



# CONNECTICUT COLLEGE

Jeffrey Cole  
*Dean of the Faculty*

From: Jeff Cole, Dean of Faculty

To: Faculty

Date: May 2019

Re: Emeriti Policy and Benefits

## **Emeriti Policy**

The Emeritus title is granted by vote of the Board of Trustees on continuing faculty with at least ten years of continuous service and who do not immediately assume a faculty position at another institution after leaving Connecticut College. The ranks eligible for Emeritus status are: tenured faculty; lecturers; and continuing part-time faculty. The Emeritus title does not confer any academic appointment. It designates honorific status to which Connecticut College attaches certain non-monetary administrative privileges. The Dean of the Faculty proposes faculty members for emeritus status to the Committee on Academic Affairs of the Board of Trustees the academic year following retirement/resignation. Once approved by the Board of Trustees, emeritus status becomes effective immediately. The title may be withdrawn by the Board of Trustees upon recommendation of the President or Dean of the Faculty.

## **Benefits of Emeritus Status**

Emeriti will retain a number of benefits they currently enjoy as College employees, including:

1. ID card
2. College email account
3. Parking sticker/privileges
4. Campus mailbox
5. Profile on department webpage as well as on the webpage dedicated to emeriti faculty:  
<https://www.conncoll.edu/directories/emeritus-faculty/>
6. Listing in the emeriti faculty directory maintained by Human Resources
7. Access to library resources: borrowing materials from Shain and Greer libraries; use of the Linda Lear Center for Special Collections and Archives; access to interlibrary loan and reference services; use of computers in the library; and access to the College network, Google apps, and digital research indexes and database resources. For more information, see the current policy: <https://www.conncoll.edu/information-services/services-for-emeriti-and-retired-personnel/>
8. IT Service Desk assistance with College password and email problems

9. Information Services assistance with moving data from College computer to a new personal machine
10. Assistance with Digital Commons to store and share faculty research
11. Access to Athletic facilities and Fitness Center
12. Service on committees and task forces, as long as they are providing the perspectives of non-employees.
13. When resources permit and on a case-by-case basis, a grant application of an emeritus faculty member may be sponsored by the College. An emeritus faculty member cannot be employed by (or receive a stipend from) the College while receiving benefits of the Voluntary Retirement Offer (a three-year period). Additionally, no retired faculty member who is enrolled in an Emeriti Health Solutions plan may be employed by the College.
14. An emeritus faculty member may be eligible to accept an adjunct appointment to teach a course or direct an honors thesis or individual study under the following circumstances:
  - the relevant chair or director requests the appointment;
  - the department or program has been authorized to make an adjunct hire;
  - the faculty member is not enrolled in the Emeriti Health Solutions Plan; and
  - the faculty member is not receiving benefits from the 2018 Voluntary Retirement Offering

*Emeriti are also eligible for additional benefits, beginning from July 1, 2018:*

15. If they retire with funds in an endowed chair account, they may expend those funds, up to a maximum of \$3800, over a two-year period commencing at retirement.
16. From date of retirement they are eligible for up to \$500 per academic year in support of the costs of conference presentation or presentation of artistic work at museums or prestigious galleries. Emeriti faculty may apply once per academic year to the Associate Dean of Faculty for this award. (Former holders of career endowed chairs must either expend the funds remaining in their endowed chair account, or two years must have elapsed following retirement to be eligible.) The total sum allocated for such requests annually will be \$2500, funded by the Office of the Dean of Faculty.
17. If they retire with grant funding, they may continue to access that funding for a period of up to three years provided that they receive neither stipend nor salary through the grant and are not enrolled in the Emeriti Health Solutions Plan.
18. Emeriti, spouses, and eligible college-age children who qualify to attend Connecticut College may be admitted as special day students and take one course per semester without charge. The programs available are those specified in IFF 10.14.