

Report from Faculty Salaries and Welfare Committee on the Status of Professors Emeriti

May 19, 2015

In response to queries from professors emeriti received during the course of summer and fall 2014, the Faculty Salaries and Welfare Committee was charged by the Senate Steering Committee to look into the situation and develop a report for the Senate. These concerns are addressed below in four sections.

First, there are concerns that are addressed in the Faculty and Personnel Policies and Procedures Handbook (section 3.10.3: Emeritus Status Policy and Procedures, included as p. 5 of this document).¹ These concerns are:

- What and who limits access for Emeriti on campus?
- What are the rules where? (faculty versus employee versus Auburn citizen only?)
- Where are the rules codified? By whom?
- Should the current mostly uncoded rules for Emeriti be changed, or if unchanged at least be made public in the Faculty Handbook or elsewhere?

Emeriti privileges/rules are public and easily accessible. There is indeed much “uncodified,” which is addressed next.

Second, Auburn’s professors emeriti have a diverse set of relationships with the university. Some immediately move away, some maintain an active research agenda, and some return for limited teaching or research engagements at Auburn. It is impossible to formulate a detailed policy that covers all of them, especially given the different needs of, say, a retired English professor with an active research agenda and retired Chemistry professor who returns for limited engagements. For this reason Auburn’s University’s emeriti policy is vague—but not unusual compared to other universities—in assigning privileges. In spirit, and like other universities, Auburn prefers concerns to be handled within the department, school or college, as they will be attuned to the particular needs of its professors emeriti. These concerns are:

- Do Emeriti retain mailing privileges for professional correspondence at their home department?
- Should Emeriti keep an AU affiliation professionally when retired or revert to home addresses on papers and editorial boards?
- Emeriti may lose access to professional software
- Emeriti may not get any travel assistance even when representing AU
- Who does what, why, how (Banner versus OIT versus Dean versus Personnel Office)
- Why are Emeriti not considered as faculty in more respects than e-mail and library privileges?

Mail privileges, software budgets, office space, and reimbursement for official Auburn travel are currently issues handled at the local (i.e., departmental or college) level depending on the availability of those resources and whether a professor emeritus is continuing to work on university projects. It is as impossible to address “who does what, why and how” for professors emeriti as it is for actively employed professors; both have varying relationships to the many aspects of the university, all of which engage different channels of communication. As with actively employed professors, the department chair should be the main interface to the university for professors emeriti.

Third, there are concerns addressed by contact with various Auburn administrators, by consulting the appropriate website, or that are currently being remedied. These concerns are addressed one by one:

Emeriti vanish from AU’s People Finder

- People Finder is now defaulting to include Emeritus Faculty; the Senate Leadership has asked IT to make an option where each emeritus can decide whether or not to be included.

Parking tags for professors emeriti

- Parking tags are paid for by paycheck deduction; as the system currently exists there is no way for those not receiving a paycheck to obtain a parking pass online. Thus professors emeriti can purchase parking tags only in person, not on-line. We agree this is an extra burden, but Auburn's parking office is one of the most accessible places on campus, with ample parking and easy

¹ Also: www.auburn.edu/academic/provost/facultyHandbook/chapter%203personnel_policies.html

access, so that a once-a-year visit should not impose an unreasonable obstacle to tag renewal. Some universities do have special parking privileges for their professor emeriti, so following code 3.10.3.8 (“The president may designate other privileges to emeritus faculty”) it might be worth asking the president to include specific parking privileges among the emeriti benefits.

Emeriti may lose access to VPN

- Anyone with an active Auburn email address and banner login should have access to VPN. Does this concern reference a more specific, rather than a potential, issue?

Emeriti may have to pay double fees at AU swimming pool

We have confirmed that there is currently no difference in rates for retirees for the Aquatics Center. They pay the same employee rate.

Emeriti may have to pay Auburn citizen rates at the Wellness Center just to “walk”

As it says online, the emeritus rate is the same as the faculty rate.²
We need to learn the chain of actions that cut Emeriti in many aspects from standard AU access

Emeritus professors who need to log into AU Access for ongoing work on university projects should request this access from their administrative unit (department or school or college).
Lack of access to Lynda.com via the library portal

As with access to other university software and programs, beyond email and the Library, access may be requested through the department.
Should these internal AU changes be communicated to Emeriti in some way?

For privileges beyond those listed in the Handbook, emeritus professors should work with their administrative unit (department or school or college).

Fourth, there are concerns outside the purview of the University Senate or questions that need clarification. These concerns are addressed one by one:

Emeriti may lose MEDEX coverage even when representing AU abroad

Those traveling on official Auburn business, which Auburn policy defines as “eligible for reimbursement,” have access to MEDEX. This is decided at the departmental level.

Those unable to obtain departmental reimbursement for MEDEX coverage probably cannot buy their own MEDEX coverage through Auburn. Inexpensive MEDEX policies are available privately.

Since this concern is expressed as a conditional (*may* lose) and we’ve heard no specific complaints of coverage denial, it is best to address this if it actually happens.
Emeriti lose access to classroom computers

It’s not clear why professors emeriti would need access to classroom computers unless under a post-retirement contract. Whatever the case may be, this is almost certainly something to be handled within the department.
Emeriti access priority for athletic tickets?
Not within the purview of the committee (this needs to be addressed with the Committee for Intercollegiate Athletics). Please note the recent changes.³

² <http://www.campusrec.auburn.edu/memberships>, listed as “employee/retiree.”

³ http://www.auburn.edu/administration/governance/senate/website/agendas/2014-2015/Feb15/tix-chgs_summary.html

The names of all emeritus faculty will be included in a special section of the University Bulletin.

Emeritus faculty are encouraged to participate in university events and are provided access to such events and the social and recreational resources of the university.

Emeritus faculty retain faculty access to the University Libraries, including all services normally provided active faculty.

Emeritus faculty may audit any Auburn University instructional course offering at no charge when space is available and with the approval of the instructor of the course.

Emeritus faculty are encouraged to participate in extramural contracts and grants through the

University.

Emeritus faculty retain the parking, university ID card, network, and e-mail privileges normally assigned to active faculty.

At the discretion of department heads or chairs and college or school deans and based on the availability of these resources, emeritus faculty may be provided office space, office support, mailing privileges, laboratory space, and library carrels when used for professional purposes in support of the University's mission.

The president may designate other privileges to emeritus faculty.