



UNIVERSITY OF RICHMOND

Policy Manual

Policy #:	HRM-1006	Policy Title:	Policy on Emeritus Status
Effective:	09/22/2023	Responsible Office:	Office of the Provost
Date Approved:	09/22/2023	Approval:	Executive Vice President and Provost
Replaces Policy Dated:	02/04/2010	Responsible University Official:	Executive Vice President and Provost

PURPOSE:

This policy provides clarity as to the benefits associated with Emeritus Status.

SCOPE:

This policy applies to the University of Richmond and all of its Affiliates. As used in this policy, the term “Affiliates” means organizations or entities in which the University owns a controlling interest or has the right to elect the majority of the entity’s governing board.

INDEX:

HRM-1006.1Definitions

HRM-1006.2Policy statement

POLICY STATEMENT:

HRM-1006.1 – Definitions

Retirement: A person is considered to be retired or a retiree for purposes of this policy if they terminate employment with the University after meeting all of the University’s eligibility requirements for retirement.

HRM-1006.2 – Policy Statement

As outlined in the Faculty Handbook, certain faculty who retire from the University after providing long and exceptional service to the University may be eligible for Emeritus status. Emeritus status may only be granted by the Board of Trustees.

HRM-1006 – Policy on Emeritus Status

The granting of Emeritus status to employees by the Board of Trustees provides the holder the right to use the title bestowed. Emeritus status does not grant the holder any other University benefits. Retiree benefits are not linked to Emeritus status and are governed by the University’s retirement policies.

In rare instances, Emeritus status may be granted by the Board of Trustees to an employee who does not meet the criteria for retirement from the University. In such cases, Emeritus status provides only the right to the title bestowed; it does not confer any retiree benefits.

RELATED POLICIES:

- Faculty Phased Retirement Policy
- Faculty Early Retirement Policy
- Staff and Faculty Regular Retirement Policy
- Faculty Handbook

POLICY BACKGROUND

This policy clarifies and codifies the distinction between emeritus status and retiree status, consistent with the University’s retirement policies and longstanding practice.

Policy was reviewed by President’s Cabinet and Academic Deans prior to approval on 9/19/2023.

POLICY CONTACTS:

- Executive Vice President and Provost
- Vice President and Secretary to the Board