

Proposed Emeritus Policy for Antioch University
February 2, 2007
(DF Draft)

A faculty member shall be eligible for Emeritus status if the faculty member is retired and has fulfilled the following conditions. The faculty member shall have:

- (1) completed at least ten (10) years of full-time service at one or more of the units of Antioch University*; and*
- (2) a record of sustained professional achievement, growth and development, which may include evidence of an outstanding record of teaching or administrative service, or evidence of University service beyond normal or ordinary expectations; and*
- (3) evidence of commitment to the positive welfare of Antioch University and its community.*

Nominations for emeritus status must be made through the academic governance structure of the campus/unit, as decided by that campus/unit. The campus President must approve the nomination and forward it with the President's recommendation in writing to the Vice Chancellor of University Academic Affairs. The written nomination must address items 1-4 above. The Vice Chancellor shall review the nomination for adherence to these guidelines and upon satisfactory review shall forward the nomination to the Academic Affairs Committee of the Board of Trustees. The Committee shall review the materials submitted and recommend action to the Board of Trustees.

Rights and privileges to be enjoyed as a result of emeritus status depend on the Antioch campus/unit.

The range of privileges may include some or all of those identified below, and/or others so designated by the campus:

- Listing in campus catalog and faculty directories;*
- Participation in ceremonial activities, such as commencement;*
- Campus newsletters and other materials forwarded to home address;*
- Continuation of an e-mail account and other technologically mediated capacities existent in the system at the time of retirement;*
- Faculty library privileges;*
- Office space, if available;*
- Eligible to participate in faculty and campus meetings and retreats;*
- Free and/or discounted admission to special events;*
- Advising and teaching a course(s) (at a rate higher than adjunct pay) upon negotiated agreement with campus CAO;*
- Eligibility to serve on Dissertation and Theses Committees;*
- Adjunct teaching at a higher compensation rate than non-emeritus adjuncts;*
- Access to office services at minimal cost, as available and determined by the campus President or CAO.*

** In special circumstances, a President may forward a nomination for service less than 10 years.*

Paper on Emeritus Policy

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Reviewed and approved by the Academic Deans Oct 20, forwarded to the ULC.

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I. Introduction

The impetus for the review of the University's Emeritus Faculty policy is a 2005 resolution by the Board of Trustees. RESOLUTION 10.22.05:19 states that "the Academic Affairs Committee, in consultation with the ULC, and no later than February 28, 2007, is directed to bring to the Board an amendment to the policy attached to this resolution to the effect that recommendations for *Emeritus* status require review of evidence that the faculty member's teaching, service, and scholarship have been of meritorious character."

Subsequently, the ULC asked the Academic Deans to review the policy and make recommendation for amendment that would address the Board's directive. At the request of the Deans, Laurien has drafted this "Paper on Emeritus Policy," which summarizes current relevant national trends and then makes a series of recommendations for discussion.

II. Current Antioch University Emeritus Faculty Policy

A faculty member (core or ranked) shall be eligible for Emeritus status if the faculty member retires and has fulfilled the following conditions:

- (1) has completed at least ten (10) years of full-time service at one or more of the campuses of Antioch University;*
- (2) is at least 60 years old or is permanently disabled.*

Recommendations for Emeritus status must be made through the academic governance structure of the campus and approved by the campus President.

Privileges to be enjoyed as a result of Emeritus status depend on the campus. The range of privileges may include some or all of those identified below, and/or others so designated by the campus:

- Listing in campus catalog;*
- Participation in ceremonial activities, such as commencement;*
- Campus newsletters and other materials forwarded to home address;*
- Continuation of an e-mail account;*
- Library privileges;*
- Office space, if available;*
- Invitation to faculty meetings and retreats, when/if appropriate;*
- Free admission to special events;*
- Teaching a course or courses upon agreement with campus dean or CAO;*
- Access to office services at minimal cost, as available and determined by the campus President or CAO*

III. Thinking About the Issue

In order to maintain and support high quality faculty in the coming years, universities must develop employment policies and practices that are appropriate for the new economic and demographic environment. While Antioch University's Faculty Emeritus Policy isn't necessarily highest on the list to address with the same urgency as, say,

contracts, compensation, performance reviews and professional development, it does warrant attention. A number of reports and papers (Mauch, 1990; Mauch 1993; Petrowsky, 2000) focus on emeritus policies within the context of a broad range of issues such as the aging professoriate, escalating health costs, phased retirements, and other factors relating to the goal of creating work environments that recognize faculty contributions and support their worklife/lifespan well-being.

