



**Interpretation of Rights of Faculty with FERP and PRTB Assignments
to Participate in Elections and to Serve on Committees**

History:

97-98 FAC 7

01-02 FAC 5

01-02 FAC 8

09-10 cFAC6

16-17 FAC 3; President approved 5/4/17

The following new interpretation addresses the rights of FERPing and PRTB faculty to participate in University governance, as regular members of the faculty. It aims to reconcile these faculty members' part-time work assignments with their frequent engagement in service as full-time faculty.

This interpretation confirms that FERPing and PRTB faculty should retain broad rights to participate in faculty governance. At the same time, when serving in faculty governance FERPing and PRTB faculty are expected to perform the normal responsibilities, duties, and activities of full-time faculty.

According to the CSUEB Constitution of the University Faculty, Article III, Section 2, *a regular faculty member* is one who holds a full-time, annual, academic appointment within the University, is officially assigned to a teaching service area administered by the department, and holds academic rank of Instructor or higher.

In keeping with CBA 29.8, 9, 18 and 19, and 30.13, *a FERPing and PRTB faculty member is a regular faculty member during his or her "period of employment,"* and FERPing and PRTB faculty have equivalent rights in faculty governance, with the exception of service in emeritus faculty governance.

This interpretation follows from these provisions. It incorporates and supersedes 97-98 FAC 7 regarding rights of FERPing and PRTB faculty to participate in faculty governance and 01-02 FAC 5 and 01-02 FAC 8 regarding rights of FERPing emeriti to participation in emeritus governance.

Definitions:

1. *Faculty in Faculty Early Retirement Program (FERP)*

FERPing faculty are regular tenured faculty who have entered the Faculty Early Retirement Program with a reduced teaching assignment.

2. Faculty in Pre-Retirement Reduction in Time-Base Program (PRTB)

PRTB faculty are regular tenured faculty who have reduced their time-base, and hence their teaching assignment, before retirement.

3. Emeritus Faculty Rights in Faculty Governance

Emeritus faculty rights are governed by the separate CSUEB “Policy on Emeritus Faculty.” FERPing faculty may be eligible for emeritus status; PRTB faculty are not eligible for emeritus status.

Eligibility to vote:

Since FERPing and PRTB faculty are Regular Members of the University Faculty during their period of employment. They may vote in university-wide elections that are held during their period of employment.

Eligibility to Serve on Department, College, and University Committees:

FERPing and PRTB faculty may serve on the Academic Senate, any of its Standing Committees, and any other University Committee governed by the provisions of the Constitution and Bylaws, with the following provisos:

- a. With the exception of service on RTP and Faculty Search Committees, FERPing and PRTB faculty shall be replaced during any unassigned semester in the same way as a faculty member absent for other reasons.
- b. FERPing and PRTB faculty serving on RTP and/or faculty search committees shall be available for committee consultation in Fall and/or Spring Semesters.
- c. Departments and Colleges may set their own policies restricting the eligibility of such faculty for election to Department and College committees only insofar as service on these committees is consistent with this policy and the CBA.

Eligibility to serve in Emeritus Governance:

FERPing status shall not disqualify emeriti from participating in official emeriti elections and the filling of designated emeriti positions on committees during all semesters, including those in which they are considered members of the regular faculty. PRTB faculty are not eligible to serve in emeritus governance.