A New Modifier and Process for Awarding Emeritus/a Status
Where This is Coming From

Ad-Hoc Committee on Transition-to-Emeritus 2016-17

Policy shaped by presentations to Academic Deans, Department Chairs, and Cornell Association of Professors Emeritus. Broad support.

Approved by the Senate Committee of Academic Programs and Policies. (5-to-2 vote)

Approved by the Senate Committee on Academic Freedom and the Professional Status of the Faculty. (Unanimous)
The Committee

Charlie Van Loan (Chair)
  Dean of Faculty
Mary Opperman
  Vice President for Human Resources
Sandy Dhimitri
  Director of Human Resources, CHE
Yael Levitte
  Assoc Vice Provost for Fac Development & Diversity
Kevin Hallock
  Dean, ILR
Barbara Baird
  Associate Dean, CAS
Brian Chabot
  Emeritus, Ecology and Evolutionary Biology

George Hudler
  Emeritus, Plant Science
Judith Reppy
  Emeritus, Science & Technology Studies
Charlie Walcott
  Emeritus, Neurobiology & Behavior
Ron Ehrenberg
  Professor, ILR
Linda Nozick
  Professor and Director, Civil & Environmental Eng
Elaine Wethington
  Professor, Human Development
Cindy Robinson
  Cornell Association of Professors Emeritus
Eligibility & End Result

Current

- Professor
- Associate Professor

Proposed

- Professor
- Associate Professor

Emeritus/a
Eligibility & End Result

Current
- Professor
- Associate Professor

Proposed
- Professor
- Associate Professor

Some units have trouble with this “convergence” onto a single title.
Modifiers: The Idea

Modifiers: Visiting, Courtesy, Adjunct, Acting

Titles: Professor, Associate Professor, Assistant Professor
Clinical Professor, Associate CP, Assistant RP
Research Professor, Associate RP, Assistant RP
Professor of the Practice, Associate POP, Assistant POP

A modifier comes with rules about what it can modify. For example:

You can be an adjunct assistant professor.
You cannot be an adjunct clinical professor.
We Propose a New Modifier: Emeritus/a

Modifiers: Visiting, Courtesy, Adjunct, Acting, Emeritus/a

Titles: Professor, Associate Professor, Assistant Professor, Clinical Professor, Associate CP, Assistant RP, Research Professor, Associate RP, Assistant RP, Professor of the Practice, Associate POP, Assistant POP

Professor Emeritus/a means that you rendered meritorious service as a professor.

Associate Professor Emeritus/a means that you rendered meritorious service as an associate professor.
Process for Awarding Emeritus/a Status

Current

Retire with 10+ yrs of meritorious service → Department Vote → Dean → Provost

Vague language implies wide variation across the campus.
Process for Awarding Emeritus/a Status

Current

Retire with 10+ yrs of **meritorious service**

Proposed Evaluation Framework

**Meritorious service across the career through a combination of teaching, research, administration, extension, and/or outreach.**
Process for Awarding Emeritus/a Status

Current

Retire with 10+ yrs of meritorious service → Department Vote → Dean → Provost

Proposed Voting Rules

Professors and current emeritus/a vote on professor emeritus/a cases.

Tenured faculty and current emeritus/a vote on associate professor emeritus/a cases.
Process for Awarding Emeritus/a Status

Current

Retire with 10+ yrs of meritorious service → Department Vote → Dean → Provost

Proposed Appeal Process

A simple appeal process that involves the Provost and Dean of Faculty if either the department or the dean is negative.
Approval Endgame

Legislation Posted (September) → Senate Vote (November) → Provost → Trustees