



# University of Connecticut Health Center

POLICY NUMBER 2003-37

May 1, 2003

## **POLICY: EMERITUS FACULTY**

### **POLICY STATEMENT:**

The awarding of the title of Emeritus is in recognition of a career of accomplishment and contribution to the University of Connecticut Health Center and continued scholarship and service. Because it is in the interest of the Schools of Medicine and Dental Medicine and the public that Emeriti continue their scholarly activities, the Health Center encourages the maintenance of both informal and scholarly contacts between Emeriti and their active colleagues and will endeavor to provide working space, equipment, library facilities, etc. to Emeriti who can demonstrate reasonable need. Such support will be contingent upon availability of resources at the time. Deans and department heads, where appropriate, enlist the services of Emeriti in professional activities such as lecturing, providing clinical teaching, serving on academic committees, and advising students.

Faculty who meet the criteria for Emeritus status at the University of Connecticut Health Center shall be awarded this title upon retirement. This title shall be retained so long as the emeritus faculty comply with the provisions of this policy. Such recipients are not employees of the Health Center and do not retain the rights, privileges and benefits of full-time or part-time faculty or staff<sup>1</sup>. Emeritus faculty are expected to comply with all policies, regulations and rules of the Health Center and its Schools. The privileges extended to faculty with emeritus status are<sup>2</sup>:

1. Listing in the faculty/staff directory.
2. Retention on Health Center, School and departmental mailing lists.
3. Eligible to register a vehicle with Public Safety for campus parking.
4. Eligible for access to the library and its resources (any associated fees for such access are the responsibility of emeritus faculty).
5. Eligible to participate in academic ceremonies (e.g., convocation and commencement).
6. Eligible to participate in social and related functions in which other full-time and part-time faculty might participate.

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<sup>1</sup> At the discretion of the appropriate Dean, emeritus faculty and staff may be contracted to perform specific tasks and functions. In such cases emeritus faculty and staff may receive compensation and be afforded, as appropriate, some of the rights, privileges, and benefits of part-time employees. The faculty grievance process is not available to emeritus faculty members, and such grievances must follow the appropriate process for managerial-exempt/confidential employees or special payroll employees. The appropriate Dean must establish in writing the nature of the tasks and functions, compensation, as well as specific rights, privileges and benefits accruing for each specific case.

<sup>2</sup> These privileges may only be modified with approval of the appropriate Dean. In such cases the privileges to be granted shall be described in writing.

7. Eligible to attend and participate, but not to vote, in meetings of the general faculty and the School's Council.
8. Eligible to attend and participate in faculty and/or administrative committees if so appointed by the Dean or Executive Vice President.
9. Eligible to provide clinical care and teaching in their area of expertise, providing approval is obtained from the appropriate clinical director and complies with the credentialing criteria.
10. Provision of office and/or research space and equipment (including telephone, computer, internet access) is entirely at the discretion of the appropriate Dean:
  - a) Space and equipment provided shall be consistent in amount with the assigned responsibilities and extramural funding of the emeritus faculty member. In no case may space be used to store or warehouse previously used equipment or supplies, nor shall wet-lab space be used for offices.
  - b) Space and equipment may be dedicated to the Emeriti or be shared and may be within or apart from the Emeriti's "home" department and may or may not be dedicated to the Emeriti.
  - c) Provision of space and equipment must be associated with tangible, demonstrable benefits to the appropriate School and may not compromise other functions of the institution. The appropriate Dean shall establish in writing the assignment of space and equipment as well as the assigned duties and benefits to the School.
11. Arrangements for secretarial or other support personnel or services are the responsibility of the emeritus faculty member and the "home" department.
12. Eligible to apply for research grants and serve as principal investigators in accordance with policies and rules that apply to other paid faculty members.
13. A copy of this policy shall be provided to all Emeritus faculty at the time of retirement.

**Peter Deckers, M.D. (signed)**

**5/11/03**

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**Executive Vice President for Health Affairs  
and Dean, School of Medicine**

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**Date**

**Peter Robinson, DDS, PhD. (signed)**

**5/13/03**

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**Dean, School of Dental Medicine**

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**Date**

**REPLACES: NEW POLICY**