

## POLICY CONCEPT FORM

<b>Name and UO Title/Affiliation:</b>	Ron Bramhall – Associate Vice Provost for Academic Affairs
<b>Policy Title &amp; # (if applicable):</b>	Faculty: Rights and Privileges of Emeritus Faculty 02.01.10
<b>Submitted on Behalf Of:</b>	<a href="#">The Office of the Provost</a>
<b>Responsible Executive Officer:</b>	<a href="#">Patrick Phillips, Provost; and Mark Schmelz, Chief Human Resources Officer</a>

**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.

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**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.))*

<b>Name</b>	<b>Office</b>	<b>Date</b>
<b>Janet Woodruff-Borden</b>	<b>Office of the Provost</b>	<b>3-21-22</b>
<b>President Schill</b>	<b>Office of the President</b>	<b>3-21-22</b>
<b><u>Mark Schmelz</u></b>	<b><u>University Senate</u></b> <b><u>Human Resources</u></b>	<b><u>3-21-22</u></b>
	<b><u>University Senate</u></b>	<b><u>March 2022</u></b>

## Faculty: Rights and Privileges of ~~Emeritus-~~ Emerit Faculty

### Last Updated:

~~05/01/2012~~ 04/26/2022

### Effective Date:

05/01/2012

### Preamble:

The University of Oregon values and encourages the continuing academic and intellectual engagement of its ~~emeritus~~ faculty who retire 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 who retire with merit, hereafter referred to in this policy as "Emerit Faculty".

### Reason for Policy:

To describe the non-financial benefits available to ~~emeritus and retired~~ Emerit Faculty.

Academic Affairs Office of the Provost

Doug Bland, Janet Woodruff-Borden

### Policy Statement:

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

The University will award "emerit~~us~~" status to any faculty member who retires with merit, 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 Provost or her/his designee--in consultation with the appropriate dean, department head, or director--may award ~~emeritus-~~ emerit status to a retiring faculty member without regard to the foregoing standard.

The titles available for faculty who retire with merit 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.

~~Emeritus-~~ 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 by that time.

~~Emeritus-~~ Emerit 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 ~~emeritus-~~ Emerit Faculty 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-Emerit F~~faculty member 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-f'Emerit F~~Faculty 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-Emerit F~~faculty 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-Emerit F~~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 ~~emeritus-Emerit F~~faculty member will make sustained, productive use of them.

~~An emeritus-f Emerit F~~Faculty member 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-Emerit F~~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.

#### 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.