

**SAN JOSÉ STATE UNIVERSITY  
ONE WASHINGTON SQUARE  
SAN JOSÉ, CA 95192**

**Amendment A to University Policy F14-2, Emeriti Policy**

**Legislative History:**

On April 17, 2023, the Academic Senate approved Amendment A to University Policy F14-2, Emeriti Policy Recommendation presented by Senator French for the Professional Standards Committee. This proposal would amend the policy on Emeriti Faculty to include access to buildings at SJSU.

**ACTION BY UNIVERSITY PRESIDENT:**

**Approved and signed by President  
Cynthia Teniente-Matson,  
San José State University on June 20, 2023.**

**Policy Recommendation  
Amendment A to University Policy F14-2  
Emeriti Faculty**

**Legislative History:** This proposal would amend the policy on Emeriti Faculty to include access to buildings at SJSU.

**Rationale:** University Policy F14-2 grants emeriti faculty a number of privileges, including library privileges, access to campus recreational facilities, and official SJSU email accounts. Emeriti faculty often teach classes and continue their RSCA activities. Access to campus buildings is a necessary component of both teaching and scholarship, and F14-2 currently has no provision for building access. In addition, F14-2 makes several references to “regular” faculty, but this language has been replaced in recent policy with language that is more inclusive and specific.

**Resolved:** That F14-2 be modified as provided in this recommendation.

**Approved:** 3/6/23

**Vote:** 9-0-0

**Present:** Barrera, French, Gómez, Kazemifar, Monday, Pruthi, Riley, Smith, Wang

**Absent:** Maldonado

Financial Impact: None anticipated

Workload Impact: Some additional work by FD&O to process updates to Emeriti Faculty building access

# Emeriti Faculty Policy

## 1. Eligibility for Emeriti Faculty Status

- 1.1. Emeritus standing shall normally be conferred on each tenured faculty member upon retirement from the University.
- 1.2. Emeritus standing shall normally be conferred on non-tenured faculty upon retirement from the University who meet the following conditions:
  - 1.2.1. They have been employed for a minimum of ten years. Those years shall be continuous except for leaves consistent with the Collective Bargaining Agreement.
  - 1.2.2. They have been approved by a Department personnel committee, which must find that the faculty member has made significant contributions to the University, allowing for the particular character of the academic assignment, i.e., most Lecturers are employed strictly as teachers, non-tenured Counselor faculty are employed as counselors, etc. As evidence of its approval, the committee shall summarize its decision in writing and shall provide a copy of the decision to the President or their designee.
- 1.3. In special circumstances the President may withhold the awarding of emeritus standing for cause. Prior to the conferral of emeritus standing, the President may ask appropriate officials and the Board of Academic Freedom and Professional Responsibility whether there is cause to withhold this standing.
- 1.4. The President may confer emeritus standing on any other retiring faculty member.
- 1.5. Faculty participating in the Early Retirement Program are considered to be tenured faculty and therefore are not yet eligible for emeritus standing.

## 2. Privileges of Faculty Emeriti

- 2.1. Faculty emeriti may place the Latin designation *emeritus* or *emerita* following the title of their highest academic position on official correspondence, (i.e. Professor Emerita, Professor Emeritus, or Lecturer Emeritus, Lecturer Emerita, Librarian Emerita, Librarian Emeritus, Counselor Faculty Emeritus, Counselor Faculty Emerita, etc.)

- 2.2. New faculty emeriti shall be listed in the program of the commencement ceremony closest to their retirement. Faculty emeriti will be listed in a position of honor on a prominent University website and in appropriate University publications.
- 2.3. Faculty emeriti shall be given a certificate of emeritus status and a permanent ID card indicating their status as emeritus members of the faculty.
- 2.4. Faculty emeriti shall be granted the same library privileges and held to the same responsibilities as all other faculty.
- 2.5. The University should, so far as space, resources, and priorities permit, assist faculty emeriti in their scholarly or professional pursuits. Such assistance may include, but is not limited to, the assignment of an appropriate office space if available, access to equipment or services, and the right to compete for research grants through the University Foundation. Decisions about the provision of resources should be broadly consultative and should include officials from affected units (i.e., Chairs when Department resources are involved, Deans when college resources are involved, etc.)
- 2.6. Faculty emeriti should have access to campus recreational facilities and to cultural and athletic events on the same basis as all other faculty.
- 2.7. Upon request, faculty emeriti shall be granted, insofar as space allows, free parking permits.
- 2.8. Faculty emeriti shall be permitted to keep and continue to use their official SJSU email accounts.
- 2.9 Faculty emeriti shall have access to campus buildings on the same basis as all other faculty.

### 3. Association for emeriti and retired faculty

- 3.1. A voluntary association has been established to serve the needs of emeriti and retired faculty, and to help them maintain a continuing and fruitful association with the University.
- 3.2. All emeriti and retired faculty are eligible for membership, and the association's members should elect its officers. The association shall determine its own name and constitution, and is presently named the Emeritus and Retired Faculty Association (ERFA).

3.3. The association endeavors to keep emeriti and retired faculty informed of University affairs, and to develop means to facilitate their participation as may be appropriate in the life of the University.