



COMMITTEE ON FACULTY WELFARE

May 12, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Abhijit Ghosh, Chair
Committee on Faculty Welfare

Re: [Systemwide Review] APM Revision: Reconsideration of Changes Made to APM 120

The Committee on Faculty Welfare considered recent revisions in procedures for the conferral of Emeritus/Emerita status at its meeting on May 12, 2020.

Until 2018, all retiring Senate faculty in good standing acquired Emeritus/Emerita status automatically. In May of that year, the Regents amended the criteria for awarding Emeritus/a status for certain job titles, making it dependent on policies adopted by individual campuses. Job titles affected included some clinical faculty, Professor-in-Residence, and Lecturers with Security of Employment.

Letters submitted to Vice Provost Susan Carlson by Academic Council Chair Kum-Kum Bhavnani on February 28, 2020 identify a number of unfortunate consequences of the 2018 change. Senate committees on many campuses observe that the change introduced an element of inequality and exclusivity among Senate faculty that runs directly counter to the policy of inclusivity toward Lecturers with Security of Employment that was made part of the APM later that same year. As noted by the University Committee of Faculty Welfare, this policy of exclusivity appears to imply a “diminution of respect” toward faculty in the excluded job titles. Moreover, as our colleagues on UCSF’s Committee on Faculty Welfare point out, the effects of the new procedures fall disproportionately on female and minority faculty, because they are more likely than white male faculty to be in the affected job titles.

For these reasons, UCR’s Committee on Faculty Welfare joins numerous Senate bodies on other campuses in recommending a return to the policies that prevailed before May 2018.

CFW also welcomes the effort to provide a gender-neutral option for the Emeritus/Emerita title.