

**University Senate of Michigan Technological University**

**Proposal 8-23**

**(Voting Units: Academic)**

**Proposal to Change Eligibility for Emeritus Status**

Introduced by: Instructional Track Faculty (ITF) Working Group

The Instructional Track Faculty (ITF) Working Group recommends changing the eligibility for Faculty Emeritus status to include all full-time faculty members.

**Rationale**

[Senate Policy 703.1](#) does not include any explicit language that restricts the awarding of Emeritus faculty status to only tenured faculty. Instead, it states, "Emeritus/Emerita faculty status is an honorary rank awarded to a retired faculty member who has served Michigan Technological University with distinction for at least 10 years of full-time employment." [Board of Trustees Policy 6.8](#) does, however, state that the Faculty Emeritus status is "An honorary rank awarded to retirees who have tenure in the professional ranks and have served the University with distinction."

The goal of the recent renaming of the Lecturer ranks to Teaching Professor ranks was to more broadly recognize the importance of instructional faculty at Michigan Tech. Given that many Instructional Track faculty also serve the university with distinction over an extended period of time, it is only fitting that they, as well as other full-time faculty members, be eligible for the Emeritus status.

**Benchmarking**

The working group's benchmarking with other universities revealed that of the total of 40 universities benchmarked, 17 allowed instructional faculty to achieve emeritus status, 13 did not, and for 10 of them it was unclear whether it was explicitly allowed or not. Of those benchmarked, there was not a correlation with using the terminology of "instructor" or "assistant teaching professor" and whether emeritus was possible for these faculty.

Institution	Titles for Instructional Faculty	Emeritus Possible?
<b>Predetermined Peers (MI Public)</b>	<a href="https://www.mtu.edu/institutional-research/peers/">https://www.mtu.edu/institutional-research/peers/</a>	
Central Michigan	Fixed term	Unclear

Eastern Michigan	Lecturer	Yes
Ferris State	Adjunct instructor level 1,2,3,4	Yes
Grand Valley State	Instructor	Yes
Lake Superior State	Instructor	Yes
Michigan State University	Academic Specialist - Teaching	No
Northern Michigan University	Contingent Instructor	No
Oakland University	Instructor	No
Saginaw Valley	Lecturer	Yes
University of Michigan	Lecturer I, II, III, IV	No
Wayne State	Assistant Professor, Teaching	Yes
Western Michigan University	Instructor	Unclear
<b>Public Peers</b>	<a href="https://www.mtu.edu/institutional-research/peers/">https://www.mtu.edu/institutional-research/peers/</a>	
Colorado School of Mines	Teaching Assistant Prof, etc.	Yes
CUNY City College	Unclear	Unclear
Louisiana Tech	Lecturer, etc.	No
Missouri S&T	Assistant Teaching Prof	Yes
Montana State University	Assistant Teaching Prof, etc.	Yes
New Jersey Institute of Technology	Lecturer, etc.	Unclear
Texas A&M Kingsville	Lecturer, etc.	No
University of Akron (Main)	Assistant Prof of Instruction	Unclear
University of Alabama in Huntsville	Lecturer, etc.	Unclear
UMass-Lowell	Instructor	Yes
<b>Big Ten</b>	<a href="https://www.mtu.edu/institutional-research/peers/">https://www.mtu.edu/institutional-research/peers/</a>	
Indiana University	Lecturer, etc.	Yes
Michigan State University	Academic Specialist - Teaching	reported above
Northwestern University	Professor of Instruction	Yes
Ohio State University	Lecturer, etc.	Yes
Penn State University	Assistant Teaching professor etc	Yes

Purdue	Lecturer	No
Rutgers	Assistant Teaching Professor	Unclear
University of Illinois-Urb-Ch	Lecturer	No
University of Iowa	Assistant Prof of Instruction	No
University of Maryland	Lecturer, senior lecturer	No
University of Michigan	Lecturer I, II, III, IV	reported above
University of Minnesota	Lecturer, Teaching Specialist	No
University of Nebraska	Assistant Prof Practice, etc.	No
University of Wisconsin	Lecturer	Yes
<b>Operational Peers - Private</b>		
Clarkson	Instructor	Unclear
Northeastern	Assistant Teaching Prof	Yes
Rensselaer Polytechnic	Lecturer	Unclear
Stevens Insitute of Tech	Lecturer	No
Worcester Polytechnic	Teaching Professor	Unclear
<b>Other</b>		
RIT (Rochester)	Lecturer	Yes
<b>SUMMARY</b>		
Yes		17
No		13
Unclear		10

