TO: The Academic Senate
FROM: The Faculty Affairs Committee (FAC)
SUBJECT: 15-16 FAC 8: New CSU East Bay Policy on Emerita and Emeritus Status
(2/8/13)
ACTION REQUESTED: That the Academic Senate approve the following changes to the CSU East Bay
Policy on Emerita and Emeritus Status.

BACKGROUND:
In May 2012, the Statewide Academic Senate approved Resolution 3068 asking that campus
eremitus 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.

At their February 6, 2013 meeting, FAC edited the CSU East Bay Policy on Emerita and Emeritus Status, and was approved by the Senate on April 9, 2013, but the policy was vetoed by
the president. The president requested that eligibility and procedures be clarified, and that
emeritus status for lecturers be considered in a separate proposal.

FAC in Fall 2015 developed the following policy proposal modified From 96-96 BEC 11,
considering the concerns of President Morishita, and borrowing from policies from other CSUs.

Changes between the 1997 and the 2016 proposed emeritus policy.

1. Organized into subsections by request of Statewide Academic Senate.
2. Made it clear that teaching, research, and service be considered in awarding emeritus
   status.
3. Added the possibility of posthumous award.
4. Added procedures for nomination, eligibility determination, and presidential approval.
5. Made it clear that the honored faculty would choose their own preferred honorific
   (Emeritus or Emerita).
6. Listed responsibilities and noted that emeritus status may be revoked for cause.

The proposed policy, attached below, was passed unanimously by FAC on March 2, 2016.
EMERITA/EMERITUS POLICY

History:
88-89 FAC 8, Senate Approved 5-30-89, President Approved 6-12-89
90-91 BEC 7, Senate Approved 4-23-91, President Approved 5-3-91
96-97 BEC 11, Senate Approved 5-13-97, President Approved 5-22-97
I5-16 FAC 8, Senate Approved XX, President Approved XX

I. PURPOSE

Emeritus status is an honor that may be awarded to retired faculty based on demonstrated dedication to the university as evidenced by exceptional contributions in teaching, research, or service. In recognition that research, teaching, and/or service may not end with retirement, it is the policy of California State University, East Bay to honor these 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.

II. ELIGIBILITY

1. Upon retirement from the university, a regular member of the faculty who has the equivalent of twelve or more years of full-time service to the University shall be eligible for nomination to emeritus/emerita status, and can be nominated by any current faculty member.
2. Nominees shall have demonstrated exceptional contributions to teaching, research, or service over their years of employment.
3. A member of the faculty who does not meet these criteria but who has made exceptional contributions to the University may be recommended for emeritus/emerita status by their academic department or division to the President. The President shall make the final decision in such cases.
4. Emerita/emeritus status may be bestowed posthumously.

III. PROCEDURES

1. A nomination may come from any peer or group of peers, preferably from the nominee’s department or unit.
2. The nomination shall briefly outline the exceptional contributions made by the nominee, and can be submitted for consideration during the final year of service before retirement, or any time thereafter.
3. The nomination letter shall be signed and presented to the Office of the Provost and Vice President for Academic Affairs.
4. The Provost shall confirm the eligibility of the nominee’s length of service and forward eligible nominations to the Office of the President for consideration within 30 working days.

5. The President shall respond to the nominee in writing with their decision within three months of receipt from the Provost. An affirmative decision letter shall be accompanied by a certificate of emerita/emeritus status, after the President confirms the preferred honorific (emeritus or emerita).

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

IV. HONORS & PRIVILEGES include but are not limited to:

1. Emeritus faculty shall receive recognition at an appropriate university function.
2. Emeritus faculty shall receive an identification card indicating emeritus status, shall be listed with faculty in catalogs and directories, 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 on-line resources.
4. Emeritus faculty may apply to the Office of the Provost and Vice President for Academic Affairs for use of office or other space, equipment, and other campus facilities in support of research or educational projects.
5. Emeritus faculty may receive short-term complimentary parking, or may purchase long-term parking permits on the same basis as regular faculty.
6. Emeritus faculty may propose and receive grants, contracts, projects on the same basis as other faculty, in accordance with regular University procedures for such activities.
7. Emeritus faculty shall enjoy the same access and ticket arrangements as regular faculty for use of recreational and social facilities.
8. Emeritus faculty may receive information from the Office of the Provost and Vice President for Academic Affairs about opportunities to register in courses for credit.
9. Emeritus faculty may participate on the same basis as regular faculty in University public ceremonies such as Commencement and Faculty Laurels and Distinctions, and may receive campus publications on request.
10. 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.

V. RESPONSIBILITIES

1. Emeritus faculty are expected to hold to the highest standards of conduct in academia and will follow all university policies and procedures that apply to other faculty.
2. Emeritus status can be revoked by the President for cause if university standards of conduct are not met.