

POLICY CONCEPT FORM

Name and UO Title/Affiliation:	Hal Sadofsky, Executive Vice Provost for Academic Administration
Policy Title & # (if applicable):	II.02.03 Faculty: Rights and Privileges of Faculty Retired With Merit
Submitted on Behalf Of:	Provost
Responsible Executive Officer:	Provost

SELECT ONE: New Policy Revision Repeal

Click the box to select

HAS THE OFFICE OF GENERAL COUNSEL REVIEWED THIS CONCEPT: Yes No

If yes, which attorney(s): Jeslyn Everitt

GENERAL SUBJECT MATTER

Include the policy name and number of any existing policies associated with this concept.

Proposal is to update Policy II.02.03 "Faculty: Rights and Privileges of Faculty Retired With Merit" to remove ambiguities. The edits will make clear that career faculty, not just tenure track faculty, can retire with emeritus status and their corresponding titles, which thereby aligns the policy with existing practice. Policy language was revised to reflect inclusivity.

The policy has also been updated to reflect current administrative practices for granting and withholding/withdrawing emerit status and outdated parameters (e.g., a reference to retirees before 2014) were removed. The shared governance aspect of this policy was revised to reflect that Senate Constitution/bylaws govern emerit participation in Senate and the Statutory Faculty Assembly. Further, the policy was revised to reflect deference to unit policy for shared governance participant by emerit faculty at the unit level.

The benefits section of the policy has been streamlined to reference an HR webpage where active benefits are updated annually (for example, based on contract updates or new facilities/licenses made available to UO).

RELATED STATUTES, REGULATIONS, POLICIES, ETC.

List known statutes, regulations, policies (including unit level policies), or similar related to or impacted by the concept. Include hyperlinks where possible, excerpts when practical (e.g. a short statute), or attachments if necessary. Examples: statute that negates the need for or requires updates to an existing policy; unit level policy(ies) proposed for University-wide enactment; or existing policies used in a new, merged and updated policy.

<https://provost.uoregon.edu/courtesy-and-emerit-appointments>

STATEMENT OF NEED

What does this concept accomplish and why is it necessary?

The “Faculty: Rights and Privileges of Faculty Retired with Merit” contains a few ambiguities and/or inconsistencies as compared to longstanding practice. Administrative standards were applied including the removal of an outdated 2014 retiree eligibility reference.

First, it does not define “faculty” to whom it applies, and goes on to list only TTF faculty titles (Professor Emerit etc.) The suggested edits make clear that the policy applies to both TTF and career faculty (including Librarians).

Relatedly, the policy proposal revises the language on titles to make clear that career faculty can also choose emerit, emerita or emeritus titles and that these would attach to their default title, i.e. Teaching Professor Emeritus. These updates ensure alignment between the Policy and the existing practice and Provost website, <https://provost.uoregon.edu/courtesy-and-emerit-appointments>. In this same spirit, inclusive language was used where the old policy points to pronoun use.

Shared governance participation by emerit faculty is clarified in unit policy and in the Senate’s Constitution and bylaws. The policy required an update to delineate between the levels of policy and to accurately direct emerit faculty to the correct space for answers about their engagement in shared governance.

Benefits for emerit faculty change frequently based on new vendor contracts, changes to the UO landscape (in the case of technologies, for example), and facilities and space available. HR maintains an updated list of these benefits, which can be updated quickly. Removing detailed process language from the policy is required.

AFFECTED PARTIES

Who is impacted by this change, and how?

We anticipate no material impacts because the updates are clarifications that remove ambiguities to ensure the Policy adheres to current and past practice, including the extension of emeritus privileges to career faculty.

CONSULTED STAKEHOLDERS

Which offices/departments have reviewed your concept and are they confirmed as supportive? (Please do not provide a list of every individual consulted. Remain focused on stakeholders (e.g. ASUO, Office of the Provost, Registrar, Title IX Coordinator, etc.).)

Name	Office	Date
OVPRI and designees in schools/colleges	OVPRI	12/26/25
Directors of Faculty Personnel & Policy; Directors of Academic Operations; Academic Personnel Managers	Schools/Colleges	12/26/25
Academic CFOs	Schools/Colleges	12/26/25
Associate Deans for Faculty	Schools/Colleges	12/26/25

Provost Exec team	Provost's Office	12/10/25
Dean's Council	Deans	12/26/25
UO Senate Exec Committee	Senate	
Jeslyn Everitt, Doug Park, Jessica Price	General Counsel	11/20/25
Mark Schmelz & Chris Meade	Human Resources	12/23/25