



## LP 1.3

**Effective:**  
3/17/2017

**Revised:**  
9/20/2023

**Policy Owner:**  
Board of Trustees

**Policy Administrator:**  
President

**Affected Parties:**  
Faculty

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# Faculty Emeritus/Emerita Status

## 1 Policy Statement and Purpose

Lander University recognizes the important contributions made by faculty members who have given many years of dedicated service prior to retirement. This policy provides procedures for the conferring of Emeritus/Emerita status, a title of distinction, upon retired faculty members who have made considerable meritorious contributions consistent with the mission and vision of Lander University throughout their careers. Emeritus/Emerita status is an earned honor and a privilege and is not automatically conferred upon retirement.

This policy applies only to full-time tenured or full-time non-tenure-track faculty.

## 2 Criteria

To be considered for Faculty Emeritus/Emerita status, a retiring faculty member must meet the following criteria:

- 2.1 Retirement from full-time employment in good standing.
- 2.2 Completion of a minimum of 15 years of full-time employment at Lander University.
- 2.3 A history of considerable meritorious contributions to higher education, Lander University, the local community, and/or the State of South Carolina consistent with the mission and vision of Lander University.
- 2.4 Nomination by the candidate's college dean or department chair.

### 3 Procedure

- 3.1 During March of each year, the Faculty Senate chair shall consult with the Office of Academic Affairs to obtain a list of all faculty who have retired or are expected to retire in the current academic year.
  - 3.1.1 With approval from the president, nominations and approval for Faculty Emeritus/Emerita status may be expedited to accommodate retirements that occur at the end of the fall semester.
- 3.2 The Faculty Senate chair shall inform all faculty members of the list of candidates.
- 3.3 Nominations for Faculty Emeritus/Emerita status may be made by the retiring faculty member's department chairs or college deans.
- 3.4 The Faculty Senate shall establish a Review Committee for Faculty Emeritus/Emerita Status to evaluate nominations based on the criteria outlined above and to recommend candidates for Emeritus/Emerita status for consideration by the Faculty Senate.
- 3.5 The Faculty Senate may recommend Faculty Emeritus/Emerita status for as many candidates as are deemed eligible via a majority vote of the senators. This may include all, one or more, or none of the candidates.
- 3.6 A list of approved candidates receiving a majority vote of the senators shall be submitted to the provost/vice president for academic affairs and the president for review and final approval.
- 3.7 Upon conferral of Faculty Emeritus/Emerita status on the candidates approved by the president of Lander University, Faculty Emeritus/Emerita members shall be eligible for all the rights and privileges afforded under this policy.

### 4 Recognition and Privileges

Retired faculty members who are granted Faculty Emeritus/Emerita status shall have special campus privileges, outlined in the *Emeritus/Emerita College Recognitions and Privileges* document published on the university's policy page.<sup>1</sup>

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<sup>1</sup> Lander University policies page: <https://www.lander.edu/about/university-policies>

## 5 Revocation of Emeritus/Emerita Status

Emeritus/Emerita status may be revoked at any time at the discretion of the president of Lander University. Revocation may occur when it has been determined that an individual's conduct, before or after Emeritus/Emerita status has been conferred, diminishes the reputation of Lander University.

## 6 Responsibility for this Operating Policy

### 6.1 Policy Owner

As part of the initial approval of this policy by the Lander University Board of Trustees, the president is the policy owner for the ongoing evaluation, review, and approval of this policy. Subsequent reviews and revisions to this policy must be in accordance with approved operating policy procedures and processes. This policy will be reviewed every four years or more frequently, as needed.

### 6.2 Responsibility for Policy Implementation

The president has assigned the responsibility for implementation of this policy to the provost/vice president for academic affairs.

## 7 Policy Revision History

- First draft of policy approved by the Board of Trustees on 3/17/2017.
- Submitted to Board of Trustees Policy Committee for four-year review by Policy Coordinator on 3/23/2023.
- Reviewed and revised by Board of Trustees Policy Committee on 3/28/2023.
- Reviewed and revised by Policy Coordinator on 4/11/2023.
- Approved by Lander University Board of Trustees on 5/2/2023.
- Revised to remove mandatory six-month waiting period prior to conferring Emeritus/Emerita status (previously, Section 3.7) on 5/9/2023.
- Added Section 3.1.1 to accommodate early or mid-year retirements, per request by the provost on 9/20/2023.
- Reviewed by the Policy Committee with minor revisions, including the replacement of “and” with “and/or” in Section 2.3 on 11/16/2023.
- Approved by the provost on 11/20/2023.
- Approved by Lander University Board of Trustees on 12/12/2023.