## Proposal

The ITF Working Group recommends the following revision to Board of Trustees Policy 6.8. It also recommends changing the wording of item 1 in Senate Policy 703.1 to include a parallel Emeritus rank title for Instructional Track Faculty, Research Faculty, and Professor of Practice

### **BoT Policy 6.8:**

## **RECOMMENDED CHANGES**

### 6.8 Faculty Emeritus

An honorary rank awarded to retired faculty members who have served the University with distinction.

Recommendation for emeritus status shall be made by the members of the retiree's academic department through administrative channels to the President for presentation to the Board of Trustees.

### **Senate Policy 703.1**

#### PROPOSED CHANGES

The Senate recommends the adoption of the following University policy and procedures that deal with the appointment and perquisites of faculty members holding emeritus/emerita rank.

1. Emeritus/Emerita faculty status is an honorary rank awarded to a retired faculty member who has a rank of Associate or higher or title of Professor of Practice and who has served Michigan Technological University with distinction for at least 10 years of full-time employment. All emeriti faculty will be assigned rank titles that correspond to the highest rank in their faculty category, such as Professor Emeritus/Emerita, Teaching Professor Emeritus/Emerita, Research Professor Emeritus/Emerita, Professor of Practice Emeritus/Emerita, etc. The retired faculty member will retain any honorific title at which they retired.
2. The retiree's unit, through a procedure defined in its charter, shall make a recommendation for the Emeritus/Emerita status. This procedure, which shall include approval by unit faculty and an appeal system, may be initiated by the retiree or his/her unit. New emeriti/emeritae will be given public recognition and an honorary certificate at a ceremony during the nearest appropriate public ceremony.
3. All emeriti/emeritae shall be granted the following privileges:
  - a. Identification card as an emeritus/emerita faculty member.
  - b. An e-mail address, a mail address and departmental mailbox (if desired).
  - c. Continuing notification after retirement about all important developments or changes affecting their interests or relations with Michigan Tech or the primary home unit.
  - d. Listing with the faculty in all catalogs.
  - e. Listing with the faculty in all appropriate campus and departmental directories and databases.

- f. Invited participation in public ceremonies, such as commencement, academic procession, convocation, and others.
- g. Invited attendance at faculty meetings (the University level).
- h. Eligibility to attend all University or college functions open to the faculty.
- i. Invitation to participate in appropriate campus and departmental seminars, colloquia, lectures, and other scholarly meetings as both audience and contributors.
- j. Permanent parking privileges.
- k. Receipt of all campus publications and sources of information (printed or electronic versions), including advance notice of events.
- l. Full faculty library privileges.
- m. Full faculty privileges in using campus recreational and social facilities (such as SDC, MUB, etc.) and access to all cultural and social events restricted to the MTU community.
- n. Eligibility for active emeriti/emeritae to be granted the graduate faculty status.
- o. Eligibility for appointment or election to University, College/School, Departmental and Senate committees.
- p. Ability to participate in an association of emeriti/emeritae, if one exists.
- q. Access to campus facilities by the emeritus/emerita association for meetings and reunions.
- r. Non-voting representation of the emeritus/emerita association (if one exists) on the University Senate.
- s. Use of the SOFTWARE DOWNLOAD items available as allowed under contractual terms between the University with vendors.

4. Emeriti/emeritae are eligible to be recommended by their departments/schools for the following activities:

- a. Invited attendance at faculty meetings (the departmental level).
- b. Adequate office space and telephone service.
- c. Access to computer services.
- d. Access to secretarial assistance, stationery and supplies for professional use.
- e. Faculty mailing privileges.
- f. Selective invitation to participate on departmental committees, with specified voting privileges.
- g. Priority status in departmental part-time teaching.
- h. The opportunity for active emeriti/emeritae to receive institutional support for proposals submitted to funding agencies.
- i. Eligibility to administer grants, contracts and other research projects funded by governmental agencies, foundations, and gifts.
- j. Eligibility to supervise the masters and doctoral degrees, and to serve on appropriate advisory and examining committees.
- k. Eligibility to receive help in defraying travel and other costs incurred in presenting papers or chairing sessions at professional meetings.

