POLICY CONCEPT FORM

Name and UO Title/Affiliation: Ron Bramhall – Associate Vice Provost for Academic Affairs

Policy Title & # (if applicable): Faculty: Rights and Privileges of Emeritus Faculty 02.01.10

Submitted on Behalf Of: The Office of the Provost

Responsible Executive Officer: Patrick Phillips, Provost; and Mark Schmelz, Chief Human Resources Officer

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): N/A

GENERAL SUBJECT MATTER
Include the policy name and number of any existing policies associated with this concept.
None

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.

Senate Resolution US21/22-09 – Non-Gendered Title for Retired Faculty
https://senate.uoregon.edu/senate-motions/us2122-09-non-gendered-title-retired-faculty

Senate Resolution US21/22-11 Professor Emerit Title for Retired Faculty
https://senate.uoregon.edu/senate-motions/us2122-11-professor-emerit-title-retired-faculty

STATEMENT OF NEED
What does this concept accomplish and why is it necessary?
In response to two closely-related Senate resolutions, these edits remove gendered titles for retired faculty. Gendered titles are unnecessary and potentially harmful to the individuals they are bestowed upon.
**AFFECTED PARTIES**

*Who is impacted by this change, and how?*

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.

HR is also impacted as they will have to modify documents and webpages and monitor implementation of policy change.

OTP will have to review and change documents, unit policies and websites.

**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.).)*

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<thead>
<tr>
<th>Name</th>
<th>Office</th>
<th>Date</th>
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<tr>
<td>Janet Woodruff-Borden</td>
<td>Office of the Provost</td>
<td>3-21-22</td>
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<td>President Schill</td>
<td>Office of the President</td>
<td>3-21-22</td>
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<td>Mark Schmelz</td>
<td>University Senate, Human Resources</td>
<td>3-21-22</td>
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<td>University Senate</td>
<td>March 2022</td>
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Faculty: Rights and Privileges of Emeritus "Faculty Retired with Merit"

Last Updated: 05/01/2012
Effective Date: 05/01/2012

Preamble:
The University of Oregon values and encourages the continuing academic and intellectual engagement of its Emeritus "Faculty Retired with Merit". It therefore strives to support and recognize such faculty who wish to continue contributing to their academic disciplines in ways beneficial to the University and the community.

This Policy Statement sets forth, in general terms, the rights and privileges of the University’s Emeritus "Faculty Retired with Merit".

Reason for Policy:
To describe the non-financial benefits available to Emeritus and retired "Faculty Retired with Merit".

Academic Affairs
Office of the Provost
Doug Blandy Janet Woodruff-Borden

Policy Statement:
A. Appointment to Emeritus "Faculty Retired with Merit" Status
The University will award Emeritus "Faculty Retired with Merit" status to any faculty member retiring after at least five years at the highest rank available to her/his 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 titles available for "Faculty Retired with Merit" are Professor Emerit, Professor Emerita, or Professor Emeritus.

The Provost or her/his designee—in consultation with the appropriate dean, department head, or director—may award Emeritus "Faculty Retired with Merit" status to a retiring faculty member without regard to the foregoing standard.

Emeritus "Faculty Retired with Merit" 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 by that time.

Emeritus "Faculty Retired with Merit" 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 Emeritus "Faculty Retired with Merit" status for good cause, defined as any act that would justify dismissal for cause of an active, tenured faculty member.

B. Participation in Faculty Governance
An emeritus "Faculty member Retired with Merit" may introduce and address motions in the Faculty University Senate and Statutory Faculty Assembly, as provided by the Constitution and bylaws adopted by those bodies.

An emeritus "Faculty Retired with Merit" member also will retain full governance rights—including voting rights—within her/his 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 emeritus "Faculty Retired with Merit" at other times.

C. Use of University Facilities and Resources
The University will provide, insofar as reasonably possible, working space and academic services to emeritus "Faculty Retired with Merit" 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 emeritus "Faculty member Retired with Merit" will make sustained, productive use of them.

An emeritus "Faculty member Retired with Merit" 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 Human Resources Department regularly compiles a list (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 emeritus "Faculty Retired with Merit", the University will make every reasonable effort to continue granting to such faculty free campus parking whenever they are not on the University payroll.

Reviewed and Approved By:
Robert Berdahl, Interim President
Date: 05/01/2012
Issued by: Academic Affairs
Date: 05/01/2012
Revision History:
02 February 1991 - Originally issued
08 February 2010 - Policy number revised from 3.130 to 02.01.10
11 April 2012 - Revised and approved by UO Senate
01 May 2012 - Revision approved by Interim university president <signed copy>
Original Source: UO Policy Statement

Commented [RB1]: We assume the PAC will update this information as necessary.