

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

FACULTY SENATE

Senate Document Number 9116S

Date of Senate Approval 04/14/16

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Statement of Faculty Senate Action:

**FWDC 10: \_\_\_\_\_ Changes in Emeriti Faculty Designation**

**Summary:** This document eliminates the requirement that faculty members must be recommended by the home department and Chancellor to receive the rank of emeritus faculty designation. The Provost may decide to deny or repeal emeritus status, in consultation with members of the faculty, if in the Provost's judgment the retired faculty member has engaged in misconduct that would warrant the imposition of serious sanctions on members of the faculty; the UNC Policy Manual, Section 603 (1)(c) defines such conduct as including "violations of professional ethics, mistreatment of students or other employees, research misconduct, financial fraud, criminal, or other illegal, inappropriate or unethical conduct." Any such decision may be appealed to the Grievance Committee.

It eliminates the possibility of designation for faculty members who have served less than 10 years at UNCA, unless they have special circumstances as determined by the Committee of Tenured Faculty. It also eliminates the possibility of designation for administrators who do not have faculty rank.

**Rationale:** Because different departments have different standards and retirees' relationships with their home departments vary, Emeriti Faculty designation has been inconsistent across the university. This makes designation universal for retired faculty that serve for 10 or more years.

**Implementation:** All living retired faculty who have met the criteria specified in this document will be retroactively granted emeritus faculty status.

**Change 2.1.2.2 as follows:**

**2.1.2.2 Emeriti Faculty** (SD0202F supersedes SD0495F)  
To honor distinguished service, the University grants emeritus status to those faculty members who:

Retire from the University with faculty rank after at least ten years of service at UNC Asheville, upon approval by the Board of Trustees. ~~or retire from the University with tenure.~~

~~Are approved by the Board of Trustees. acting upon the recommendation received from the faculty of the home department or program and Chancellor.~~

The Provost should consult department faculty before recommending emeritus status and may make a determination that a faculty member may not receive emeritus status if in his or her judgment the retired faculty member has engaged in behavior similar to that which would warrant the imposition of serious sanctions on members of the faculty, as specified in the UNC Code and Policy Manual, Section 603 (1) (c). Similarly, the Provost may withdraw emeritus status from a former faculty member for such behavior, after consultation with the Committee of Tenured Faculty. In both cases, the Provost must notify the retired faculty member of his or her decision and the retired faculty member has the right to appeal the decision to the Grievance Committee. That appeal would follow Grievance Committee procedures as described in 3.6.

Commented [JK1]: Note hyperlink.

~~However,~~ special circumstances may dictate that the requirement of at least 10 years of service be waived, in which case the Committee of the Tenured Faculty is empowered to act by two-thirds vote of those present and voting.

Major administrators who also hold professorial rank will be considered for professional emeritus status in accordance with the regular procedure for the faculty.

Eligibility for emeritus status under these standards is retroactive for all faculty who have retired since the creation of from the University of North Carolina at Asheville. The designation shall be "Emeritus" following whatever highest rank has been earned, e.g., Professor Emeritus.

~~In each instance of faculty retirement, the Chair of the retiree's department (in the case of retiring Department Chairs or Program Directors, the Provost and VCAA) shall initiate the process of recommending emeritus status, provided such action meets the approval of the individual concerned.~~

~~The designation of Emeritus status for major administrative officers shall conform to the same ten year policy and be initiated by the Chancellor for approval by the Board of Trustees. Major administrators who also hold professorial rank will be considered for professional emeritus status in accordance with the regular procedure for faculty and administrative status in accordance with the procedure for administrators.~~

Faculty members retired and emeriti possess such privileges as continued listing in the university catalog, standing invitations to march in all academic processions and to participate in other academic faculty events on the same basis as currently employed faculty, use of athletic and library facilities and faculty parking areas, and such other privileges as may be extended by the Board of Trustees.