In my review of 20+ campus-based emeritus policies and the articles referenced at the end of this paper, there are a number of specific things I want to highlight:

- Many of the existent policies are completely *honorific* bestowed on any fulltime faculty retiree who has served in good standing for a specified number of years.
- The range of years of service tends to be between 10-20, with 15 being the average at the institutions she reviewed (Petrowsky). In articles I reviewed, schools sometimes broke down the number of years by rank (full professors, 10 year; associate 15 years of service, etc). In this honorific category, eligibility is virtually automatic (except in cases of "demonstrated incompetence, neglect of duty, misconduct") based on specific longevity, the process is fairly perfunctory (recommendation of majority in a department, or simply a recommendation by a CAO at the time of retirement), and the privileges are minimal. The current Antioch University Emeritus Policy seems to fit comfortably in this category.
- Few policies stipulate an "age" minimum as the Antioch University policy does. The legality or appropriateness of doing so is a question for me.
- There is no single set of rights or privileges (Mauch, 1993). Of a list of 48 rights and privileges compiled, there seemed only a modest advantage to having emeritus status over simply being retired. While higher education institutions make a rather marked distinction between faculty retirees in general and those designated as "emeritus", there is not much real difference in privileges although emeriti rights and privileges trend in the direction of more encouragement to maintain a presence in the academic and professional departmental community.

The list of privileges contained in the Antioch University Emeritus Policy are fairly typical, although there are some Antioch absences that appeared in more than half of the other emeritus policies reviewed (Mauch, 1993) such as:

- Listing faculty directories
- Regular faculty parking privileges
- Campus address and faculty mail privileges
- Departmental telephone use made available
- Secretarial service is available
- Opportunities to receive institutional support for grant proposals and to pursue unfunded research in the retiree's field using institutional facilities
- May use computers, labs, supplies, and the like as necessary to their continued research

Others that appeared less frequently but caught my attention were:

- Discounts to the bookstore
- Eligibility to serve on graduate committees, dissertations and the like.
- Access to health and dental insurance at some cost structure that is better than what was available for all retirees
- Tuition waiver for courses

- Participation in department and faculty meetings (sometimes with and sometimes without a vote)
- Continued retirement planning information beyond what regular retirees received
- Support for emeriti networking and in some cases, the Emeritus Center.

One of the significant “emeritus” discussions occurring now is the growing awareness of distinguishing “emeritus” policies that simply make it an honorific and virtually automatic title with few privileges for retired faculty from those for which emeritus holds meaning as a new working professional rank, albeit part-time, which supports a continuing relationship with the institutions by making available this valuable academic resource to campuses at a time when departments are dealing with lots of retirements and faculty needs and also recognizes that retired faculty these days can be highly productive.

In these cases where Emeritus actually becomes more of a horizontal rank (not a vertical promotion) wherein there is a desire and expectation of continued service to department, university and/or wider scholarly/professional community, both the eligibility, process and privileges all become more robust.

Eligibility:

To move from simply honorific and automatic to a meaningful status, eligibility requirements become more intentionally based on distinction and quality of contribution such as a sustained and distinguished record of teaching, scholarship and service. Typical of this sort of approach are policies that read something like: Nominations based not solely on longevity but also upon significant contributions that go beyond ‘normal duties and responsibilities and show a career pattern of distinguished contribution that

- (1) bring credit to the university within academic and/or broader circles;
- (2) serve the University in times of need, change or development;
- (3) serve a department/constituency not ordinarily associated with the appointment.

Process:

With an emeritus rank that requires such distinguished and sustained contribution as noted above, the process becomes more involved and demanding than the perfunctory appointment of an automatic entitlement upon retirement. In such cases a portfolio of some sort is submitted by the individual seeking emeritus status and/or nominated for emeritus status, and this portfolio is reviewed in a process similar to that of rank and tenure at the institution, going through program deliberations and/or a Rank/Tenure Committee, through the campus CAO and president to the Board of Trustees.

Privileges:

Here too, to move from honorific to a truly distinguished rank, the rights and privileges reflect real substantive difference between faculty retirees without emeritus status and those with emeritus rank. What appears in the literature reviewed is that designation of emeritus as a “working rank”, albeit part-time with annual negotiated agreements, hold a desire and expectation of continued service to department, university and/or wider scholarly/professional community, both the eligibility, process and privileges all become more robust.

The rights and privileges associated including teaching classes (at higher compensation than adjuncts), serving on dissertation committees, being asked to participate actively in faculty committees (often with vote) and institutional support for grant writing, research

and the like. Such emeritus faculty may be expected to be an academic resource in the area of their competence and to continue to assist the University when requested, particularly in an advisory fashion. As well, some policies include access of health insurance and other benefits at rates that are better than other retirees.

