



Fairmont State University Board of Governors

Policy HR-21

Effective Date: June 25, 2026

TITLE: EMERITI FACULTY AND STAFF

SECTION 1: PURPOSE AND SCOPE

- 1.1 This BOG Policy establishes and defines the policy and process for awarding emeritus status to retired faculty and staff.
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SECTION 2: ELIGIBILITY, NOMINATION, AND SELECTION

- 2.1 Emeritus status is an honor conferred by the University to show respect for a distinguished career. It is not automatically conferred upon retirement, but is only awarded upon nomination, review, and approval in accordance with this Policy.
- 2.2 All Fairmont State University faculty and staff who meet the applicable qualifying criteria are eligible for nomination for emeritus status upon retirement.
- 2.3 **Faculty Eligibility, Nomination, and Selection**
 - 2.3.1 A retired faculty member is eligible for emeritus status if they have served for at least ten (10) years at the rank of either full Professor or Associate Professor at the University, have a record of noteworthy contributions throughout their University career, and have retired from the University in good standing.
 - 2.3.2 Nominations shall be made and initially vetted by the nominee's department or by the President.
 - 2.3.3 Final review and approval of an award of emeritus status shall be made by the President.
 - 2.3.4 The President may approve emeritus status for exemplary service alone, waiving the minimum requirement(s) of ten (10) years' service and/or attaining rank of full Professor or Associate Professor.
- 2.4 **Staff Eligibility, Nomination, and Selection**
 - 2.4.1 A retired staff member is eligible for emeritus status if they have served for at least ten (10) years at the University, have a record of noteworthy contributions throughout their University career, and have retired from the University in good



standing.

- 2.4.2 Nominations shall be made and initially vetted by the nominee's unit or by the President.
- 2.4.3 Final review and approval of an award of emeritus status shall be made by the President.
- 2.4.4 The President may approve emeritus status for exemplary service alone, waiving the minimum requirement of ten (10) years' service.

2.5 **Posthumous Eligibility**

- 2.5.1 A faculty or staff member may be approved for emeritus status posthumously, whether or not they were retired prior to their death, provided that they meet all other eligibility criteria.

SECTION 3: BENEFITS OF EMERITUS STATUS

- 3.1 Retired faculty and staff granted emeritus status will retain their titles at the time of retirement followed by "Emeritus." For example, Professor Emeritus, Provost Emeritus, Academic Advisor Emeritus, etc.
- 3.2 Those granted Emeritus status are eligible for the following benefits:
 - 3.2.1 A Fairmont State University email account.
 - 3.2.2 Free admission to many campus music, arts, and cultural events.
 - 3.2.3 Free admission to most Fairmont State University athletic events for themselves and one (1) accompanying guest.
 - 3.2.4 A discount at the Fairmont State SOAR Store equivalent to the discount for active employees.
 - 3.2.5 University library privileges, including use of the facilities, collections, and information services, with the same permissions as active employees.
 - 3.2.6 Access to IT support and University software licensing.
 - 3.2.7 Use of University dining facilities with the same permissions as active employees.
 - 3.2.8 Falcon Center gym membership benefits consistent with benefits provided to active employees.



3.2.9 Tuition waiver of up to six (6) credit hours per semester of graduate or undergraduate courses.

3.2.10 Publication of emeriti status to be maintained on the University website.

3.3 There is no salary or emolument attached to the status other than such privileges as the institution may wish to extend.

SECTION 4: DEFINITIONS

4.1 “Faculty” means all employees with faculty status as defined in current BOG Policy HR-18 (or successor policy).

4.2 “President” means the President of Fairmont State University or his or her designee.

4.2 “Staff” means all employees with staff status as defined in current BOG Policy HR-18 (or successor policy).

SECTION 5: DELEGATION

5.1 The Board of Governors delegates to the President the authority to adopt administrative policies and/or administrative procedures to effectuate the implementation of this BOG Policy.

SECTION 6: AUTHORITY

6.1 W.Va. Code § 18B-1-6

133 CSR 9, *Academic Freedom, Professional Responsibility, Promotion and Tenure*