AGENDA ITEM SUMMARY

1. NAME OF ITEM: Updated Emeritus Status Policy

2. INITIATED BY: Trustee Marjorie Murray Medd

3. BOARD INFORMATION: BOARD ACTION: X

4. BACKGROUND:

At the request of several members of the Board of Trustees, the University of Maine System Board Policy on Emeritus Status was reviewed and updated to further define the purpose of the policy, the guidelines for eligibility, and the at-will nature of Emeritus Status.

Current Board Policy:

HUMAN RESOURCES AND LABOR RELATIONS
Section 406 Emeritus Status

Effective: 6/24/74
Last Revised: 11/13/00
Responsible Office: Human Resources

Policy Statement:

The awarding of emeritus titles is an administrative responsibility, with the exception of President emeritus and Chancellor emeritus. The President approves nominations for emeritus status based upon local unit criteria and procedures. Emeritus titles should generally be reserved for persons retiring after at least 15 years of service to the University of Maine System. The award is not restricted to faculty members, although faculty members are the most frequent recipients.

The designation of President-emeritus shall be recommended by the Chancellor to the Board of Trustees and the designation of Chancellor-emeritus shall be approved by the Board of Trustees.
Proposed Revisions to Emeritus Status Policy
(change to the wording below)

**Purpose:** The award of Emeritus Status is intended as a special honor for University employees who have served the University of Maine System with great distinction. Emeritus Status is granted to only those whose service has been most commendable and is in recognition of extraordinary contributions.

Emeritus Status may be awarded upon departure from the University of Maine System to faculty, staff, and senior administrators according to the guidelines below. The awarding of the Emeritus title is without salary. Rights and privileges pertaining to Emeritus Status will be determined at the campus level for faculty and staff and at the System and or Board level for Presidents and Chancellors. Each University will establish procedures for making recommendations to the President for selection of individuals to hold Emeritus positions.

**Guidelines for Emeritus Status:**
1. An employee must be separated, or be separating from the position with the University of Maine System.
2. The employee must have an established record of distinguished service while employed in their position.
3. The employee must have completed or is completing employment with the University of Maine System in good standing.
4. A University of Maine System President may confer the title of Emeritus upon any retiring faculty or staff member with at least 15 years of full-time service.
5. After a recommendation from the Chancellor, the Board of Trustees may confer after appropriate resolution Emeritus Status upon a retiring President or former President with at least 10 years of service.
6. The Board of Trustees may confer by appropriate resolution the honorary office of Chancellor Emeritus on a retiring or former Chancellor with at least 10 years of service.
7. Exceptions to the Emeritus Status policy may be made with approval from the Board of Trustees.

**Revocation of Emeritus Status:**
At the discretion of the University of Maine System, Emeritus Status may be revoked at any time. Revocation may occur when it is determined that an individual’s conduct, before or after Emeritus Status has been granted, causes harm to the University of Maine System’s reputation. Emeritus Status is “at will” and applies to all individuals who currently hold or may be granted such status in the future.

5. **TEXT OF PROPOSED RESOLUTION**

That the Human Resources and Labor Relations Committee forwards this item to the Consent Agenda at the November 16, 2014, Board of Trustees meeting for approval of the following resolution: That the Board of Trustees approves the revised Emeritus Status Policy as presented.

October 28, 2014