

Emeritus policy
WS July 2021

Emeritus Faculty:

A regular member of the faculty in good standing who retires after at least 10 years of full-time service to the College and who is at least 55 years of age at the time of retirement is eligible for emeritus status at the rank of their appointment at time of retirement (i.e., Professor Emeritus, Associate Professor Emeritus.). Emeritus Faculty titles are conferred by the Dean of the College and the President, and reported to the Trustees for the purpose of recognizing the meritorious service of the Faculty member upon or after retirement, and to affirm the inclusion of the emeritus faculty member as a part of the broader Occidental community. The conferring of the title neither extends, nor creates, an employment relationship with the College unless otherwise agreed upon by the Faculty member and the College in writing.

Emeritus status confers the following privileges:

- Maintenance of an Occidental College email account for communications related to College business and activities
- Access to indoor and outdoor athletic facilities
- Faculty/Staff parking privileges (with valid permit, available from Campus Safety)
- Access to the Faculty Lounge in AGC
- Access to the oxy-faculty-l email listserv, which provides notification about College events on and off campus. Emeritus faculty will also be added to the oxy-emeritus-l listserv (and may be removed upon request)
- Participation in public ceremonies (march in the faculty procession at Commencement, convocation, and other ceremonial events)
- Participation in community building events sponsored by the Center for Research and Scholarship
- Access to campus athletic, intellectual, and cultural events similar to those conferred to Faculty

In addition, in recognition of the desire of many emeritus faculty to continue their scholarly and creative activity after retirement, the College may, subject to certain limitations, provide access to the following resources in support of faculty scholarship. However, resources are limited, and meeting the needs of current students and faculty must remain a priority.

- The library and its collections, including on-line periodicals, and Interlibrary Loan resources
- Subject to contractual limitations, access to College-licensed software, databases, and video-conference platforms
- Limited technical and/or administrative support

Emeritus faculty members are eligible for a legal defense and indemnification for their scholarly work subject to the terms and conditions under Occidental College's insurance policies in place at the time of the claim.

In light of space constraints, the College cannot guarantee that dedicated office space will be available for emeritus faculty, and emeriti should expect to vacate their assigned office and laboratory space prior to July 1st of the year of their retirement. However, if available, the College may grant access to shared office space on a year-by-year basis. The College cannot assign research or laboratory space to emeriti faculty.

Should an emeritus faculty member require administrative or secretarial support, requests should be directed to the Dean of the College, who, in consultation with the supervisor of department coordinators, will determine whether any support resources can be provided.

At the sole discretion of and according to the needs of the College, emeritus faculty members may teach on a per-course basis at the prevailing T3 faculty overload rate. Emeritus faculty who return to teach may concurrently hold a non-tenure track faculty title (e.g., Emeritus Professor and Visiting Professor of X) and would therefore be subject to the same appointment and evaluation policies as all non-tenure track faculty who teach part-time. In such cases, the faculty member will be subject to all applicable aspects of the contract with the non-tenure track faculty union.

Emeritus status should be requested from the Dean of the College upon submission of the letter indicating the intent to retire. If approved by the College, Emeritus status takes effect on August 16th of the academic year following retirement, and it is contingent on the faculty member fulfilling his or her responsibilities associated with leaving the College (including vacating all office and laboratory space). Emeritus status does not confer voting privileges or membership in the general faculty. Emeritus faculty may be required to participate in the College's mandated harassment training if they are intending to maintain a presence on campus or interact with students.

If granted, Emeritus status may be revoked by the Dean of the College if the Dean, in their sole discretion, determines that the emeritus faculty member has misused their privileges or failed to comply with applicable College policies, or that it is in the best interests of the College to revoke the title. The Dean will consult with, and will inform, Faculty Council before deciding to revoke Emeritus status.