

Section 11B4 of the Board Policy Manual

11B4 Designation of Emeritus Status (Added July 8, 2010)

In recognition of years of valued service and contributions to the Kern Community College District, the Board of Trustees has established the title of "Emeritus" to be granted to those who meet the standards as set forth in this Board policy. The objective of this policy is to honor past services and encourage and maximize the inclusion of Emeriti in District and College activities after retirement.

11B4A The Board shall have the sole responsibility for officially honoring and recognizing District Faculty and Educational Administrator retirees by granting the designation of Emeritus. The Emeritus designation shall have no contractual obligations, nor shall there be any compensation connected with the title.

11B4B District Human Resources shall have the responsibility of verifying eligibility for Emeritus designation and notifying the College President.

11B4C For consideration of Emeritus designation, the faculty or educational administrator must have served the District for at least twenty (20) years in full-time status; and shall be retiring or resigning without cause by the end of the academic year in which the Emeritus designation is granted; or must have previously retired from the Kern Community College District.

Emeritus designation may be bestowed on the following groups of Kern Community College District employees:

Faculty – upon retirement or resignation after twenty (20) years of full-time service
Educational Administrator – includes presidents and other educational administrators; upon retirement or resignation after twenty (20) years of full-time service.

11B4D Official recognition of Emeritus status shall be given during an appropriate meeting or ceremony of the Board of Trustees close to the time of the qualifying retirement or resignation.

No public announcement regarding an employee's Emeritus status shall be made prior to designation by the Board of Trustees.

11B4E Official recognition of Emeritus status shall provide certain privileges, benefits, and courtesies as defined in Procedure **11B4** of this Manual.

11B4F District Human Resources shall maintain a file with contact information of all District employees for whom the status of Emeritus has been granted by the Board of Trustees.

11B4G The title of Emeritus may be granted under exceptional circumstances to full-time faculty or administrators who have served fewer than twenty (20) years at the institution and are concluding, or have concluded, a career that demonstrates exceptionally dedicated, honorable and distinguished service to the institution, as determined by the Board of Trustees. Consideration may be initiated by the instructional or service area, or by the College President.

11B4H The Emeritus designation shall be acted upon individually in each case upon recommendation of the College President. Consideration may be initiated by the instructional or service area, or by the College President. The College President shall make recommendations to the District Chancellor for consideration, and the Chancellor shall make a recommendation to the Board of Trustees for action with respect

Proposal: We seek to amend the current language regarding emeritus status.

Operationalization: Amend Section 11B4C and 11B4G of the KCCD Board policy Manual.

Rationale: Emeritus status recognizes substantial and honorable service to our Colleges. The current standard for faculty is simple, vague, and inflexible: 20 years as a full-time instructor. This standard does not recognize faculty service to our Colleges beyond the classroom and offers full-time faculty no alternative means to achieve Emeritus beyond years of full-time employment. The proposed revision seeks to recognize faculty service inside and outside the classroom while providing alternative routes to an Emeritus designation for faculty.

Currently 11B4C Reads: *“For consideration of Emeritus designation, the faculty or educational administrator must have served the District for at least twenty (20) years in full-time status; and shall be retiring or resigning without cause by the end of the academic year in which the Emeritus designation is granted; or must have previously retired from the Kern Community College District.*

Emeritus designation may be bestowed on the following groups of Kern Community College District employees:

Faculty – upon retirement or resignation after twenty (20) years of full-time service

Educational Administrator – includes presidents and other educational administrators; upon retirement or resignation after twenty (20) years of full-time service.”

Amendment: Amend 11B4C to also include: “Given that a fulltime faculty position requires active participation in the governance of a department, significant student contact hours outside the classroom, and committee work, twenty years of service as a faculty member meets the exceptional service requirement for emeriti. “

Amended 11B4C Would Read: *“For consideration of Emeritus designation, the faculty or educational administrator must have served the District for at least twenty (20) years in full-time status; and shall be retiring or resigning without cause by the end of the academic year in which the Emeritus designation is granted; or must have previously retired from the Kern Community College District.*

Emeritus designation may be bestowed on the following groups of Kern Community College District employees:

Faculty – upon retirement or resignation after twenty (20) years of full-time service. Given that a fulltime faculty position requires active participation in the governance of a department, significant student contact hours outside the classroom, and committee work, twenty years of service as a faculty member meets the exceptional service requirement for emeriti.

Educational Administrator – includes presidents and other educational administrators; upon retirement or resignation after twenty (20) years of full-time service. ”

Currently 11B4G reads: *The title of Emeritus may be granted under exceptional circumstances to full-time faculty or administrators who have served fewer than twenty (20) years at the institution and are concluding, or have concluded, a career that demonstrates exceptionally dedicated, honorable and distinguished service to the institution, as determined by the Board of Trustees. Consideration may be initiated by the instructional or service area, or by the College President.*

Amendment: Amend 11B4G to also include, "Dedicated, honorable and distinguished service:

- Recognized for exemplary teaching
- Service as faculty a advisor for student organizations
- Service on the Academic Senate Executive Board
- Chair or co-chair of an Academic Senate Committee
- Service as an exemplary member of an Academic Senate Committee, as attested to by a letter submitted by a chair or co-chair of the relevant Committee
- Service as a Department Chair
- Service as a Union President"

Amended 11B4G Would Read: *The title of Emeritus may be granted under exceptional circumstances to full-time faculty or administrators who have served fewer than twenty (20) years at the institution and are concluding, or have concluded, a career that demonstrates exceptionally dedicated, honorable and distinguished service to the institution, as determined by the Board of Trustees. Consideration may be initiated by the instructional or service area, or by the College President. Dedicated, honorable and distinguished service will be met if the applicant has:*

- *Been recognized for exemplary teaching*
- *Performed service as a faculty advisor for student organizations*
- *Performed service on the Academic Senate Executive Board*
- *Served as chair or co-chair of an Academic Senate Committee*
- *Served as an exemplary member of an Academic Senate Committee, as attested to by a letter submitted by a chair or co-chair of the relevant Committee*
- *Served as a Department Chair*
- *Served as a Union President"*