

**SAN JOSÉ STATE UNIVERSITY
ONE WASHINGTON SQUARE
SAN JOSÉ, CA 95192**

Amendment A to University Policy F14-

Financial Impact: None anticipated

Workload Impact: Some additional work by FD&O to process updates to Emeriti Faculty building access

Emeriti Faculty Policy

1. Eligibility for Emeriti Faculty Status

- 1.1. Emeritus standing shall normally be conferred on each tenured faculty member upon retirement from the University.
- 1.2. Emeritus standing shall normally be conferred on non-tenured faculty upon retirement from the University who meet the following conditions:
 - 1.2.1. They have been employed for a minimum of ten years. Those years shall be continuous except for leaves consistent with the Collective Bargaining Agreement.
 - 1.2.2. They have been approved by a Department personnel committee, which must find that the faculty member has made significant contributions to the University, allowing for the particular character of the academic assignment, i.e., most Lecturers are employed strictly as teachers, non-tenured Counselor faculty are employed as counselors, etc. As evidence of its approval, the committee shall summarize its decision in writing and shall provide a copy of the decision to the President or their designee.
- 1.3. In special circumstances the President may withhold the awarding of emeritus standing for cause. Prior to the conferral of emeritus standing, the President may ask appropriate officials and the Board of Academic Freedom and Professional Responsibility whether there is cause to withhold this standing.
- 1.4. The President may confer emeritus standing on any other retiring faculty member.
- 1.5. Faculty participating in the Early Retirement Program are considered to be tenured faculty and therefore are not yet eligible for emeritus standing.

2. Privileges of Faculty Emeriti

- 2.1. Faculty emeriti may place the Latin designation *emeritus* or *emerita* following the title of their highest academic position on official correspondence, (i.e. Professor Emerita, Professor Emeritus, or Lecturer Emeritus, Lecturer Emerita, Librarian Emerita, Librarian Emeritus, Counselor Faculty Emeritus, Counselor Faculty Emerita, etc.)

2.2. New faculty emeriti shall be listed in the program of the commencement ceremony closest to their retirement

3.3. The association endeavors to keep emeriti and retired faculty informed of University affairs, and to develop means to facilitate their participation as may be appropriate in the life of the University.