A sentiment framing what I consider a more holistic approach to emeritus faculty, and one that to me better reflects an Antiochian appreciation of lifespan/ workspan issues, was the emeritus policy statement of North Carolina State University, which reads that the University is "grateful for past services and numerous contributions, recognizes potential as a continuing valuable resource, and is committed to fostering active ongoing relationships" with emeritus faculty. And therefore, "The University, as an appreciative beneficiary of their scholarly pursuits and of the academic reputation they earn, will facilitate their efforts by making available its academic resources and other services wherever feasible and legally permissible."

IV. Recommendations

The Deans and ULC must decide on Antioch's basic orientation to emeritus faculty because that framework becomes the basis of our approach to the policy and recommendations for changes.

If "emeritus" is to basically be an honorific title with few expectations of a continuing relationship and few privileges or rights awarded, then the eligibility should be longevity in good standing (and no incompetence or misconduct, etc, of course) with a process that is fairly straightforward. The privileges currently listed in the Antioch policy probably suffice.

If the emeritus rank is going to mean something – a rank that demonstrates respect for faculty lifespan and assumes an expectation of a continuing relationship, then the eligibility must be more rigorous and the rights and privileges more bountiful.

I do not recommend that we make the eligibility and process more rigorous, per the Board's resolution, without offering more privileges...nor, on the other hand, should we offer more privileges without being sure of the deservedness of the nominee.

1. Whichever orientation we decide upon, however we proceed with the new policy, I believe we should recommend:

(a) *doing away with the age requirement, and simply use number of years.*

2. In our institution, which has both tenure and term contracts, with some programs/campuses with rank and others not, I think it would be inappropriate to use rank as a determinate for number of years of service (e.g. full professor only needs 10 fulltime years; associate professor 15, etc). so,

I believe we should recommend:

(b) *that the policy remain at 10 years of fulltime service.*

3. I would also like to see the rights and privileges have some substance. Is there any university privilege related to access to health insurance at a better rate than regular Antioch retirees that could be set-up?

V. Text for a New AU Emeritus Policy

A faculty member shall be eligible for Emeritus status if the faculty member retires and has fulfilled the following conditions:

- (1) has completed at least ten (10) years of full-time service at one or more of the units of Antioch University*; and*
- (2) has record of sustained professional achievement, growth and development;*
- (3) and/or evidence of outstanding record of teaching or administrative service;*
- (4) and/or evidence of University service beyond the normal or ordinary expectations of position.*

Nominations for emeritus status must be made through the academic governance structure of the campus/unit, as decided by that campus/unit. That nomination must be approved by the campus President and forwarded in writing to the Vice Chancellor of University Academic Affairs. The written nomination must address items 1-4 above. The Vice Chancellor forwards to the Academic Affairs Committee of the Board of Trustees. That Committee makes the recommendation to the Board of Trustees.

Rights and privileges to be enjoyed as a result of emeritus status depend on the Antioch campus/unit.

In addition, the range of privileges may also include some or all of those identified below, and/or others so designated by the campus:

- Listing in campus catalog and faculty directories;*
- Participation in ceremonial activities, such as commencement;*
- Campus newsletters and other materials forwarded to home address;*
- Continuation of an e-mail account and other technologically mediated capacities*
existent in the system at the time of retirement;
- Faculty library privileges;*
- Office space, if available;*
- Eligible to participate in faculty and campus meetings and retreats;*
- Free and/or discounted admission to special events;*
- Advising and teaching a course(s) (at a rate higher than adjunct pay) upon negotiated agreement with campus CAO;*
- Serving on Dissertation and Theses Committees*
- Adjunct teaching at a higher compensation rate than non-emeritus adjuncts;*
- Eligible to serve on dissertation committees*
- Access to office services at minimal cost, as available and determined by the campus President or CAO*

** In special circumstances, a President may forward a nomination for service less than 10 years.*

VII. Final Thoughts

I believe Antioch HR policies need to do more to honor the contributions of its faculty and to recognize the important role they serve in this institution. While emeritus faculty status is not something we have prioritized among the top items to tackle in our Academic Audit, it is still worthy of an approach consistent with our commitment to encourage faculty well-being at all stages of their lives. I believe that is consistent with Antioch's philosophy.

Literature Reviewed

Clark, Roberts and d'Ambrosio, Madeleine. (2005) Recruitment, Retention and Retirement: Compensation and Employment Policies for Higher Education. *Educational Gerontology*. 31:385-403.

Mauch, James E. and others (1993). *Emeritus Rank in Major Research Universities: Retiree Prerequisites and Privileges*. Report (ED 356 697) 17p.

Mauch, James E. and others (1990). *Institutional Planning for Emeritus Faculty*. Report (ED382 135) 25 p.

Petrowsky, Michael. (2000). *A Survey of Faculty and Administrator Emeritus Programs at Community Colleges: Eligibility, Coverage and Benefits*. Report (ED 438 870) 29p.

Plus 20 emeritus policies from different colleges and universities