

Faculty: Rights and Privileges of Faculty Retired With Merit

Policy Number:

II.02.03

Reason for Policy:

To describe the non-financial benefits available to emeritus and retired faculty.

Entities Affected by this Policy:

Faculty who are or will meet the criteria to be retired with merit. They will be able to use the titles ~~Professor~~ Emerit, Emerita, or Emeritus per their preference.

Responsible Office:

Office of the Senior Vice President and Provost: 541-346-3186, provost@uoregon.edu

Website Address for this Policy:

<https://policies.uoregon.edu/vol-2-academics-instruction-research/ch-2-...>

Enactment & Revision History:

03 August 2022 – Policy renumbered by University Secretary (formerly 02.02.10)

24 June 2022 – Revisions reviewed and approved by President Michael Schill

26 April 2022 - Revisions reviewed and forwarded to the President for the Policy Advisory Council

March 2022 – Revised and approved by the University Senate

01 May 2012 - Revision approved by Interim university president Robert Berdahl [<signed copy>](#)

11 April 2012 - Revised and approved by UO Senate

08 February 2010 - Policy number revised from 3.130 to 02.01.10

02 February 1991 - Originally issued

Policy:

A. Appointment to Emerit (or Emerita/Emeritus) Faculty Status

The University will award “emerit” status to any ~~tenured or career~~ faculty member who retires with merit, retiring after at least five years at the highest rank available to

~~her/histheir~~ appointment type; ~~provided, however, that any faculty member retiring, or contracting to retire, before December 31, 2014 will not be subject to the foregoing five-year requirement.~~

The Provost or their designee--in consultation with the appropriate dean, department head, or director--may award emerit status to a retiring faculty member without regard to the foregoing standard.

~~The titles available for f~~Faculty who ~~retire with merit qualify for emerit status may select to have the title Emerit, Emerita, or Emeritus appended to their faculty title at the time of retirement~~are ~~Professor Emerit, Professor Emerita, or Professor Emeritus~~. In the case that a faculty member does not select one of these titles, ~~Professor~~ Emerit will be applied as their default title.

Emerit Faculty status, if awarded, normally will become effective immediately upon a faculty member's retirement. Deans, department heads, directors, and the Provost or designee will strive to complete all necessary [paperwork processes](#) by that time.

Emerit ~~F~~faculty will be listed in the University Bulletin, in the appropriate school or department.

The Provost or designee, ~~with consent of the Faculty Personnel Committee,~~ may withhold or withdraw Emerit Faculty status ~~for good cause, defined as any act that would justify dismissal for cause of an active, tenured faculty member. in cases of serious misconduct, including but not limited to felony criminal convictions or substantiated findings of sexual harassment, violent behavior, research fraud, academic dishonesty, or other behavior that would warrant disciplinary sanctions.~~

B. Participation in Faculty Governance

~~Participation in University Senate and Statutory Faculty Assembly is governed by the Constitution and bylaws of those bodies. Emerit Faculty may introduce and address motions in the University Senate and Statutory Faculty Assembly, as provided by the Constitution and bylaws adopted by those bodies.~~

~~Participation in unit governance is governed by unit policies. Emerit Faculty also will retain full governance rights--including voting rights--within her/histheir school or department whenever on the University payroll and serving actively in an instructional or research capacity. In addition, a school or department may, if it wishes, grant such rights to Emerit Faculty at other times.~~

C. Use of University Facilities and Resources

The University ~~may will~~ provide, insofar as reasonably possible, working space and academic services to Emerit Faculty so they may continue their academic activities. Deans, department heads, and directors will be responsible for assigning such space and services, considering, among other criteria, the likelihood an Emerit Faculty will make sustained, productive use of them.

Emerit Faculty also may apply for University financial support for research, travel to professional meetings, and the like. Again, deans, department heads, and directors will rule on such applications, considering always the typically higher priority of regular, active-duty faculty members.

D. Additional Privileges

The University's [Office of Human Resources Department](#) regularly compiles a list ([see Related Resources](#) <http://hr.uoregon.edu/benefits/retirement/university-services-available-retired-unclassified-employees>) and provides descriptions of all privileges extended to retired employees. ~~Currently, these privileges include such items as staff-rate class enrollments, discounted athletic tickets, and free campus parking when not on the University payroll.~~

~~In order to encourage the continuing academic and intellectual contributions of Emerit Faculty, the University will make every reasonable effort to continue granting to such faculty free campus parking whenever they are not on the University payroll.~~

Chapter/Volume:

Chapter 2: Appointments, promotion and tenure

Related Resources:

[Human Resources retired employee benefits](#)

[University Senate Constitution and Bylaws](#)

[Department and Unit Policies](#)