

UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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SANTA BARBARA • SANTA CRUZ

Office of the Chair  
Telephone: (510) 987-9303  
Fax: (510) 763-0309  
Email: [george.blumenthal@ucop.edu](mailto:george.blumenthal@ucop.edu)

Assembly of the Academic Senate, Academic Council  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200

October 25, 2004

**ELLEN SWITKES**  
**ASSISTANT VICE PRESIDENT-ACADEMIC AFFAIRS**

**Re: Proposed Draft Revision to APM 120 – Emeritus Titles**

Dear Ellen:

At the October 20, 2004 meeting, the Academic Council reviewed the 9/29/04 proposed draft revision to APM 120 and found it to be consistent with the UCFW proposal that the Academic Council endorsed last May. That being the case, Council determined that no further Senate review was needed and voted to approve the 9/29/04 draft revision.

On behalf the University Committee on Faculty Welfare and the Academic Council, I want to thank you for your willingness to work with the Senate on formulating this important addition to the APM governing Emeritus Titles. The amended policy will ensure that *all* Senate members are treated equally with respect to the conferral of the *Professor Emeritus* title.

Best Regards,

George Blumenthal, Chair  
Academic Council

Encl. 9/29/04 Proposed Draft APM 120 – Emeritus Titles

cc: John Oakley, UCFW Chair  
Academic Council

bjm

120-0 **Policy**

The policy on conferring the Emeritus title is set forth in Section 103.5 of the Standing Orders of The Regents, as follows:

The title Professor Emeritus shall be conferred, upon retirement, on every Professor and Associate Professor. The title suffix Emeritus for positions held at the time of retirement shall be conferred, upon retirement, on every member of the Academic Senate. With the approval of the President, Emeritus status shall be conferred, upon retirement, on every academic appointee who is not a member of the Academic Senate but who meets specific criteria established by the President.

120-10 **Criteria**

There are no special criteria for conferral of Emeritus status upon academic appointees who are members of the Academic Senate since such status is granted automatically upon retirement.<sup>1</sup>

An academic appointee who holds that position at the time of retirement and who is not a member of the Academic Senate may be nominated for conferral of the Emeritus title suffix. In these cases, the nominee shall be judged by the following criteria:

- a. at least ten years of University service;
- b. attainment of the highest rank in the individual's title series; and
- c. evidence of noteworthy and meritorious contributions to the educational mission and programs of the University.

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<sup>1</sup> For the purpose of this policy, "retirement" includes regular basic retirement under the University of California Retirement Plan (UCRP), Lump Sum Cashouts from UCRP, and separation from service while receiving disability income from UCRP. Emeritus status shall be granted automatically to Academic Senate members only when the effective date of any of these actions is within 120 days of separation from the University.

120-24 **Authority**

- a. The title Professor Emeritus for a retired Associate Professor or Professor, and the title suffix Emeritus for a retired member of the Academic Senate who holds an academic appointment with a title other than Associate Professor or Professor, are conferred by authority of The Regents but no formal Regental action is required in such cases. (See APM - 120-80-a.)
- b. The title suffix Emeritus for other appointees described in APM - 120-0 may be conferred by the appropriate Vice President or Chancellor.

120-80 **Procedures**

a. **For a member of the Academic Senate:**

Conferral of the title Professor Emeritus or the title suffix Emeritus as provided in APM - 120-0 shall be effected by issuance of the appropriate payroll form which effects a change in employment status.

b. **For an academic appointee who is not a member of the Academic Senate:**

- (1) For a nominee in an appointment category normally subject to Academic Senate review (e.g., Professional Research \_\_\_\_\_, Adjunct Professor, etc.), there shall have been consultation with the appropriate committee of the Academic Senate.
- (2) For a nominee in an appointment category not normally subject to Academic Senate review, the Vice President or Chancellor shall determine appropriate consultation or review procedures for the purpose.
- (3) The Vice President or Chancellor will notify the nominee in writing of the conferral of the title suffix Emeritus.

GENERAL UNIVERSITY POLICY  
REGARDING ACADEMIC APPOINTEES  
Emeritus Titles

APM - 120  
APPENDIX A

January 29, 1991

Chancellors

Dear Colleagues:

On October 12, 1954, then President Sproul issued a policy statement on the allocation of space to emeritus professors (copy attached). Consultation with the Academic Senate and the Council of Chancellors has led to a decision to replace that statement with the following principles.

Some of the University's most eminent scholars have retired recently, and many more will in the near future. Despite formal retirement, many are still among our most creative colleagues and continue to make major contributions in their fields. They, of course, continue to be members of the Academic Senate, their departments, and their disciplinary communities. Some are recalled to the University to teach, while many continue their scholarly or creative activities and their active service to the University. The University is eager to support their activities and to help assure that they continue to contribute actively to the intellectual enrichment of their campuses.

Unfortunately, the University has been unable to respond adequately to the increasing requirements for office and laboratory space generated by the growth of the University and the current wave of retirements. The recently approved Voluntary Early Retirement Incentive Program will place even further demands on limited space. While we are striving to alleviate these space shortages, current budgetary constraints and the lead time required to construct new buildings severely limit our ability to resolve this pressing problem in the immediate future.

Accordingly, I request that you consider carefully the needs of productive emeritus professors in the allocation of available resources on your campus, and I urge you to encourage their continued participation in the affairs of their departments. We collectively must resolve to search for ways to assure that the University continues to benefit from the intellectual contributions of these valued colleagues.

Sincerely,

David Pierpont Gardner

Attachment

GENERAL UNIVERSITY POLICY  
REGARDING ACADEMIC APPOINTEES  
Emeritus Titles

APM - 120  
APPENDIX A

Office of the President  
October 12, 1954

CHIEF LOCAL ADMINISTRATIVE OFFICERS:

A state-wide policy for the allocation of space to emeritus professors having been requested, the following are established as the considerations which shall govern in the allocation of such space:

1. The University will provide space, when available, to emeritus professors who desire and need space to continue their scholarly or creative work, but not for any other purpose. The provision of such space shall not imply any claim upon a departmental budget.
2. Professors who wish space assigned to them as emeritus professors should formally request it prior to their retirement, stating the purpose for which it is to be used.
3. Requests for space for emeritus professors shall be evaluated by the campus Committee on Buildings and Campus Development, and approved by the Chief Local Administrative Officer.
4. The effectiveness of use of space assigned to emeritus professors shall be reviewed every two years by the campus Committee on Buildings and Campus Development. Space which is not effectively used shall be reassigned by the Chief Local Administrative Officer to another member of the University staff.

Robert G. Sproul