

Memorandum

To: Faculty Senate, Seton Hall University

From: Karen E. Boroff, Ph.D. *KEB*
Interim Provost and Executive Vice President

Re: *Faculty Guide Change, Article 3.12 Emeritus Policy*
2018-FS-02

Date: March 5, 2018

The Office of the Provost is in receipt of the proposed Article 3.12 Emeritus Policy, which was approved by the Senate on January 19, 2018.

The granting of the designation of “professor emeritus/a” and the conditions specified in this proposed Article 3.12 of the *Faculty Guide* depends on understanding the rationale for awarding the title. At some institutions, the designation “professor emeritus/a” is granted to any faculty member who has retired in good standing from a university. It is a way of valuing the long service to the community through recognizing a continuing connection into retirement. Other institutions, including Seton Hall University, determined that the title “professor emeritus/a” should be a distinguished recognition, one that goes beyond merely long service to one which considers the degree of impact of contributions to the community in the past as well as a desire to continue to contribute to the University’s profile in the future. In order to do this, a process was created that required a peer review and the granting of the designation would not be automatic.

In thinking about this issue, it would be helpful for me to have some greater understanding of why the current Policy for the Award of the Status of Professor Emeritus is inadequate in the view of the Senate. The benefits which are now available to retired faculty are those which were once award only to faculty emeriti. (Admittedly, there have been some hurdles, and we continue to work on them.)

The timeframe considered here is too short. As a condition of eligibility for conferral of retirement benefits, the current policy designates those “professors and associate professors who have served Seton Hall University full time for at least ten years as *tenured* members of the faculty.”

Likewise, there does not seem to be any recognition for those who reached the rank of Professor at the point of retirement as compared to those who have retired at a different rank. The Senate proposal would allow those with twenty years of service, including ten years served elsewhere to qualify as emeritus faculty.

In all, I need more insights about the rationale for this proposed addition to the *Faculty Guide*. I look forward to hearing from you.