



## **Professor Emeritus Policy and Benefits**

Professor Emeritus is a rank conferred by the President of the University upon a full-time faculty member who retires with the rank of professor, and who meets the eligibility criteria.

### **I. Eligibility Criteria**

University of Detroit Mercy recognizes faculty members' exemplary service and distinction by conferring the rank of Professor Emeritus. To merit this rank, the faculty member must have provided distinguished citizenship to the University community through teaching, scholarship, service, and support of the Jesuit/Mercy mission of the University.

Teaching: The faculty member is recognized as an outstanding educator who has consistently provided rigorous academic courses that develop critical thinking skills and current knowledge of his or her field. A holistic concern for students' academic success and personal growth should be evident.

Scholarship: The faculty member has consistently made noteworthy contributions to his or her academic discipline(s) through scholarly works. The nature of the scholarship, whether research articles in scholarly journals, books, artistic performances, exhibitions, or other peer-reviewed forms of scholarly expression, should be consistent with the established standards of the faculty member's discipline. In the time since the rank of a full professor was achieved, the faculty member's scholarly productivity has remained at least comparable to the College or School's minimum threshold for granting the rank of full professor.

Service: The faculty member has an established a record of distinguished and sustained service to the University, the profession, and the local community. This record should include leadership roles, including but not limited to key University entities, e.g., shared governance, committees, departments, professional organizations, or community agencies or other external entities.

Mission: The faculty member has demonstrated collegiality and ongoing support of the Jesuit and Mercy principles embodied in the Detroit Mercy mission statement. Evidence of such support could include, but is not limited to, the inclusion of ethical issues in courses taught, the adoption of service-learning, the active support of University Ministry activities such as Alternative Spring Break, community outreach, and/or similar events and activities.

## **II. Process**

Candidates for the rank of Professor Emeritus may be nominated by others or may nominate themselves. Nominations may be made no sooner than the term before retirement. The Department Chair or Discipline Coordinator assembles a dossier containing the individual's curriculum vitae, a summary of how the candidate's credentials meet the criteria outlined, the nominator's letter, if appropriate, and any other supporting documentation that would assist in evaluation, e.g. additional letters of support, a sample of publications, etc. The dossier is forwarded to the Dean of the College/School/Unit. After evaluating the dossier, the Dean prepares a recommendation regarding the faculty member's candidacy. The dossier and Dean's letter are forwarded to the Provost and Vice President for Academic Affairs who will review and confer with the Academic Leadership Team (ALT). If the recommendation is supportive, the dossier is sent to the President for final review. The President's decision will be made within sixty days of receiving the recommendation. Emeritus rank will be conferred at the next scheduled President's Convocation.

## **III. Use of Title**

The title of Professor Emeritus may be used as part of the professor's title on various forms of correspondence, i.e. letters, email, business cards, etc.

## **IV. Benefits of Emeritus Status**

Professors Emeriti will be granted the following benefits at Detroit Mercy:

- Eligibility for a Detroit Mercy Emeritus Identification card (ID)
- Discounts at Detroit Mercy athletic events and Calihan Hall gift shop
- McNichols Library Access (print books, DVD's and research assistance)
- University/Human Resource employee discounts eligibility
- Tuition remission for the Professor Emeritus and eligible dependents
- Enrollment in a McNichols Campus course on an audit basis at no tuition cost
- University bookstore faculty discounts
- Invitation to the Faculty-Staff Holiday Party and Faculty Recognition Awards dinner.
- Publications included in the Detroit Mercy Authors data base or other publications such as newsletters
- Scholarly works included in the Celebration of Scholarly Achievement documentation
- Retiree Listserv enrollment for access to University emails and announcements (including Campus Connection and other communications)

A Professor Emeritus may be granted office space, work space, telephone, and/or computer use by arrangement with his/her Dean on a year-to-year basis, subject to the overall space needs and budget constraints of the University and the individual's former College/School/Unit. Emeritus rank also allows the possibility of continued service to the University, upon mutual agreement with the Dean and the Provost and Vice President for Academic Affairs.