

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – D

DATE: August 10, 2017

SUBJECT: Revisions to BOR Policy 4:43 – Emeritus Status (Second Reading)

Board of Regents [Policy 4:43 Emeritus Status](#) had been in place since May 2007, and most recently during the [February 2015](#) and [April 2015](#) meetings the Academic Affairs Council discussed issues associated with the minimum term of service required for faculty or administrators. Although the general agreement among AAC members was that the minimum threshold should be retained at ten years of service, a question was raised regarding the current language that allows faculty to earn emeritus recognition despite retiring at the “Assistant Professor” level. This framework appeared to be a hold-over from a time when the lecturer ranks had not yet been created in the Regental system, and individuals on tenure-track appointments were unlikely to meet the various thresholds without first earning promotion to the “Associate Professor” level at their institution. Following additional AAC discussion, the council supported a modification to policy that specified emeritus status could only be achieved if a faculty member has achieved the level of associate professor. As a result, the proposed modifications were approved by the Board of Regents during their [June 2015](#) meeting. The policy document depicted in Attachment II provides the Board with background to the specific changes that were proposed and approved at the June 2015 meeting.

Since the June 2015 meeting, all emeritus requests have been evaluated against the updated requirements. However, following a number of denials by the System Vice President for Academic Affairs, institutional exemption requests allowable under Section 7 of Policy 4:43 came forward during the May 2017 Board of Regents meeting, resulting in six waivers granted by the Board. With the inconsistency in workload and discipline standards across the six Regental institutions, AAC was asked to consider the removal of the formal Board approval for emeritus recognition. Specifically, each campus has developed separate policies/guidelines that manage this process. Some require vetting through a formal committee, and others rely on the Provost’s office to submit requests for approval by the Board. Similar processes unfold regarding the application of “distinguished professor” designations at individual campuses. With this in mind, the revisions to BOR Policy 4:43 depicted in Attachment I were advanced for discussion and consideration by AAC. Under the proposed revisions, campuses would be responsible for developing their own guidelines/procedures for determining emeritus status, distinguished professor, and/or resolutions of recognition eligibility for its various faculty and staff. These recognitions without formal benefit to faculty/staff would be approved at the institutional level and would not require formal approval by the Board of Regents. No additional changes have been made since the approval of the first reading at the [June 2017](#) BOR meeting.

DRAFT MOTION 20170810_6-D: I move to approve the second and final reading of the proposed revisions to BOR Policy 4:43 – Emeritus Status as presented.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: ~~Emeritus Status~~ Faculty Designations

NUMBER: 4:43

A. PURPOSE

~~To establish faculty The title of emeritus is a~~ designations ~~meant to~~ ~~of~~ ~~bestow~~ distinction ~~bestowed~~ upon a current or retiring faculty member who has held academic rank while serving in an academic, administrative or professional position or to a retiring academic administrative staff member who has served in a position integral to the academic mission at one of the institutions under the control of the Board of Regents.

B. DEFINITIONS

1. **Distinguished Professor/Scholar:** Those faculty members with a record of performance raking them among the most outstanding researchers, teachers and/or educators in their disciplines, as reflected by their accomplishments as both scholar and teachers. Traditionally these individuals have received national and international acclaim in recognition of outstanding achievement.
2. **Emeritus:** Status granted to faculty or administrators who retire from an institution in good standing allowing the retention of the rank or title acquired prior to retirement.

B-C. POLICY

1. The conferring of the title of emeritus is an honorary award only, and separate institutions may grant certain privileges to individuals holding this title.
2. The conferring of the title of distinguished professor/scholar may include a stipend.
3. Each institution shall develop their own criteria for determining emeritus or distinguished professor/scholar designations. Such designations shall be approved by the institutional president.

1. ~~Emeritus Status for Retiring Full Professor~~

A. ~~Minimal Eligibility Criteria~~

~~In order to be eligible for emeritus status, the following minimal requirements must be met:~~

- 1) ~~the individual to be recognized must have held an academic rank of Full professor or higher.~~

- 2). ~~the individual to be recognized must be retired or have requested retirement from an academic, administrative, or professional position.~~
- 3). ~~the individual to be recognized must have served within the system without interruption for a period of ten (10) years.~~

~~B. Eligibility Requirements~~

~~Emeritus status typically will be conferred to those faculty who have earned rank at the full professor level, met the minimal requirements, and who have further distinguished themselves in one or more of the following areas:~~

- 1) ~~teaching~~
- 2) ~~contributions to the discipline~~
- 3) ~~university and/or civic involvement including administration~~

