

Memorandum

To: Faculty Senate
Seton Hall University

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

Re: Faculty Emeritus Policy
2018-FIS-02

Date: April 25, 2018

The Office of the Provost is appreciative on the ongoing work by the Faculty Senate concerning the current Policy on Awarding of Faculty Emeritus, including the proposed Article 3.12, and the subsequent discussion pursuant to my response of March 5, 2018.

At the Senate's suggestion, we reviewed the *AAUP Policy Documents and Reports (11th Ed.)*. We did not find in this source any recommendations about emeritus status or the conditions under which it should be awarded.

The current policy on emeritus status was officially adopted in 2015. Prior to that time, emeritus status was awarded automatically to those electing a phased retirement. In other cases, it was awarded on an individual basis through an informal process. There was little review of the merits. In 2015, there was an upgrade of retirement benefits to continue faculty email accounts among other items. This expansion of benefits provided a window of time for a more meaningful review of awarding emeritus status. While the Senate has suggested some creative approaches to revising the emeritus status, the effect of these proposals would be to reverse the current policy and make an automatic award for some faculty.

I understand that it may take some time for the decision to be made. The timing of the review is dependent on the number of retirees seeking emeritus status, but it is limited to a waiting period of one year. My preference now is to leave the current policy in place, giving all of us time to assess its effectiveness.