



**Date:** October 1, 2018

**To:** Veena Prabhu  
Chair, Academic Senate

**From:** Sharon H. Ulanoff, Chair  
Faculty Policy Committee

**Copies:** M. Caldwell, J. Lazo-Uy, R. Roquemore, V. Salcido, H. Riggio

**Subject:** **Proposed Policy Modification for Chapter VIII of the *Faculty Handbook*  
FPC 17-24.10 Retired Faculty-Emeritus Status**

Faculty Policy Committee added FPC 17-24 Retired Faculty-Emeritus Status in May 2018 to consider emeritus status for lecturers; at its meeting on May 7, 2018 FPC tabled the discussion until the first meeting of the fall 2018 semester. FPC discussed and deliberated about FPC 17-24 at its fall meetings through October 1, 2018. During that time we reviewed emeritus policies from several CSU campuses, including CSU Channel Islands, CSU Fullerton, and San José State University. FPC also reviewed the Academic Senate of the California State University "Recommendation on the Eligibility of Lecturers for Emeritus Status" (2014). After considerable deliberation FPC voted to approve policy modification FPC 17-24.10 Retired Faculty-Emeritus Status at its meeting on October 1, 2018 and to send to Senate Exec ahead of the minutes. The following is an explanation of the changes.

- Line 1: FPC changed this language to specify that retired faculty and emeritus status are two different things. The first paragraph addresses retired faculty and the rest of the policy is related to emeritus status.
- Lines 14-15: These lines are recommended for deletion because they are modified in lines 16-20.
- Lines 16-19: This language expands who is eligible for emeritus status to include lecturers and other categories of faculty who are eligible for emeritus status.
- Lines 19-20: This language clarifies that breaks in service are not disqualifying. This was added because lecturers only serve when there are courses for them to teach and may have breaks in service. Therefore, FPC felt that this should not be disqualifying for other types of faculty.
- Line 21: FPC replaced faculty with candidates to refer to the expanded group of eligible faculty.
- Line 22: This change is editorial.
- Lines 28-29: FPC removed the word faculty in both lines to avoid redundancy.

- Line 30: This change is editorial.
- Line 31: As in line 21, FPC replaced faculty with candidates to refer to the expanded group of eligible faculty. In addition the word uninterrupted was deleted to align with new language in lines 19-20.
- Lines 32-33: "...as a teacher and scholar, and will have significant contributions..." on line 31 has been replaced with "in the area(s) for which they were hired to allow for other than tenure track instructional faculty. Since significant contributions are determined by the department/division/school and college, which must make the recommendation to the President, FPC also felt that language was not necessary here.
- Line 33: FPC deleted the / and replaced with "or."
- Lines 34-36: This language is editorial.
- Line 37: This language was deleted because it is addressed in lines 16-20.
- Lines 38-29: This language was modified and moved to lines 53-55.
- Lines 40-44: As in line 21, FPC replaced faculty with candidates to refer to the expanded group of eligible faculty.
- Line 41: FPC deleted the / and replaced with "or."
- Line 43: FPC deleted the / and replaced with "or."
- Lines 45-52: FPC added new language to address emeritus requests from tenured faculty and lecturers with joint appointments. For tenured faculty members this language is aligned with evaluation procedures for faculty with joint appointments. Since emeritus status is granted by the President, FPC did not think it was necessary for lecturers with appointments in more than one department/division/school or college to submit multiple requests for emeritus status.
- Lines 53-55: This language is modified and moved from lines 38-39.
- Lines 55-57: This language specifies that if lecturers have appointments in more than one college the recommendation from the department/division/school where the request is submitted must go to each college dean.
- Line 60: As in line 21, FPC replaced faculty with candidates to refer to the expanded group of eligible faculty.
- Lines 61-63: These changes are editorial in that they refer to the expanded group of eligible faculty.

1 **Retired Faculty - AND Emeritus Status**

2 (Senate: 5/2/63, 11/22/77, 7/14/81, 3/3/87, 7/12/94, 11/28/00, 2/19/02, 2/12/08, 3/4/08, 3/13/18;  
3 President: 5/14/63, 7/27/78, 7/22/81, 10/4/88, 8/22/94, 2/8/01, 3/21/02, 3/26/08, 4/2/08, 4/20/18;  
4 Editorial Amendment: 9/00, 8/01)

5 The University appreciates the past services of its retired faculty and encourages their participation in  
6 the life of the University community. In this spirit, it extends to all faculty retirees the following  
7 courtesies: access to information and guidance concerning pertinent retirement benefits; library  
8 privileges; inclusion in the campus directory (unless declined); notification of all important  
9 developments or changes affecting their interests or relations with the University or with the State  
10 University system; invitations to participate in all commencements, public ceremonies, and  
11 convocations on the same basis as active faculty members; and invitations to participate in appropriate  
12 seminars, colloquia, lectures, and other scholarly meetings, both as contributors and as audience.

13 **Emeritus Status**

14 Emeritus status may be granted to a tenured faculty member who has resigned/retired after a minimum  
15 of ten (10) years of distinguished service at California State University, Los Angeles.