~~3. Emeritus Status for Retiring Associate Professor~~

~~A. Minimal Eligibility Criteria~~

~~In order to be eligible for emeritus status, the following minimal requirements must be met:~~

- 1) ~~the individual to be recognized must have held an academic rank of associate professor.~~
- 2). ~~the individual to be recognized must be retired or have requested retirement from an academic, administrative, or professional position.~~
- 3). ~~the individual to be recognized must have served within the system without interruption for a period of twenty (20) years.~~

~~B. Eligibility Requirements~~

~~Emeritus status at the assistant professor level typically will be conferred on only those persons who have met these minimal requirements and who have further distinguished themselves in one or more of the following areas:~~

- 1) ~~teaching~~
- 2) ~~contributions to the discipline~~
- 3) ~~university and/or civic involvement including administration~~

~~4. Emeritus Status for Retiring Academic Administrative Staff Members~~

~~On rare occasion, emeritus status is conferred upon a retiring academic administrator who has distinguished him/herself through meritorious service to the academic mission of the institution. At a minimum, the administrator being recognized must have served the institution for 10 years or more and must have established a record of service that is broadly recognized across the campus.~~

~~5. Benefits~~

~~The conferring of the title of emeritus is an honorary award which does not include any stipend. However, the separate institutions may grant certain privileges to individuals holding this title.~~

6. ~~Approval~~

~~Since the emeritus designation is one of distinction, it is not automatic and may be conferred by the Board of Regents upon the recommendation of the president. Each institution shall establish a process for consideration of nominations for an award of emeritus status. Recommendations are submitted to the Board of Regents prior to the event at which the title is conferred.~~

7. ~~Exceptions~~

~~Exceptions must be approved by the Board of Regents or by the Executive Director, if circumstances arise.~~

FORMS/APPENDICES:

None

SOURCE:

BOR May 2007; BOR June 2015; March 2017 (Clerical); BOR August 2017.

Revisions to BOR Policy 4:43 Approved During the June 2015 Meeting

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Emeritus Status

NUMBER: 4:43

1. Purpose

The title of emeritus is a designation of distinction bestowed upon a retiring faculty member who has held academic rank while serving in an academic, administrative or professional position or to a retiring academic administrative staff member who has served in a position integral to the academic mission at one of the institutions under the control of the Board of Regents.

2. Emeritus Status for Retiring ~~Full Professor~~ Faculty Members

A. Minimal Eligibility Criteria

In order to be eligible for emeritus status, the following minimal requirements must be met:

- 1) the individual to be recognized must have held an academic rank of ~~assistant~~ associate professor or higher.
- 2) the individual to be recognized must be retired or have requested retirement from an academic, administrative, or professional position.
- 3) the individual to be recognized must have served within the system without interruption for a period of ten (10) years.

B. Eligibility Requirements

Emeritus status typically will be conferred to those faculty who have earned rank at the associate or full professor level, met the ~~on only those persons who have met these~~ minimal requirements, and who have further distinguished themselves in one or more of the following areas:

- 1) teaching
- 2) contributions to the discipline
- 3) university and/or civic involvement including administration

3. Emeritus Status for Retiring Associate Professor

A. Minimal Eligibility Criteria

In order to be eligible for emeritus status, the following minimal requirements must be met:

- 1) the individual to be recognized must have held an academic rank of associate professor.
- 2) the individual to be recognized must be retired or have requested retirement from an academic, administrative, or professional position.
- 3) the individual to be recognized must have served within the system without interruption for a period of twenty (20) years.

B. Eligibility Requirements

Emeritus status at the assistant professor level typically will be conferred on only those persons who have met these minimal requirements and who have further distinguished themselves in one or more of the following areas:

- 1) teaching
- 2) contributions to the discipline
- 3) university and/or civic involvement including administration

4. Emeritus Status for Retiring Academic Administrative Staff Members

On rare occasion, emeritus status is conferred upon a retiring academic administrator who has distinguished him/herself through meritorious service to the academic mission of the institution. At a minimum, the administrator being recognized must have served the institution for 10 years or more and must have established a record of service that is broadly recognized across the campus.

5. Benefits

The conferring of the title of emeritus is an honorary award which does not include any stipend. However, the separate institutions may grant certain privileges to individuals holding this title.

6. Approval

Since the emeritus designation is one of distinction, it is not automatic and may be conferred by the Board of Regents upon the recommendation of the president. Each institution shall establish a process for consideration of nominations for an award of emeritus status. Recommendations are submitted to the Board of Regents prior to the event at which the title is conferred.

7. Exceptions

Exceptions must be approved by the Board of Regents or by the Executive Director, if circumstances arise.