

Date

To: UNC Charlotte Board of Trustees
Chancellor Philip Dubois

From: Faculty Council

Re: Recommendation that University Policy 102.5 Emeritus Faculty be revised to extend eligibility to Non-Tenure Track Faculty

The Faculty Council recommends that the Board of Trustees revise University Policy 102.5 Emeritus Status for the purpose of expanding eligibility to include non-tenure track faculty (see attached Revision Proposal).

Non-Tenure Track faculty have made and continue to make significant contributions to the University in all three areas of its mission: teaching, research and service. As of AY 2017-2018, Non-Tenure Track faculty comprise 31.6% of our full-time faculty. Some Non-Tenure Track faculty on staff are now approaching retirement, having served the University for several decades, devoting their professional talents and careers to UNC Charlotte.

In recognition of the important contribution these faculty make to the university's instructional mission, this year the Council endorsed and the Provost adopted a proposal to establish a university wide teaching award for non-tenure track faculty.

Currently, six campuses in the UNC System allow non-tenure track faculty to be eligible for Emeritus status. Those campuses and the relevant portion of their emeritus policies are included in Appendix A.

The Faculty Council believes that extending eligibility for emeritus status to non-tenure track is an important recognition that should be extended to these valuable members of the faculty for service rendered to the university.

APPENDIX A

NC Central University

Upon the recommendation of the Chancellor and approval by the Board of Trustees, emeritus/emerita status is granted to retiring full-time faculty in recognition of dedicated service at North Carolina Central University. It is an earned rank and as such entitles its holders to commensurate rights and privileges.

NC State University

Any non-tenure track faculty member who has served for ten or more years in a full-time faculty position at NC State University is eligible for emeritus/emerita status. Non-tenure track faculty ranks are described in NCSUREG05.20.34 – Non-Tenure Track Faculty Ranks and Appointments.

UNC Asheville

To honor distinguished service, the University grants emeritus status to those faculty members who:

- a. Retire from the University with faculty rank after at least ten years of service at UNCA or retire from the University with tenure.
- b. Are approved by the Board of Trustees acting upon the recommendation received from the faculty of the home department or program and Chancellor.

UNC Chapel Hill

Members of the voting faculty, as defined in the /Faculty Code of University Government/, who take service retirement and are no longer performing compensated services for the University may continue to use the professorial titles and distinctions that they held immediately prior to retirement with the courtesy designation “emeritus” or “emeriti” appended.

UNC Pembroke

Professor Emeritus shall be an honorary designation for those faculty members and administrative personnel who have retired after at least ten years of distinguished service to The University of North Carolina at Pembroke. The Department Chair and/or peers in the academic community shall be nominated the candidate. This designation requires the recommendation of the Faculty Awards Committee and the Chancellor of the University; the Board of Trustees must approve it. Professor Emeritus status can also be conferred by direct action by the Board of Trustees.

UNC School of the Arts

The chancellor may recommend for emeritus status any faculty member or SAAO-I employee who retires from UNCSA with at least 15 years of permanent full-time service at UNCSA and who has rendered significant contributions to the institution. If an employee who has made outstanding contributions to the institution retires from UNCSA before accruing 15 years of permanent full-time service, the chancellor may choose to make an exception to the years of service requirement above.