

Emeritus: one retired from professional life but permitted to retain as an honorary title the rank of the last office held (Merriam Webster Collegiate Dictionary)

Current R&P:

R&P 2.2.12: Retirement “A tenured faculty member who retires relinquishes tenure, and there is no guarantee of a subsequent appointment. A tenured faculty member who is a benefits-eligible retiree (as specified by Human Resources) retires as professor emeritus.”

Proposed Change to R&P 2.2.12 Retirement (Additions in **bold** and deletions are ~~struck out~~):

**R&P 2.2.12 Retirement and Emeritus Status**

“A tenured faculty member who retires relinquishes tenure, and there is no guarantee of a subsequent appointment. **A university or term tenured** faculty member who is **an associate or full professor and who has served ten or more years (twenty cumulative semesters or more) at the time of his or her resignation from full-time employment at Lehigh** ~~who is a benefits-~~eligible retiree (as specified by Human Resources) ~~retires as professor emeritus~~ **will be granted emeritus status. This change will be retroactive.**”

**If a faculty member is dismissed for cause or resigns while under a university investigation, he or she is ineligible for emeritus status. Such a denial of emeritus status may be appealed to the Faculty Personnel Committee. The Faculty Personnel Committee also reserves the right to recommend that a faculty member dismissed for a physical or mental disability be extended emeritus status.**

Justification

Before 2018, the standards for awarding emeritus status were: “A tenured faculty member who has served ten years or more at Lehigh at the time of his or her retirement will be retired at the rank of professor emeritus.”

Problems with current standard for emeritus status:

1. Is more restrictive than the pre-2018 standard.
2. Involves Human Resources in what is essentially an academic issue.
3. Excludes term faculty from being considered for emeriti faculty.
4. Doesn't consider the case of a faculty member dismissed for cause or under investigation.
5. Faculty are currently being evaluated for emeriti status using a standard different from that when they initially arrived at Lehigh.
6. Clarifies the role of the Faculty Personnel Committee.

Note: This proposal refers to “resignation from full-time employment at Lehigh” instead of “retires” since “retirement” has specific benefit implications in addition to emeritus status. The implications of a faculty member being “benefits eligible” should continue to be managed by Human Resources.

#### Other R&P References to Emeritus Status

R&P 2.2.10: Faculty Chairs “Referring to a faculty member who retires from a chair: “A faculty member who retires in any such professorship shall become emeritus in that professorship”

R&P 2.2.11: Dismissal for Cause “The Faculty Personnel Committee reserves the right to recommend that the faculty member dismissed for a physical or mental disability be extended emeritus status and retirement benefits if they are otherwise eligible.”

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