

**Standing Committee**  
**NORTH CAROLINA STATE UNIVERSITY**

Lifelong Faculty Involvement  
2:00 p.m. - 2:52 p.m.  
Zoom: <https://ncsu.zoom.us/j/97325742549>

---

Committee members present (check applicable):

David Thuente		Hans Kellner	X
Danesha Seth Carley	X	Kerry Havner	X
Margaret Zahn	X	Raymond Fornes	
Sujit Ghosh	X	Katharine Stewart	X
Jeannette Moore	X	Gareth Washington	X
Qiuyun (Jenny) Xiang			
Nita Horne	X		

1. The meeting was called to order by Vice Provost Katharine Stewart at 2:05 p.m. It was determined that a quorum was present and the meeting could conduct business.
2. Dr. Peter Harries shared information on emeritus faculty status
3. The committee reviewed the 2019-20 annual report and no questions or concerns were raised.
4. VP Stewart shared a brief history of the committee and the role of the committee chair.
  - a. Lifelong Faculty Involvement Committee was created to address issues of special concern to pre-retirement and retired faculty, although other issues related to lifelong faculty are addressed as well. The committee liaises with the Faculty Senate Personnel Policy Committee, and the President of the Association of Retired Faculty (ARF) is a standing member.
  - b. Last year, the chair of the committee, Dr. Tuere Bowles left the university, which leaves the role of committee chair vacant. The role of chair is to run meetings, work with the committee to develop agenda items, and collaborate with the Association of Retired Faculty (ARF). The Office of Faculty Affairs provides support with scheduling meetings, creating agendas, and taking meeting minutes. VP Stewart received two nominations for committee chair, one was accepted and the other was declined by the nominee.
  - c. It was moved and seconded to close nominations for committee chair.
  - d. A motion was made to elect Jeannette Moore as committee chair, the motion was seconded, and the committee voted unanimously to elect Jeannette Moore as committee chair.
5. This committee along with ARF is looking to revise policy 05.20.02, the Emeritus/Emerita Faculty Status for Faculty and Senior Administrators
  - a. The policy states criteria for faculty to receive emeritus or emerita status and the privileges of this status. The policy is not clear on the issue of privileges of retired faculty who have not earned emeritus/emmerita status. VP Stewart suggested getting a team

## Lifelong Faculty Involvement

NORTH CAROLINA STATE UNIVERSITY

Monday, October 19, 2020

together to include the Office of Faculty Affairs, chair of the Association of Retired Faculty and other interested ARF members, one or two members from this committee, the co-chairs of the Faculty Senate Personnel Policy Committee, and Gareth Washington, director of HR benefits. This group would explore issues specifically related to emeritus/emerita faculty and general issues related to all retired faculty. An example of a point in need of clarification is that a faculty must serve ten years to be considered for emeritus/emerita status; however, if a faculty member retires after nine years of service what benefits are available to them? Some questions that emerged from this discussion include:

- i. Do the ten years of service requirement have to be consecutive?
    1. The policy does not state the ten years of service are required to be consecutive.
  - ii. What percent of retired faculty are in emeritus status?
    1. Gareth will gather this information from the HR system
  - iii. The process of becoming an emeritus is not very clear, can policy be clarified?
    1. Yes; in addition, the process for determining how emeritus/emerita status can be relinquished should be clarified.
  - iv. Can retired faculty keep their email?
    1. Yes, but currently the answer in the policy only refers to emeritus/emerita having the ability to keep their email when in fact all retired faculty have this benefit
  - v. What is the main difference in emeritus/emerita status and non-emeritus/emerita status?
    1. Emeritus/Emerita faculty are encouraged to continue engagement, they are eligible for election to faculty senate, to serve on university committees, and if they are assigned duties that require support, the university is expected to provide support in those efforts.
  - vi. Is there a requirement for emeritus/emerita faculty to be involved in research and scholarship to retain an office?
    1. The policy answers this question is section 2.3
  - vii. What is the expectation of an annual report from emeritus/emerita faculty?
    1. Per section 2.4, if emeritus/emerita faculty is receiving financial support from the university, there should be a document that outlines the goals and how the funds are being disbursed to support these goals. There would be an expectation of an annual review with the department head and the emeritus/emerita faculty to review this document.
  - viii. Jeannette Moore has agreed to be the liaison for the committee and this group, and committee members are asked to let Jeannette know if they are interested in serving on this group that will be revising the policy. Kerry Havner would like to be involved but will not be available until spring semester.
6. Several years ago this committee conducted a survey to ascertain how emeritus/emerita faculty are being utilized in departments; is there value in creating a similar survey again?
    - a. This can be an agenda item for our next meeting to discuss the objectives of a survey of all retired faculty and how to partner with ARF on this project.
  7. Human Resources Benefits Update-Gareth Washington

## Lifelong Faculty Involvement

NORTH CAROLINA STATE UNIVERSITY

Monday, October 19, 2020

- a. Changes are underway to the Phased Retirement program to get more aligned with the UNC System program that allows faculty in phased retirement to earn more and has fewer restrictions on Teachers' and State Employees' Retirement System (TSERS)
  - b. The additional compensation program is also under revision as it relates to the phased retirement program, when faculty are eligible to receive additional compensation and the process to obtain it.
  - c. Retired faculty are eligible for the state health insurance plan based on years of service and rates are determined by length of service with the state.
  - d. Employees hired to work for the state of North Carolina after January 1, 2021 will not be eligible for state retiree health insurance benefits. Gareth will send a link to this information to Monica to share with the committee.
8. Meeting adjourned 2:52 p.m.