

UNIVERSITY OF CAPE TOWN
POLICIES ON ELECTION TO EMERITUS RANK

(Decisions of Senate, 1 June and 14 September 2012)

Eligibility for election

1. The Senate (1 June 2012) defined eligibility as follows
 - a) Any person who retires after at least ten years' service at the University, and retires from the University as a professor or an associate professor may be elected by Senate on the nomination of the Dean to be an emeritus professor or an emeritus associate professor as the case may be, and shall on election enjoy the rights and privileges of emeritus rank.

Election will be at plenary meetings of Senate.
 - b) Emeritus status may also be conferred upon retiring academic officers.

Retirees who have not served for ten years prior to retirement and other exceptions

2. Senate by an overwhelming majority decided that the emeritus rank of professor or associate professor requires both that the retiree have served as a professor or associate professor *and* have had significant (ten years') service at UCT.
3. But Senate accepted the need to provide for exceptions. The most frequent of these may be where a senior academic is recruited from another university after the age of 55, and will thus (ordinarily) retire from UCT after a lifetime's academic career but with less than ten years' service at UCT. The Senate adopted the following guidelines and procedures for dealing with such cases:
 - a) The SEC is the judge as to whether a given case is exceptional and warrants being brought to Senate; if SEC does, and it supports the nomination, SEC will submit the name to Senate for election; if SEC does not there will be no valid nomination and the candidate will not be eligible.
 - b) As a general rule the retiree should be retiring at, or close to normal retirement age (i.e., a person retiring in such circumstances before 60 would not ordinarily be eligible, while a person retiring at normal retirement date - the end of the year in which he or she turned 65 – or close to this date, would be) or retiring for health reasons would be;

- c) A person who is appointed from outside UCT to a chair or to an associate professorship at UCT after the age of 55 will ordinarily be eligible for nomination as an exception to the ten years' rule.
- d) A Dean or Head of Department who wishes to nominate a retiree for election to emeritus rank, where the nominee will not have served at UCT for the required ten years, may submit a proposal to the SEC arguing for the nominee's election and setting out why the case is exceptional; and
- e) Where the SEC accepts that the case is exceptional, and supports the nomination, it shall put the nominee's name to Senate for election to emeritus rank.
- f) It is open to the SEC, on the recommendation of a Dean or the Vice-Chancellor, to propose election to emeritus rank in other deserving and exceptional cases; i.e., where the rules do not contemplate an individual's circumstances.

Promotions effective after retirement and emeritus rank

- 4. The Senate has resolved that promotion may be granted to the rank of professor or associate professor to a person due to retire, to take effect on the day after retirement, and for that new rank to be the rank on which emeritus status would be based.

Guidelines and definitions for granting emeritus status to retiring academic officers

- 5. The Senate has adopted the following definitions and guidelines for the granting of emeritus status to retiring academic officers:
 - a) By *academic officer*, Senate understands a Vice-Chancellor, a Deputy Vice-Chancellor, the Director of University Libraries or the Registrar;
 - b) Where an *academic officer* retires from UCT and is not eligible for election under the ordinary rules to the emeritus rank of professor or associate professor, has served his or her full term(s) in office, any member of the SEC may propose to the SEC that he or she be elected Vice-Chancellor-emeritus, Deputy Vice-Chancellor-emeritus, Librarian-emeritus or Registrar-emeritus as the case may be.
 - c) Ordinarily such *officer* would be expected to have served UCT for at least ten years before retirement, but Senate accepts that in cases where a person had been appointed to an *academic officer* position from another university, the period need not have been ten years. Where the SEC supports the proposal it would be put to Senate for decision.
 - d) *Emeritus academic officers* would enjoy similar rights and privileges to those enjoyed by other emeritus staff.

Giving retrospective effect to the eligibility rules

The Senate has decided that the above rules are to apply with retrospective effect, and that

- a) HR, in consultation with deans, is to provide for SEC's consideration lists of all staff who retired in the period 2001 to 2011, who would have been eligible under the new rules;
- b) That SEC is to review these: unless such staff retired in order to take up full-time academic positions elsewhere, their names are to be put forward to Senate for election; and
- c) That it is open to Deans to add names of people who retired before 2001, on the same basis.

The Senate
1 June and 14 September 2012