

**MICHIGAN STATE
UNIVERSITY**

February 14, 2020

MEMORANDUM

To: Committee on Academic Affairs

From: Teresa A. Sullivan *Teresa A. Sullivan*
Interim Provost and Executive Vice President for Academic Affairs

Subject: Revisions to Policy 04-17-07 (Emeritus Title)

RECOMMENDATION

The Trustee Committee on Academic Affairs recommends that the Board of Trustees approve revisions to Policy 04-17-07 (Emeritus Title).

RESOLUTION

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves revisions to Policy 04-17-07 (Emeritus Title), as shown in Attachment A.

BACKGROUND

The "emeritus" title is an honorific award that grants certain privileges to faculty, academic staff, and administrative staff upon retirement from the university.

The university is currently in the process of integrating the Michigan State University College of Law into MSU as one of its constituent colleges, with a target completion date of August 15, 2020. As part of this process, certain faculty and staff of the College of Law transitioned their employment to the university effective January 1, 2020 in anticipation of the full integration of the College of Law into the university. This proposed revision to the Emeritus Title Policy is intended to clarify how eligibility for emeritus status will be determined for these individuals. It provides that their original employment start date with the Law College will be used to determine years of service and that the determination of emeritus status will be handled separate and apart from eligibility for other retirement benefits.

The proposed revisions were approved by University Council at its meeting on January 21, 2020.

cc: Board of Trustees, S. Stanley, K. Wilbur, N. Beauchamp, N. Barr, B. Quinn, M. Zeig, G. Hoppenstand, T. Curry



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EMERITUS TITLE**04-17-07**

Members of the faculty, academic staff and administrative staff who leave the University with official retirement status and in good standing¹ are granted certain privileges and the "emeritus" title.² For faculty members with the rank of professor, associate professor or assistant professor, the "emeritus" designation is appended to the rank held at the time of retirement, e.g., professor emeritus. For academic staff the title would be librarian emeritus, etc. For administrators whose administrative appointment requires approval by the Board of Trustees, the emeritus designation, upon approval by the Provost and the President, is appended only to the most senior administrative title held at Michigan State University, which may be held at or prior to the time of retirement, e.g., dean emeritus. The emeritus designation is not normally awarded for administrative titles held on an "acting" basis.

Faculty, academic staff, and administrative staff who end their employment at the University after a substantial period of distinguished service short of the years of service needed for retirement eligibility, may be granted emeritus status upon the recommendation of the Provost to the President, after the Provost consults with the University Committee for Faculty Affairs.

Faculty with the emeritus designation are entitled to attend Academic Senate meetings with voice but without vote; to march in academic processions such as commencement; to avail themselves of the libraries; to have continued access to an MSU e-mail account; to receive, on application, a faculty vehicle permit; to represent the University, on appointment, at academic ceremonies of other institutions; and, in general, to take part in the social and ceremonial functions of the University.

Emeritus status may be revoked upon the recommendation of the Provost to the President, after approval by the University Committee for Faculty Affairs in those exceptional cases in which behavior occurring or discovered after being awarded emeritus status is deemed to be substantially inconsistent with the behavior expected of Michigan State University faculty, academic staff, and administrative staff.

Enacted: 5/18/50

Amended: 4/5/91, 6/21/19, 2/14/20

¹ "Good Standing" is assumed unless one ends employment while suspended or during dismissal proceedings.

² For purposes of granting "emeritus" status only, the employment start date with Michigan State University College of Law, a Michigan non-profit corporation, will be used to determine emeritus eligibility for College of Law faculty, academic staff and administrative staff who transitioned their employment to the University, effective January 1, 2020, in anticipation of the full integration of Michigan State University College of Law, a Michigan non-profit corporation, into the University. Any such individual's "emeritus" status will not affect the University's retirement eligibility requirements as they apply to such individual (i.e., the employment start date with the University will be used to determine such individual's retirement eligibility).