

ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY

AS-1712-87/FA
January 8-9, 1987

ESTABLISHMENT OF EMERITUS STATUS IN THE CSU

- WHEREAS, Each campus has procedures for conferring emeritus status on retiring faculty; and
- WHEREAS, Each campus has provided certain privileges for retiring faculty awarded emeritus status; and
- WHEREAS, Such practice has not been officially endorsed by The California State University Board of Trustees; therefore be it
- RESOLVED: That the Academic Senate of The California State University urge the Chancellor and the Board of Trustees to approve and implement the following recommendations:

1. EMERITUS STATUS

The Trustees should give formal recognition to the title, Emeritus Faculty. Tenured members of the faculty who retire shall be considered for emeritus status according to procedures established by campus senates. Emeriti shall be deemed to be continuing members of the academic community.

2. PRIVILEGES

Emeritus status shall carry with it various privileges including at the very least:

- a) A university faculty I.D. card as an emeritus faculty member.
- b) Faculty library privileges.
- c) Invited participation in public ceremonies.
- d) Attendance at faculty meetings.
- e) Attendance at all university functions open to the faculty.
- f) Use of campus recreational and social facilities.
- g) Eligibility for faculty and staff parking.

3. VOLUNTARY SERVICE

The University shall offer to emeriti faculty the opportunity to continue university service, to be defined by the University, as voluntary* employees to maintain direct, professional association with the University.

*Under the provisions of the classifications and qualification standards of the Trustess of The California State University (class code 0050).

APPROVED UNANIMOUSLY

March 5-6, 1987

ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY

AS-1552-85/FA
January 10-11, 1985

STATEMENT ON EMERITUS POLICY

- WHEREAS, The Academic Senate of The California State University has urged each campus to offer to retired faculty who have given long and effective service all practical and useful privileges, responsibilities, benefits and courtesies, within the general bounds of existing budgets and the teaching and scholarly needs of regularly employed faculty; and
- WHEREAS, Each campus has procedures for conferring emeritus status on retiring faculty; and
- WHEREAS, Such practice has not been officially endorsed by the CSU Board of Trustees; therefore be it
- RESOLVED: That the Academic Senate of The California State University urge the Chancellor and the Board of Trustees to recognize the status of emeritus faculty by establishing the following policy: The title of (Rank) Emeritus of (Discipline) at (Campus) shall be conferred upon CSU faculty according to criteria determined by local senates/councils and approved by local presidents.

APPROVED UNANIMOUSLY

January 10-11, 1985

ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY

AS-1551-85/FA
January 10-11, 1985

REPORT OF THE AD HOC COMMITTEE ON
THE ROLE OF EMERITI FACULTY

- WHEREAS, The Academic Senate of The California State University appointed an Ad Hoc committee, including emeritus faculty, in accordance with its resolution, "Statement on Emeritus Faculty," (AS-1224-81/FA, March 12-13, 1981); and
- WHEREAS, The Ad Hoc committee was charged with studying the role of emeritus faculty and making recommendations to the Academic Senate CSU; and
- WHEREAS, The Ad Hoc committee has forwarded its report to the Academic Senate CSU; therefore be it
- RESOLVED: That the Academic Senate of The California State University reaffirm the positions reflected in its resolutions "Emeritus Faculty Status" (AS-980-78/FA, March 2-3, 1978) and "Statement on Emeritus Faculty" (AS-1224-81/FA); and be it further
- RESOLVED: That the "Report of the Ad Hoc Committee on the Role of Emeriti Faculty" be received by the Academic Senate CSU; and be it further
- RESOLVED: That the Ad Hoc Committee Report be forwarded to the respective senates and councils to consider those portions of the report having local applicability.

APPROVED UNANIMOUSLY

January 10-11, 1985



ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY

Attachment to: AS-1551-85/ FA

400 Golden Shore, Suite 134, Long Beach, California 90802 • (213) 590-5578 or 5550, ATSS: 635-5578 or 5550

August 24, 1984

TO: John W. Bedell, Chair
Academic Senate CSU

FROM: Sidney Albert, Emeritus
Howard Kimball, Emeritus
Earl Wallis, Emeritus

SUBJECT: Report of Ad Hoc Committee on the Role of
Emeriti Faculty

Carl Wallis

Granting emeritus status to a faculty member upon retirement has long been a general custom in higher education. However, the criteria used to grant emeritus status vary widely among universities throughout the country and within the CSU system as well. The activities of professors emeriti also show wide variation: some remain busy doing research and publishing, active in the life of the campus, while many retire and drop out of academic work altogether. Leaving full-time teaching need not mean abandoning scholarship or other useful academic service. As the AAUP recommendations stated "... emeriti themselves are a rich essentially untapped resource, a supplemental source of expert and mature counsel. For among them are to be found individuals of proven talent and achievement, who could be invited to fill special assignments of use to the general faculty and administration of their respective institutions." Although emeriti professors can be a valuable asset, their role in the CSU system needs to be clarified. The matter of emeritus

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status was considered by the Academic Senate in 1978 (AS-980-78/FA) and again in 1981 (AS-1224-81/FA Revised). The 1981 resolution proposed that an ad hoc committee including emeritus faculty be established to study the role of emeritus faculty. This report is the work of that committee.

