TO: Academic Board

SPONSOR: Cheryl Misak, Vice-President and Provost

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DATE: May 14th 2009 for June 1st 2009

AGENDA ITEM: 9

ITEM IDENTIFICATION
Policy on Emeritus / Emerita Status

JURISDICTIONAL INFORMATION:
The Academic Board is responsible for consideration of policies on the nature of academic appointments. These encompass policies on the appointment, promotion, tenure, suspension and removal of teaching staff, as well as policies on the conduct of academic work, such as the policies on research leave and on academic freedom and responsibilities.

PREVIOUS ACTION TAKEN:

Governing Council approved the *Policy on Appointment of Professor Emeritus* on May 26th 2003.

HIGHLIGHTS:

The *Policy on Emeritus / Emerita Status* (Appendix 1) is proposed to replace the current *Policy on Appointment of Professor Emeritus* (Appendix 2). The new policy will allow faculty and librarians who hold continuing appointments in the University at the ranks of Professor, Associate Professor, Senior Lecturer and Librarian to hold the title of Professor Emeritus, Associate Professor Emeritus, Senior Lecturer Emeritus and Librarian Emeritus upon retirement. Alternatively, individuals may elect to have the title Professor Emerita, Associate Professor Emerita, Senior Lecturer Emerita or Librarian Emerita. It is clear from a review of policies at peer institutions across Canada and the US that there is a wide variation in the way in which the title of Emeritus/Emerita is conferred. In some institutions it is bestowed on *all* faculty who have retired in good standing, whilst in others it is only given to professors who meet defined criteria (most commonly as applied by a central evaluation committee). A number of universities have expanded the concept to include associate professors and other teaching staff who hold continuing appointments.

In the *Statement of Commitment to Retired Faculty and Librarians* (2005) the University of Toronto committed to welcoming and encouraging the participation of retired faculty and librarians in the intellectual and social life of the University community across all three campuses. Many retired faculty and librarians remain vitally engaged in university life by continuing to contribute their knowledge and experience to the University's mission through on-going teaching and/or research. The proposed policy change will provide a designation for all retired faculty and librarians who continue to engage in such activity post-retirement.

With the elimination of mandatory retirement under the *Agreement on Retirement Matters* (2005), post-retirement positions no longer exist and therefore reference to such positions has been omitted from the proposed policy. Where Professors have also held a named chair, as defined in the *Policy on Endowed Chairs, Professorships, Lectureships and Programs* , they may request that they continue to use the title of that named chair or professorship with the qualifier Emeritus or Emerita. Such applications require the approval of the Vice-President and Provost.

The award of Emeritus or Emerita status to retiring Professors, Associate Professors, Senior Lecturers and Librarians will be reported for information to the Academic Board of the Governing Council.

It is further proposed that any faculty members or librarians who held continuing appointments at the ranks of Associate Professor, Senior Lecturer and Librarian at the time of their retirement and who retired prior to June 30th 2009 may request to have the award of Emeritus or Emerita with their rank at the time of retirement conferred retrospectively.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

N/A

RECOMMENDATION:

The Academic Board recommends to Governing Council :

THAT the *Policy on Emeritus / Emerita Status* be approved, effective July 1st 2009;

and

THAT the *Policy on Appointment of Professor Emeritus* (approved May 26th 2003) be rescinded.

Appendix 1

Policy on Emeritus / Emerita Status

The appointment to the rank of Professor Emeritus, Associate Professor Emeritus, Senior Lecturer Emeritus and Librarian Emeritus will be given to Professors, Associate Professors, Senior Lecturers and Librarians who have retired. An individual appointed to these ranks may elect to have the title Professor Emerita, Associate Professor Emerita, Senior Lecturer Emerita or Librarian Emerita. The award of Emeritus or Emerita status to retiring Professors, Associate Professors, Senior Lecturers and Librarians shall be reported for information to the Academic Board of the Governing Council.

Where Professors have also held a named chair, as defined in the *Policy on Endowed Chairs, Professorships, Lectureships and Programs,* they will also be entitled to apply to be able to use the title of that named chair or professorship with the qualifier 'emeritus' or 'emerita'. Such applications will require the approval of the Vice-President and Provost and will be reported for information to the Academic Board of the Governing Council.

Appendix 2

Policy on Appointment of Professor Emeritus

The appointment to the rank of Professor Emeritus shall be given to Professors who have retired. An individual appointed to this rank may elect to have the title be Professor Emerita. Individuals who are reappointed to a post-retirement position, whether full-time or part-time, shall be eligible to hold the rank of Professor Emeritus or Emerita as well as the recommended rank for that position. The award of Professor Emeritus or Emerita status shall be reported for information to the Academic Board of the Governing Council.

Where Professors have also held a named chair, as defined in the *Policy on Endowed Chairs, Professorships, Lectureships and Programs*, they will also be entitled to apply to be able to use the title of that named chair or professorship with the qualifier 'emeritus' or 'emerita'. Such applications will require the approval of the Vice-President and Provost and will be reported for information to the Academic Board of the Governing Council.

May 26, 2003