




University Senate CHARGE

Date:	March 4, 2013
To:	Ellin Scholnick Chair, Faculty Affairs Committee
From:	Martha Nell Smith  Chair, University Senate
Subject:	Clarification of University APT Policy Regarding Emeritus Status for Research Faculty
Senate Document #:	12-13-42
Deadline:	December 15, 2013

The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee (FAC) review the attached proposal entitled, "Clarification of University APT Policy Regarding Emeritus Status for Research Faculty," and make recommendations on whether changes to existing policy are appropriate.

Specifically, we ask that you:

1. Review the University of Maryland Policy on Appointment, Promotion, and Tenure of Faculty (II-1.00(A)).
2. Consult with the proposer about his specific concerns.
3. Consult with a representative from the University's Office of Faculty Affairs.
4. Review emeritus status specifications at our peer universities.
5. Consult with the University's Office of Legal Affairs.
6. If appropriate, recommend whether the current policy should be revised.

We ask that you submit a report to the Senate Office no later than December 15, 2013. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.

Attachment

MNS/rm



University Senate PROPOSAL FORM

Name:	Devin Hayes Ellis
Date:	February 11, 2013
Title of Proposal:	Clarification of University APT Policy Regarding Emeritus Status for Research Faculty
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Unit/Department/College:	CIDCM/GVPT/BSOS
Constituency (faculty, staff, undergraduate, graduate):	Research Faculty
Description of issue/concern/policy in question:	<p>The provision of the current UNIVERSITY OF MARYLAND POLICY ON APPOINTMENT, PROMOTION, AND TENURE OF FACULTY regarding eligibility for emeritus status [II-1.00(A).IV.G.1] states the following:</p> <p>“Associate Professors, Professors, Distinguished University Professors, Research Associate Professors, Research Professors, Senior Agents, Principal Agents, Librarians III, and Librarians IV who have been members of the faculty of the University of Maryland at College Park for ten or more years, and who give to their chair or dean proper written notice of their intention to retire, are eligible for nomination to emerita/emeritus status (see I.E.7 Emerita, Emeritus). Only in exceptional circumstances may Professors with fewer than ten years of service to the institution be recommended for emerita/emeritus status.”</p> <p>However, in the same policy, Sections 1.B.4 and 1.B.5, the academic rank <i>Research Associate Professor</i> is grouped together with those of <i>Associate Research Scientist</i>, <i>Associate Research Scholar</i>, and <i>Associate Research Engineer</i>; and the rank <i>Research Professor</i> is likewise grouped with the ranks <i>Senior Research Scientist</i>, <i>Senior Research Scholar</i>, and <i>Senior Research Engineer</i>. The descriptive language for each category states: “These ranks are generally equivalent to associate professor,” and “These ranks are generally equivalent to professor.” The ranks as grouped and defined are consistent with the definitions in University System of Maryland Policy II-1.00 on Appointment, Promotion and Tenure of Faculty.</p>

	<p>In practice different units across the University of Maryland, College Park, use these titles interchangeably depending on disciplinary norms, long-held practice, and other considerations. Nevertheless, from the standpoint of university policy, the ranks within these categories are nowhere distinguished from one another for any administrative, appointment or personnel purposes.</p> <p>The absence of a listing of these titles in University Policy II-1.00(A).IV.G.1 could be construed by APT committees and administrators at the unit level as creating a distinction between the eligibility of people holding other titles in the same rank category for emeritus status which it is not clear was intended and which is not supported by any other stated University or university System policies.</p>
<p>Description of action/changes you would like to see implemented and why:</p>	<p>The relevant paragraph [IV.G.1] of University of Maryland Policy II-1.00(A) should be amended to either:</p> <ul style="list-style-type: none"> a) Include a listing of all equivalent titles in the same rank categories as <i>Research Associate Professor</i> and <i>Research Professor</i>; or b) Include language which clearly indicates that faculty members holding any other titles which are in the same rank category as listed titles are also eligible for emeritus status <p>Amending the policy to this effect would clarify the policy and remove a possible obstacle to the eligibility of certain research faculty for emeritus status which is neither intended nor appropriate.</p>
<p>Suggestions for how your proposal could be put into practice:</p>	<p>The Senate Executive Committee should refer this proposal to the Senate Faculty Affairs Committee and charge them with examining the matter as to the intent of university policy, and clarifying it according to the proposal.</p>
<p>Additional Information:</p>	