



FACULTY EMERITI

Adopted: July 14, 2000

Supersedes: (see end of policy)

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS POLICY**

Page 1 of 3

FACULTY EMERITI

SECTION I. DEFINITIONS.

Subd. 1. Faculty Emeritus. “Faculty emeritus” or “emeritus” means 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 for cause.

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

SECTION II. ADMINISTRATIVE PROCEDURES.

The president, in consultation with the Faculty Senate, shall develop administrative procedures to implement this policy.

SECTION III. FACULTY EMERITUS TITLE.

Subd. 1. Title. In recognition of years of valued service and contribution to the University, the title “emeritus” shall be awarded to a faculty member who meets the standards of a faculty emeritus defined in section I, subdivision 1. Faculty who are terminated for cause are not eligible to hold the title of emeritus. The emeritus title will be of the rank held by the faculty member at the time of retirement.

Subd. 2. Special Circumstances. Under special circumstances and 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.

SECTION IV. UNIVERSITY PRIVILEGES AND SERVICES.

Subd. 1. Members of the University Community. Conferment of the faculty emeritus title does not confer any employment status or rights on a retired faculty member. Faculty emeritus shall have the opportunity to continue as an active member of the University community either as a volunteer or contractual employee as provided

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**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS POLICY**

Page 2 of 3

in section VI or by other arrangement.

Subd. 2. University Services. The University shall provide the following privileges and services to a faculty emeritus equal to those provided to regular faculty:

- (1) email accounts;
- (2) library privileges;
- (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. 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. ACADEMIC UNIT PRIVILEGES AND SERVICES.

Subd. 1. Academic Unit Services. Subject to cost and availability, academic units may provide to an active faculty emeritus privileges, services, and facilities as warranted by the nature of the relationship with the University but not to exceed those provided to regular faculty.

SECTION VI. CONTINUED RELATIONSHIP WITH THE UNIVERSITY.

Subd. 1. Contractual Agreements. A unit may contract with a faculty emeritus to provide compensated work services. The terms of such a relationship are governed by the terms of the contractual agreement and any 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:

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



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS POLICY**

Page 3 of 3

Human Resources

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SECTION VII. INFORMAL DISPUTE RESOLUTION.

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

SUPERSEDES: EMERITUS TITLE FOR FACULTY DATED JANUARY 9, 1969.