Without aiming at uniformity in emeritus status policy, a better understanding of the strengths and weaknesses of the practices on the various campuses may help bring improvement to each of them. Each campus in the CSU has developed its own procedures for granting emeritus professor status. Although some plans are similar, there is wide variation in the system. At one campus "any member who retires" is granted emeritus status, while at the other extreme, several campuses require that the candidate has held a full-time position for at least 15 years and has been recommended by the department and reviewed by school and university committees before the president grants emeritus status. This wide difference in practices within the system is, however, not surprising for it is usual in other state systems to have similar flexibility. For example, the state of Illinois grants emeritus status to any retired full professor who spent a "significant amount of time" in the system. Many of these continue to work on committees and do research in their previously established area of expertise. They may be granted office or laboratory space and provided with other resources

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by their departments where the departments have vastly more autonomy than in the CSU.

Another example is in the State University system of New York. There the Trustees have simply stated a policy: "Members of the University Faculty who retire in good standing . . . shall be entitled to append the term 'Emeritus' to the title of their academic or administrative post after the time of retirement". Beyond this the individual campuses have developed their own procedures, such as faculty recommending to the president that an individual be granted emeritus status.

The University of California views the retired professor as a continuing member of the faculty with all of the rights and privileges of a full-time professor. Emeriti professors are eligible to serve on any committee--even their Committee on Privilege and Tenure.

The following are some examples of activities of emeriti professors that benefit the university:

1. Enhancing the status of the university by engaging in research and publication.
2. Advising students.
3. Advising student special interest groups and clubs.
4. Serving on thesis committees.

5. Conducting seminars, colloquia and serving as guest lecturers in areas of their particular expertise.
6. Assisting beginning faculty in their scholarship and teaching.
7. Working as substitute teachers when departmental needs arise.
8. Serving on committees at department, school, university and systemwide levels.
9. Serving on the local faculty senate or council.
10. Advising or consulting with various agencies of the university.
11. Engaging in institutional research.
12. Lobbying public officials for the support of the university and higher education.
13. Speaking before community groups, high schools and community colleges.
14. Working with agencies such as the alumni associations, arts councils, friends of the library.
15. Assisting university and faculty through pre-retirement counseling and seminars.
16. Assisting the university in maintaining accurate emeriti records.
17. Making contributions of books, art collections and gifts of any kind to the university.
18. Working with the university development program in fund raising activities such as soliciting bequests.
19. Preparing grant proposals.
20. Sharing their research with the regular faculty.

RECOMMENDATIONS

As a result of the study of the role of emeritus faculty, the committee proposes recommendations in the following categories:

- Recommendations with respect to Recognition of Emeriti Faculty:
 1. A certificate of emeritus status awarded at the time of retirement.
 2. Recognition at the commencement ceremony at the time of retirement.
 3. An identification card indicating status as an emeritus professor.
 4. Emeritus faculty business cards upon request.
 5. Listing with the faculty in all appropriate campus and home directories upon request.
 6. Listing with the faculty in all catalogues.
 7. Courtesy campus parking.
- Recommendations regarding Scholarship and Research:
 1. Faculty library privileges at any campus in the CSU system. A library card allowing full use of the library, including interlibrary loans, and any special faculty facilities in the libraries, including study carrels.
 2. Office and/or laboratory or studio space, computer access and clerical support allocated after the requirements of regular faculty have been met.
 3. The right to propose and administer grants, contracts and research projects.
 4. Eligibility to receive assistance in defraying travel and other costs incurred in presenting papers at professional meetings.

● Recommendations concerning University Governance:

1. Participating, at the discretion of the department, in departmental meetings and affairs.
2. Eligibility to be elected or appointed to campus committees, senate or council, at all levels.
3. Eligibility for membership on committees of the CSU Academic Senate
4. Consideration of the establishment of an "Emeriti and Retirement Issues Committee" of the CSU Academic Senate.

● Recommendations related to University Life:

1. Complimentary or reduced price admission to athletic, dramatic, film, lecture, musical, and other events of the university.
2. Opportunity to audit university courses subject to the availability of space and the consent of the instructor.
3. Participation in university public ceremonies.
4. Use of recreational and social facilities of the university with at least the same access and ticket arrangement as available to regularly employed faculty.
5. The use of university space by an Emeritus Faculty Association.
6. Eligibility to receive campus news publications.

● Recommendations related to Academic Work

1. Eligibility to teach in summer session and extension programs.
2. Eligibility to supervise thesis and serve on masters degree committees.
3. Eligibility to serve as substitute professor when the need arises.
4. Eligibility for part-time teaching.

- Recommendations regarding legitimizing Emeriti Professors as continuing members of the academic community.

It is recommended that the CSU Board of Trustees establish the following policy:

1. Emeritus Status. Members of the faculty who retire in good standing shall be entitled to append the term "emeritus" to the title of their academic post after the time of retirement.
2. Privileges. Emeritus rank shall carry with it each of the following privileges which, in the judgment of the campus president are feasible: use of the library and study facilities, use of office and laboratory space, eligibility for research grants.
3. During those academic years when emeriti professors function professionally without compensation for the university, they should be appointed as "Voluntary Employees" under the provisions of the Classification and Qualification Standards of the Trustees of CSU (class code: 0050)

- Recommendation to further explore the status and role of Emeriti Professors in the CSU;

It is recommended that the Academic Senate of The CSU recognize the need for further exploration of the status and roles of Emeriti Professors and that it assign the matter to the appropriate committee for further consideration and recommendation.

EW/mmc