

COMMITTEE ON FACULTY AND STAFF RELATIONS

RECOGNITION OF THE TITLE *EMERITUS FACULTY*

Background

Emeritus status for retired faculty is a long-standing but variously defined tradition in American higher education. In recent years there has been a national movement to provide additional recognition and enhanced privileges for retirees, much of the impetus for which is coming from within the CSU. Emeritus status has been cited as an important component of successful early retirement programs. It enables retired faculty to maintain contact with their campuses and to enjoy certain privileges which support their continuing professional, scholarly and creative interests. In return for modest institutional expenditures, colleges and universities have found that emeritus faculty are often willing to render valuable services. These have included, among others, giving guest lectures, performing committee work, mentoring younger faculty and advising students.

Although the Board of Trustees has not formally recognized emeritus status, each CSU campus confers this title on at least some of its retired faculty. Each campus has provided certain privileges with the status.

In 1987 the CSU Academic Senate approved a resolution recommending that the Board of Trustees recognize emeritus status. The Senate resolution recommended that, upon retirement, all tenured faculty be considered for emeritus status according to campus procedures. In addition, certain specific privileges would be conferred upon emeritus faculty, and campuses would have the option of extending additional privileges.

In response to the resolution of the CSU Academic Senate, staff recommends the following resolution for approval:

RESOLVED, By the Board of Trustees of The California State University, that the Board recognizes the title *Emeritus Faculty*; and be it further

RESOLVED, That tenured members of the faculty who retire shall be considered for emeritus status according to procedures and criteria recommended by the campus senate and approved by the President; and be it further

RESOLVED, That emeritus faculty shall be deemed to be continuing members of the academic community and that emeritus status shall carry with it the following privileges, on the same basis as they are enjoyed by the general faculty:

1. A university faculty identification card as an emeritus faculty member;
2. Faculty library privileges, except that allocation of scarce resources, such as carrels, would be by campus policy;
3. Invited participation in public ceremonies;
4. Attendance at general meetings of the faculty as a whole;
5. Attendance at all university functions open to the faculty;
6. Use of campus recreational and social facilities;

7. Eligibility for faculty and staff parking;

and be it further

RESOLVED, That other privileges may be extended to emeritus faculty at the discretion of each campus.

Carol J. Hayes, Vice Chancellor
Faculty and Staff Relations

Tim T. L. Dang, Assistant Vice Chancellor (Acad.)
Faculty and Staff Relations

Secretary

Increasing the diversity of the faculty, staff and administration of The California State University has been identified by the Board and the Chancellor as a paramount goal. Progress toward that goal is evaluated on this issue. A report on affirmative action progress is developed and by individual campuses is presented. Progress in the areas of faculty and administration is emphasized.