

Date	09/14/2022 Time: 1:00 - 2:00 pm					
Invitees / Attendance	P	Danesha Seth Carley	P	Katharine Stewart	P	Marko Hakovirta
	P	Paige Averett	P	Erin Seekamp	P	David Thuente
	P	Paul Williams	P	Gareth Washington	EA	Angela Smith
	A	Peggy Domingue	A	Susan Osborne		
Action Items from last meeting	<p>The Meeting was called to order in Zoom at 1:03 p.m. with a quorum present.</p> <ol style="list-style-type: none">1. It was advised that the meeting would be recorded for use in capturing the Minutes and the recording would not be shared publicly.2. Introductions of both new and returning committee members were made.3. The March 1, 2022 meeting minutes were approved. Motion to approve by Dr. David Thuente, seconded by Dr. Marko Hakovirta.4. The committee reviewed the Committee Charge.5. The committee reviewed the highlights of the Annual Report.					

Summary on Policy 05.20.02

“Emerit/us/a/x Faculty Status for Faculty and Senior Administrators”.

Dr. Stewart gave a summary regarding the policy and insights as to how an individual can earn emeritus status at NC State.

There are two schools of thought:

- Thought # 1 - Emeritus status should be based on both a minimum number of years of service and some recommendation that the faculty member is of merit.
- Thought # 2 - If you are a faculty member at NC State who is retiring, that means you are by definition of merit; and terms of your years of service should be sufficient to award you emeritus standing.
 - This has been a topic of discussion because the current policy states that the process for being awarded emeritus status goes through a letter from the Department Head, approved by the Dean to the Provost.
 - There is concern among some faculty members that the determination of merit being adjudicated by a Department Head is not ideal.
 - There has been a discussion regarding the process of making recommendations that would allow the Department Head and/or Dean to weigh in on the accomplishments of the faculty member; but would take the process away from the Department Head initiating a recommendation.

- This issue was brought back to the Board of ARF (Association of Retired Faculty) during the summer when UNC Chapel Hill changed its process for how they award emeritus status. UNC automatically awards emeritus status to any retiring faculty member.
 - ARF has now raised the question of whether NC State should adopt a similar approach.
 - It was suggested that the committee have a wrap up discussion regarding this policy in order to get the policy redrafted. The draft would then need to be approved by the committee and the Board of ARF so that Dr. Stewart can take the draft to The Personnel Policy Committee of the Faculty Senate.
 - Does this policy apply to tenure track faculty members or can professional track faculty members receive emeritus status?
 - Any individual full-time faculty appointment with ten years or more of service is eligible for emeritus status.
 - What are the responsibilities and benefits of being an emeritus?
 - There are no formal responsibilities of being an emeritus faculty member other than continuing to behave in ways that are consistent with the professional standards of being a faculty member. Particularly, when an individual is publicly using an NC State title.
 - Emeritus faculty members are eligible to serve on faculty senate if elected, including serving on faculty and standing committees. They may accept responsibilities assigned to them by their academic department.
 - The policy specifies that departments that assign responsibilities to emeritus faculty (which is differentiated from emeritus faculty who stay active voluntarily without being assigned that responsibility from their department) are to be provided adequate resources including office space.
 - All retired faculty, whether they are emeritus or retired faculty, retain library privileges. They also retain their emails if their departments keep them as retiree noplay in the email system.
 - What differentiates N.C. State from other universities is the very substantial participation that emeritus faculty can have in faculty governance (specifically, there are no limits on the number of emeritus faculty who can serve on the faculty senate at one time).
 - There are no limitations to emeritus faculty serving on standing committees.
 - What about the voting privileges of emeritus faculty?
 - Emeritus faculty are not considered voting members of their DVF and cannot serve on a CRPTC.

- Can retired faculty members continue to serve on graduate committees; and are they voting members of the graduate faculty?
- Dr. Stewart will look into that question as it is covered in the graduate faculty membership regulations.
- Can resources like access to zoom through the university contract be maintained post retirement?
- A suggestion was made for a representative from IT and licensing to come and talk to the committee and see if this would be a possible option for retired faculty members.

Future Discussions/Topics?

Mentoring

- Emeritus Faculty Member(s) provide mentorship to new and returning faculty members.
 - Dr. Stewart shared a link from the Office for Faculty Excellence regarding mentorship for faculty. <https://facultycentral.ncsu.edu/faculty-mentoring-central/>
 - A suggestion was made for the committee to also consider providing mentorship to soon to be retiring faculty members that would foster either formal or informal mentoring for that phase.

Acknowledgement

- The passing of faculty members and/or finding ways for different departments to acknowledge retired faculty members (connecting new faculty to retired faculty members - i.e. plaques in departmental buildings, etc).

Adjourn

The meeting was adjourned at 1:55 p.m.

Next Meeting:

Thursday, November 17, 2022, 11:00 - 12:00 p.m.