policy on Emerita and Emeritus Status.
In recognition of the teaching, scholarly and professional contributions made by faculty before retirement and in recognition that research and other professional activities do not end with retirement, it is the policy of California State University, East Bay to honor retired faculty with emeritus status, to encourage their continued association with the University, and to provide, where possible, for the continued pursuit of their scholarly interests. Emeritus status brings with it expectations of ethical and professional conduct requisite of a member of the CSU faculty.

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IV. RECOGNITION AND PRIVILEGES
1. At retirement, emeritus faculty shall receive recognition at an appropriate University function.
2. Emeritus faculty shall receive an identification card indicating emeritus status and shall be included on all official lists of the faculty and may receive business cards on the same basis as other faculty.
3. Emeritus faculty shall have the same library privileges as other faculty. This includes, but is not limited to, remote access to library online data bases.
4. Emeritus faculty shall have the same access to University email as other faculty.
5. Emeritus faculty may apply to the Office of the Provost and Vice President of Academic Affairs for use of office or other space, equipment, and other campus facilities in support of research or educational projects.
6. Emeritus faculty may receive short-term complimentary parking or may purchase long-term parking permits on the same basis as regular faculty, with assignment to faculty and staff parking lots on the basis of space available. Short-term complimentary parking will not be used by emeritus faculty in quarters in which they are employed under the Faculty Early Retirement Program (FERP) or some other basis.
7. Emeritus faculty may propose and receive grants, contracts, and projects on the same basis as other faculty, in accordance with regular University procedures for such activities.
8. Emeritus faculty shall enjoy the same access and ticket arrangements as regular faculty for use of recreational and social facilities.
9. Emeritus faculty may receive information from the Office of the Provost and Vice President of Academic Affairs about opportunities to register in courses for credit.
10. Emeritus faculty may participate on the same basis as regular faculty in University public ceremonies, such as Commencement and Faculty Convocation, and may receive campus publications on request.
11. Departments are encouraged to use the expertise of their emeritus colleagues as guest lecturers, substitute faculty, and members of thesis or master's degree committees. Emeritus status shall not bar eligibility to teach in summer session, in extension, or on a part-time basis.
12. Emeritus faculty participating in the Faculty Early Retirement Program (FERP) shall be considered to be emeriti for the purposes of participating in official emeriti elections and the filling of designated emeriti positions on committees during all quarters, including those during which they are considered members of the regular faculty.