

To: Faculty Senate

Re: Response to Emeritus Faculty Questions

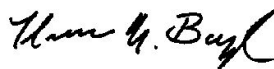
Dear Faculty Senators,

Please find below detailed responses to the emeritus queries you provided me in your communication of February 28, 2017. I would be more than happy to discuss these further if you so desire. Also, please feel free to distribute this communication as you see appropriate.

Below, in bold, I list the Senate's emeritus questions verbatim followed by my responses. These responses have been informed by input from the Deans and the EVPAO.

Thanks...

Sincerely,



Thomas M. Boyd
Interim Provost

As the Senate notes, the Emeritus Faculty title is defined in the Faculty Handbook, section 4.1.5. The relevant part of this section reads:

Recipients of emeritus status shall receive special recognition at commencement. Additional privileges bestowed upon emeritus faculty members include the issuance of a permanent faculty identification card, a listing in the university catalog, and full continued use of library and athletic facilities. From time to time, CSM may make other facilities, services, or amenities available for the use of emeritus faculty members. However, emeritus appointments do not confer tenure.”

In addition, the current Academic Affairs Procedures Manual, section 3.8, provides the following guidance on office space:

Faculty retirees on transitional appointments and fully retired emeritus faculty will be provided with office space to the extent possible according to the following guidelines. Space assignments and reassignments for faculty are at the discretion of the department head/division director and are made with broad consideration of optimization of facilities use within that unit's allocated space. Faculty on transitional contracts will be provided with office space, however, they may be asked to relocate to a different room, and/or to share their office with another member of the department. Fully retired emeritus faculty may be provided with office and/or lab space, if the DH/DD has space available, including within a suite shared by several individuals. At any time, reallocation of space within the unit may result in fully retired faculty being asked to vacate their offices and/or lab space.

I note that this section was added to the Procedures Manual in 2011, and so has been guiding space assignment for Emeritus Faculty for quite some time now. I am not sure what, if any, policy related to office space existed prior to 2011. Finally, I note that CCIT has recognized the provision of email and computer services to Emeritus Faculty. The relevant FAQ in CCIT is 131, which in part reads:

Emeritus faculty, and all faculty on transition, are traditionally eligible to retain a courtesy email account and other accounts. (Non-emeritus retired faculty are not eligible.) However, it is a good idea to confirm this with campus Computing, Communications, and Information Technologies staff to avoid any interruption in service. If you are entering transitional retirement, or emeritus status, contact CCIT via Mines Help Center (<http://helpdesk.mines.edu>) to confirm that your accounts should remain in good standing during your transition. Please do so well in advance of your planned transition date.

Beyond these statements, I am not aware of any additional policy guidance related to benefits, services, or rights to be extended to Emeritus Faculty. Within this context, it would be my assertion that Departments, through their Department Heads, and their Department Faculty have broad latitude to define how they choose to engage, support, and interact with Emeritus Faculty. This assertion guides many of my responses to your individual questions.

1. Do emeritus faculty have the right to attend and speak at department meetings?

This is largely up to the Department, and likely depends on the purpose of the meeting. The Handbook does exclude by its language retired/emergitus faculty from participating in some discussions/activities (e.g. the departmental P&T application review/recommendation process). But, beyond these explicit exclusions there is no institutional prohibition related to Emeritus Faculty participation in departmental meetings.

2. What opportunities do they have to offer and have considered recommendations to enhance the operation of departments, fundraising, campus visibility, etc?

I'm not quite clear on the intent of this question. I believe the Senate is asking, outside of department meetings, are there limitations as to how departments may engage with, and utilize the expertise of Emeritus Faculty. If I have interpreted the question correctly, departments may engage Emeritus Faculty as they see appropriate to support and advance departmental goals.

3. What opportunities do emeritus faculty have with regard to sending and receiving email to their departmental colleagues?

From a pragmatic standpoint, as defined above, Emeritus Faculty may retain a Mines email account so within this context they would clearly retain the opportunity to communicate electronically with departmental colleagues. I believe, however, that the gist of this question most likely relates to whether or not Emeritus Faculty should be included in departmental mailings and email aliases. With regard to this latter question, I would again defer to the department, and allow departments to handle as they see most appropriate.

4. What opportunities do emeritus faculty have for obtaining some office space? A discrete office; a shared office; a desk?

This question is directly addressed in Procedures Manual section 3.8 referred to above.

5. If they do have space can they use a School phone for professional activities?

If provided office space, it is appropriate to provide Emeritus Faculty access to other campus facilities and services as long as the faculty member's activities promote institutional, departmental or programmatic needs and functions. It is not appropriate, however, to provide institutional space and services to Emeritus Faculty for them to conduct their personal business, professional, or consulting interests.

6. What committees – departmental and campus -- are emeritus faculty eligible to serve on? Are there committees (besides departmental and university P & T committees) from which emeriti are automatically excluded? If so, are there stated reasons for these exclusions?

As Graduate Dean, based on Graduate Bulletin language I have always asserted that Emeritus Faculty cannot be assigned a role of sole advisor to a graduate student. In my mind the rationale for this prohibition was that a student's sole advisor should be a full-time member of the academic faculty so that he or she is readily available and is aware of potentially changing processes, procedures, or expectations within the department, and can, therefore, provide relevant and timely advice to a student. I note, however, that revised language to the Faculty Handbook being proposed this year defines a new faculty status titled "Graduate Faculty." If approved, this would, with departmental support, allow Emeritus Faculty to serve in the role of sole advisor to graduate students.

By Handbook language, section 12, Emeritus Faculty are not eligible to serve on any University Committee (i.e., those committees defined in section 12 of the Faculty Handbook). Participation in *ad hoc* departmental, college, or university committees is not prohibited and would be at the discretion of the department, college, or institution – whichever is forming the *ad hoc* committee.

7. Are emeritus faculty eligible to submit extramurally funded--or funding internal to Mines--research and/or educational development proposals? Are they eligible to participate in such activities on a paid basis?

Emeritus Faculty may not serve as PI or co-PI on externally submitted grants. When appropriate and supported by the Department, Dean, and VPRTT, however, we have placed Emeritus Faculty on Research Faculty appointments – either remunerated or not – so that they may serve as PI or co-PI on externally submitted grants.

8. Do Emeritus faculty have the right to obtain Mines business cards?

I note that the Faculty Handbook specifically limits use of the Mines name and logo. Section 6.2.3 B, in relevant part, reads:

Further, CSM letterhead, stationery, and business cards may not be used for personal endeavors, nor may the name of CSM, the CSM logo, CSM trademarks, or the official State of Colorado seal be used on personal stationery.

Within this context, yes, Emeritus Faculty may obtain Mines' business cards signifying their status as a Mines Emeritus Faculty member, but the use of these cards is explicitly limited to promoting Mines, rather than the faculty member's private concerns and interests.

9. Can emeritus faculty volunteers receive coverage on workers compensation, and assistance with issues related to parking, and workspace?

Workers compensation is governed by state statute, and is generally not applicable to individuals who are not paid employees. Parking access is available to Emeritus Faculty, as it is available to all regular employees of Mines. As defined by the Handbook and the Procedures Manual, workspace may, at the discretion of the department, be provided. Departments will likely make a determination on workspace availability based on existing availability of space and weighing departmental priorities.