

## Faculty Senate Ad Hoc Committee on Emeritus Status: Recommendations for Clarity in Department and Supervisory Recognition of Emeritus Status

The Faculty Senate affirms the importance of emeritus recognition for those contractually eligible AAUP members and SUOAF members who have served the institution and the students of CCSU. Emeritus status may be considered immediately at the time of retirement or up to one year post-retirement. Emeritus status may also be awarded posthumously.

Faculty and staff are encouraged to indicate interest in emeritus status in the retirement letter.

Individual retiring faculty and staff members may self-nominate for emeritus status. Faculty or staff may also nominate pending retirees.

The AAUP and SUOAF contracts make clear that initial approval of an emeritus status request resides in the academic departments or with the relevant supervisor, respectively.

Departments and/or Supervisors vote or act on emeritus requests promptly. Department votes are held anonymously, without the faculty member present, and forwarded to the academic dean with a recommendation of “endorsed” or “not endorsed”.

### Other Recommendations To Be Presented to Human Resources

The Committee suggests that the Office of Human Resources (HR), once in receipt of the retirement letter, notify the relevant Supervisor (for SUOAF) or department chair (AAUP) of an emeritus request promptly.

The Committee encourages HR to develop a retirement information webpage and checklist.

The Committee encourages management to promptly forward recommendations to the president and the president render a decision on emeritus status within 40 days of the retirement date.

The Committee encourages the university to better highlight the contributions of our retirees and to look for meaningful ways to include them in the life of the university, including utilizing them as peer or student mentors and/or connecting with them through institutional advancement. Such efforts align with our ongoing commitment to promoting age-inclusivity at CCSU after joining the Age-Friendly University global network in 2017.