

CFA's Final Recommendation on Review of policies on Emeritus Status

TO: Steering Committee
FROM: Committee on Faculty Affairs
RE: Review of policies on Emeritus Status
DATE: February 14th, 2018

Background:

On September 22nd, 2017, Steering sent CFA a charge regarding policies that address the status of Emeritus Faculty and Staff. It was noted that the TCNJ Policy Framework requires campus policies to be reviewed every five years and that Emeritus Faculty and Staff policies had not been reviewed since 2001.

Charge:

Steering asked CFA “to review these policies to ensure that they are consistent with current practice and to make any other changes to the policies that CFA deems appropriate.” Steering suggested that Academic Affairs and Human Resources may need to be consulted, but that campus-wide testimony was not required for this charge.

Final Recommendation:

CFA reviewed these policies and made adjustments to the language contained in the documents to make them more applicable to current TCNJ practices and procedures. The Office of Human Resources also made revisions to the draft. Some of the language (especially regarding technology) was also outdated and was revised and updated to account for this fact.

The policy for Emeriti Faculty should read as follows:

Rights and Privileges of Emeriti Faculty

1. The emeritus title awarded will be the highest title held by the faculty member. For the purpose of address and listing in college publications, the titles of Professor Emeritus and Librarian Emeritus will be used for all faculty emeritus ranks.
2. Full faculty rights and privileges to all resources of the TCNJ Library and recreational facilities.
3. Full faculty rights and privileges to attend College social, cultural and athletic events.
4. Listing in the College bulletin and identified as “Emeritus Faculty” on applicable department websites
5. Placement on mailing lists for college news publications.
6. Retention of TCNJ email account

7. Permanent ID card, with parking privileges.
8. Eligibility for external research grants with the approval and cooperation of the appropriate department.

Eligibility for Emeritus Faculty Status

Eligibility criteria for Emeritus Faculty Status is indicated below. The faculty member is required to:

1. Be tenured at the time of retirement
2. Have served full time for at least ten years at The College of New Jersey
3. Have attained one of the following titles:
 - a. Associate Professor
 - b. Professor
 - c. Librarian I
 - d. Librarian II
 - e. Assistant Professor (hire date must be prior to 1990)
4. Have taken full retirement from the College as set forth by the statutes governing The College of New Jersey retirement plan.

The policy for Emeritus Staff should read as follows:

Rights and Privileges of Emeritus Staff

1. Full staff rights and privileges to all resources of the TCNJ Library and recreational facilities.
2. Full staff rights and privileges to attend College social, cultural and athletic events.
3. Where deemed applicable, identified in the College bulletin and on websites where staff are listed.
4. Placement on mailing lists for College news publications.
5. Retention of TCNJ email account
6. Permanent ID card, with parking privileges.

Eligibility for Emeritus Staff Status

- 1) Having retired from service at The College of New Jersey, as set forth by the statutes governing The College's retirement plan.
- 2) Having served, as a full-time staff member, at The College of New Jersey for a period of at least ten years.