REGENTS POLICY ON EMERITA/EMERITUS TITLE SUFFIX

POLICY SUMMARY/BACKGROUND

This Regents Policy consolidates University policies on the conferral of Emerita/Emeritus titles suffix and makes the criteria for conferral consistent for all staff employees.

POLICY TEXT

A. Conferral on Regents. The title "Regent Emerita" or "Regent Emeritus" shall be conferred on all appointed and alumni Regents at the completion of their terms on the Board of Regents, or at the conclusion of their service as Regents provided that they serve for at least five years. Regents who are unable to complete their terms due to illness shall also be eligible for the title. The title also shall be conferred on all former Regents who completed the term to which they were appointed or served at least five years. The Board may rescind emerita/emeritus title for Regents if serious reputational or other issues arise that have impact on the University.

B. Conferral on Senior Management Group Appointees. For Senior Management Group appointments, emerita/emeritus title suffix may be conferred if the employee has served at least five years in the position for which the title is being conferred and has made meritorious contributions to the fulfillment of the mission and programs of the University. Serious breaches of policy or law, dismissal from service, or serious discipline while holding the position for which emerita/emeritus title is requested disqualifies the employee from conferral of the title.

1. Emerita/Emeritus title suffix may be conferred by the Board on the President and the Principal Officers of the Regents upon retirement or resignation from the position. The Board may rescind such emerita/emeritus titles suffix if serious reputational or other issues arise that have impact on the University.

2. Emerita/Emeritus title suffix may be conferred by the President of the University or designee on all other Senior Management Group appointments, upon retirement or resignation from the position. The President may rescind such emerita/emeritus title suffix if serious reputational or other issues arise that have impact on the University.

3. For those academic appointees who also hold a Senior Management Group appointment, the criteria in paragraph B will apply to the Senior Management Group appointment only. The criteria for emerita/emeritus title suffix in their academic appointment is governed by section C, below.

C. Conferral on Academic Appointees

1. The title suffix Emerita/Emeritus shall be conferred, upon retirement, on every Professor and Associate Professor.

2. Upon recommendation of the Academic Senate to the President of the University or designee, the title suffix Emerita/Emeritus for positions held at the time of retirement

may be conferred, upon retirement, on those members of the Academic Senate who are not included in section (C)(1).

3. Upon recommendation of the Academic Senate to the President of the University or designee, the title suffix Emerita/ Emeritus may be conferred, upon retirement, on other academic appointees who are not members of the Academic Senate but who meet specific criteria established by the President.

COMPLIANCE/DELEGATION

The Regents delegate to the President of the University authority for conferring emerita/emeritus title on all Senior Management Group members, excluding the President and the Principal Officers, who are under the Regents' authority. The President retains authority over direct reports but may re-delegate this authority to the Chancellors, Laboratory Director, and Executive Vice President-Chief Operating Officer for Senior Management Group members at their respective locations. This authority may not be delegated further.

The Regents delegate to the President of the University authority for conferring the title suffix emerita/emeritus on academic appointees as described in sections (C)(2) and (C)(3) above. The President or their designee may re-delegate this authority to the Chancellors for academic appointees at their respective locations. This authority may not be delegated further.

Exceptions should be rare and must be approved by the Regents for positions where the President has retained authority and by the President for positions where authority has been re-delegated.

NO RIGHT OF ACTION

This policy is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the University of California, its officers, employees, or agents.

PROCEDURES AND RELATED DOCUMENTS

See APM 120 – Academic Personnel Manual – Emeritus Titles for procedures for conferral of emerita/emeritus title on faculty and other academic appointees.

See APM 016 – Academic Personnel Manual – University Policy on Faculty Conduct and the Administration of Discipline for procedures on the denial or curtailment of emerita/emeritus titles for faculty.

Changes to procedures and related documents do not require Regents approval, and inclusion or amendment of references to these documents can be implemented administratively by the Office of the Secretary and Chief of Staff upon request by the unit responsible for the linked documents.