



UNIVERSITY OF MINNESOTA
BOARD OF REGENTS POLICY

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Human Resources

FACULTY EMERITI

Adopted: July 14, 2000

Amended: June 8, 2012

Supersedes: (see end of policy)

FACULTY EMERITI

SECTION I. SCOPE

This policy governs the relationship between the University of Minnesota (University) and faculty emeriti.

SECTION II. DEFINITIONS.

Subd. 1. Faculty Emeritus. "Faculty emeritus" "(emeritus)" shall mean a tenured faculty member who has retired from the University under any circumstances, including a terminal agreement or completion of a phased retirement, after at least five years of employment at the University and at an age where retirement is allowable under University policy. This term does not include a faculty member who was terminated under cause.

Subd. 2. Unit. "Unit" means a department, college, campus, or other division within the University.

SECTION III. FACULTY EMERITUS TITLE.

Subd. 1. Title. In recognition of years of valued service and contribution to the institution, the University awards the title "*emeritus*" to a faculty member who meets the standards of a faculty emeritus as defined in this policy. The emeritus title will be of the rank held by the faculty member at the time of retirement. Granting the title does not provide employment status or employee rights.

Subd. 2. Special Circumstances. Under special circumstances the following may apply:

- (a) On the recommendation of the president, the Board of Regents may award the title of emeritus to a faculty member not meeting the definition or make a promotion in the emeritus rank.
- (b) The president, following notice to the faculty member and an opportunity to be heard on the issue, may withhold or withdraw the emeritus title in circumstances: (1) where a faculty member has retired while suspension or termination proceedings initiated under Board of Regents Policy: *Faculty Tenure* are pending; or (2) where evidence presented to the president demonstrates that the faculty member has engaged in conduct that violates the standards of Board of Regents Policy: *Faculty Tenure*. Section IV. Services and Privileges.

SECTION IV. SERVICES AND PRIVILEGES.

Subd. 1. The University shall provide the following services and privileges to a faculty emeritus equal to those provided to regular faculty:

- (1) email accounts;
- (2) library privileges;



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- (3) listing in the University directory;
- (4) some faculty discounts offered by the University as identified in the administrative procedures;
and
- (5) other services of a cost and nature similar to those listed above and as identified
in the administrative procedures.

Subd. 2. Other Services and Privileges. Subject to cost, availability, and approval at the collegiate level, collegiate units may provide a faculty emeritus with services, privileges, and facilities, not to exceed those provided to regular faculty.

Subd. 3. Health Insurance. The University shall extend access to the University's health and dental insurance plans to a faculty emeritus who meets criteria established in the administrative procedures. The emeritus is responsible for the full cost of any such benefits.

SECTION V. CONTINUED RELATIONSHIP WITH THE UNIVERSITY.

Subd. 1. Contractual Agreements. A unit may contract with a faculty emeritus to provide compensated work services in accordance with applicable laws, rules and policies.

Subd. 2. Volunteer Agreements. A unit may authorize a faculty emeritus to provide volunteer services related to the University's programs and activities. Faculty emeriti who perform such volunteer services shall be provided:

- (a) the facilities and services deemed necessary to perform their volunteer services as determined by the unit in consultation with the volunteer;
- (b) legal indemnification and defense pursuant to the Board of Regents Policy: *Legal Defense and Indemnification of Employees*; and
- (c) academic freedom.

SECTION VI. INFORMAL DISPUTE RESOLUTION.

The administrative procedures shall provide an informal dispute resolution process to address disputes arising under this policy.

Supersedes: Emeritus Title for Faculty dated January 9, 1969.



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