

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 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 their appointment type.

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.

Faculty who qualify for emerit status may select to have the title Emerit, Emerita, or Emeritus appended to their faculty title at the time of retirement. In the case that a faculty member does not select one of these titles, 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 processes by that time.

Emerit Faculty will be listed in the University Bulletin, in the appropriate school or department.

The Provost or designee, may withhold or withdraw Emerit Faculty status . 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.

Participation in unit governance is governed by unit policies.

C. Use of University Facilities and Resources

The University may 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 regularly compiles a list ([see Related Resources](#)) and provides descriptions of all privileges extended to retired employees.

Chapter/Volume:

Chapter 2: Appointments, promotion and tenure

Related Resources:

[Human Resources retired employee benefits](#)

[University Senate Constitution and Bylaws](#)

[Department and Unit Policies](#)