16 ALL FACULTY MEMBERS, INCLUDING TENURED FACULTY, LIBRARIANS, COUNSELORS, COACHES, AND  
17 LECTURERS, WHO HAVE ACCUMULATED TEN (10) OR MORE YEARS OF FULL-TIME EQUIVALENT SERVICE  
18 AT CAL STATE LA MAY REQUEST EMERITUS STATUS AT THEIR HIGHEST ACADEMIC RANK UPON  
19 RESIGNATION OR RETIREMENT FROM THE UNIVERSITY. BREAKS IN SERVICE DO NOT DISQUALIFY A  
20 FACULTY MEMBER FROM ATTAINING EMERITUS STATUS.

21 Faculty CANDIDATES granted Emeritus status shall enjoy all the courtesies accorded retired faculty plus  
22 the following benefits: inclusion at the head of IN the corresponding department's/division's/school's  
23 faculty list (IF APPLICABLE), as well as in the consolidated Emeriti list in the General Catalog;  
24 recommendation for life membership in the Alumni Association; a special identification card; receipt of  
25 publications and information related to university activities (unless declined); selective invitation to  
26 participate in campus councils as consultants, where appropriate and legal; free admission to musical,  
27 dramatic, athletic and other University performances; access to electronic communication and  
28 information as long as they are legally and fiscally feasible; faculty library borrowing privileges; access to  
29 campus rooms and facilities for meetings and reunions of Emeriti; and a faculty parking permit; and  
30 office space, on a space available basis CONTINGENT UPON AVAILABILITY.

31 **Criteria.** It is expected that a faculty member CANDIDATES will have at least ten uninterrupted years of  
32 distinguished service as a teacher and scholar, and will have significant contributions to California State  
33 University, Los Angeles IN THE AREA(S) FOR WHICH THEY WERE HIRED prior to resignation/ OR  
34 retirement in order to qualify as a candidate for Emeritus status, although Exceptions may be made for  
35 faculty CANDIDATES with fewer years of service who have made exceptional contributions as identified  
36 by their faculty colleagues.

37 **REQUEST AND Approval.** All tenured faculty who resign/ OR retire may request Emeritus status. The  
38 appropriate department/division/school committee and the college dean must each make a  
39 recommendation prior to the consideration by the president. The procedure for consideration of  
40 Emeritus status must be initiated by the faculty member CANDIDATE within two years following the

41 effective date of retirement/ OR resignation. For those in the faculty early retirement program (FERP),  
42 the effective date of retirement is prior to entering FERP status. To be considered for Emeritus status,  
43 resigning/ OR retiring faculty members CANDIDATES must submit ELECTRONICALLY an updated  
44 curriculum vitae, A DIGITAL photograph, and brief biography.

45 EMERITUS REQUESTS FROM TENURED FACULTY WITH JOINT APPOINTMENTS IN TWO OR MORE  
46 DEPARTMENTS/DIVISIONS/SCHOOLS OR COLLEGES SHALL BE REVIEWED EITHER BY THE PEER REVIEW  
47 COMMITTEE IN EACH DEPARTMENT/DIVISION/SCHOOL OR BY A JOINT COMMITTEE OF FACULTY FROM  
48 EACH DEPARTMENT/DIVISION/SCHOOL, IN ACCORDANCE WITH EVALUATION PROCEDURES SET FORTH  
49 AT THE TIME OF APPOINTMENT. LECTURERS WITH APPOINTMENTS IN MORE THAN ONE  
50 DEPARTMENT/DIVISION/SCHOOL SHALL SUBMIT EMERITUS REQUESTS TO ONE  
51 DEPARTMENT/DIVISION/SCHOOL IN WHICH THEY SERVE; THAT DEPARTMENT/DIVISION SCHOOL WILL  
52 REQUEST ELIGIBILITY STATUS FROM THE OFFICE OF FACULTY AFFAIRS.

53 THE APPROPRIATE DEPARTMENT/DIVISION/SCHOOL/LIBRARY COMMITTEE (OR EQUIVALENT) AND THE  
54 APPROPRIATE ADMINISTRATOR (COLLEGE/LIBRARY DEAN, ATHLETIC DIRECTOR, DIRECTOR OF CAPS)  
55 MUST EACH MAKE A RECOMMENDATION PRIOR TO CONSIDERATION BY THE PRESIDENT. IF LECTURERS  
56 HOLD APPOINTMENTS IN TWO OR MORE COLLEGES, RECOMMENDATIONS FROM THE  
57 DEPARTMENT/DIVISION/SCHOOL COMMITTEE SHALL BE FORWARDED TO EACH COLLEGE DEAN. The  
58 recommendations of the department/division/school committee and the college dean(S) shall be  
59 forwarded to the Provost and the President along with the personnel action file for final consideration  
60 and approval. The President will inform the faculty member CANDIDATE of the final decision.

61 Posthumous nominations for faculty THOSE who meet the criteria may be made on behalf of the  
62 deceased faculty by a faculty member PEER in their department/division/school within two years of  
63 death.

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