

**TCNJ GOVERNANCE  
MEMORANDUM**

To: Steering Committee  
From: CSCC  
Date: April 1, 2024  
Re: Final Recommendation for Emeritus Status - Staff Policy

Document Links

- [Emeritus Status - Staff - Original Policy](#)
- [Emeritus Status - Staff Policy - Final Clean - Spring 2024](#)
- [Emeritus Status - Staff Policy - Final Redlined - Spring 2024](#)

Charge

Steering asks CSCC to review and update the college's Emeritus Staff policy. CSCC should ensure that the policy is consistent with current practice and to make any other changes that CSCC deems appropriate. In particular, CSCC should consider removing the section on procedure, which is entirely operational in scope. CSCC should consult with CFA, which is concurrently conducting a five-year review of the college's emeritus faculty policy

Testimony Tier

- Tier 1

Process

Preliminary testimony was requested from General Counsel, Chief of Staff–President's Office, Human Resources, Athletics, and Student Life.

The final recommendation was developed with feedback from key stakeholders including:

- CSCC (14 members)
- Antoinette DeLeon, HR Benefits Specialist
- Dave Conner, Director of Student Life
- Dave Ilaria, Fitness Center Coordinator
- Michael Canavan, General Counsel

Recommendation Summary

- CSCC Recommendation
  - CSCC recommends that the policy be approved with the noted changes.

- Summary of Changes
  - Language was updated to include the role of the Board of Trustees in the policy summary which allowed the committee to remove the procedure section.
  - Language was added to further clarify the eligibility requirements and align with similar language CAP added to the Emeritus Status- Faculty policy.
  - Language was added about inclusion on mailing lists for Emeritus Staff as this was in the most recent version of the policy but not included in the copy sent to us by steering.
  - Language was changed from “Recreation Center” to “Recreation Facilities” as staff have access to various recreational facilities on campus outside of the Recreation Center.