SPECIAL REPORT

of the

ACADEMIC PRIORITIES AND PROGRAM AND BUDGET COUNCILS

concerning

A PROPOSAL FOR AN EMERITUS ACADEMY AT THE UNIVERSITY OF MASSACHUSETTS AMHERST

Presented at the
758th Regular Meeting of the Faculty Senate
April 28, 2016

COUNCIL MEMBERSHIP

ACADEMIC PRIORITIES COUNCIL

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PROGRAM AND BUDGET COUNCIL

ACADEMIC PRIORITIES COUNCIL

This proposal is a request for Faculty Senate comment on the Provost's proposal to create an Emeritus Academy. The full proposal, developed by the Academy Panel appointed by the Provost to work out the proposal in detail, was provided.

The Academic Priorities Council voted to recommend approval of the proposal at its meeting on March 24, 2016.

PROGRAM AND BUDGET COUNCIL

At its meeting on December 16, 2016, the Program and Budget Council unanimously approved the creation of an “Emeritus Academy at the University of Massachusetts Amherst,” Proposal #2269 in the Course and Curriculum Management System. Proposed by an Academy Panel of current and emeritus faculty appointed by the Provost, the Emeritus Academy will honor and support the scholarly, creative and artistic lives of its members and, in so doing, foster continued fruitful engagement with and service to the University. It will support lectures, research seminars and workshops. It will be guided by a Director and Advisory Council appointed by the Provost in consultation with the task force that developed the proposal. The Emeritus Academy will be located in Room 2604 of the Du Bois Library and shared with the Teaching Commons. The Provost will provide the Academy with a budget of $50,000 to fund small grants, outside speakers, receptions and other community-building activities. Development activities may defray some of the costs. The Emeritus Academy will be similar to others established in recent years at the nation’s quality institutions of higher learning, providing benefits to its members, the campus, and the wider community.

MOVED: That the Faculty Senate approve the Emeritus Academy at the University of Massachusetts Amherst, as presented in Sen. Doc. No. 16-050.
Proposal for the Emeritus Academy at the University of Massachusetts Amherst

Submitted by the “Academy Panel” appointed by Provost Katherine S. Newman

Revised, Oct. 20, 2015

Dan Anderson, Professor Emeritus, Psychological and Brain Sciences
Mokhtar Atallah, Professor Emeritus, Nutrition and President of the Retired Faculty Association
John Collura, Professor, Civil and Environmental Engineering
Betsy Dumont, Professor of Biology and Vice Provost for Academic Affairs (Co-chair)
Patty Freedson, Professor, Kinesiology
Sheldon Goldman, Professor, Political Science
Ernest May, Professor Emeritus, Music and Dance
Barbara Partee, Professor Emerita, Linguistics and Philosophy (Co-chair)
Jay Schafer, Director of Libraries
Linda Smircich, Professor, Isenberg School of Management

Executive Summary

We propose that the University establish an Emeritus Academy at the University of Massachusetts Amherst. The Academy will honor and support the scholarly, creative and artistic lives of its members and, in so doing, foster continued fruitful engagement with and service to the University. In these ways, the Academy will be of mutual benefit to the University and its distinguished emeritus faculty.

Section 1. Introduction. Functions and Benefits of an Emeritus Academy

1.1 Background

Emeritus academies and colleges have been established in recent years at a number of the nation’s quality institutions of higher learning. They differ in name and structural detail, but they all share basic principles relating directly to the rationale for their existence. The most important of these principles is that these organizations foster and support, in many and various ways, the scholarly, creative and artistic lives of their members and, in so doing, prolong continued fruitful engagement of individual emeritus faculty members with the University. Benefits to both the institution and the emeritus faculty are clear and substantial.

One of the important benefits of an emeritus academy comes from a tangible and intangible sense of “place”. By providing a recognized institutional status with an attractive and central physical space as its hub, it helps assure a continuing place in the academic community for senior faculty after retirement. The work of faculty and academic librarians is often more than a “job” -- it may be a “calling” and a central part of their lives that does not end with retirement. An emeritus academy honors colleagues whose work and service continues to exemplify the highest values of the university, and brings together invaluable resources of expertise, experience, wisdom and good will for the mutual benefit of the University and individual emeriti/emeritae.

As faculty enter and progress through advanced career stages, many remain highly engaged and productive, enjoying greater flexibility in their personal lives. They generally have more financial resources and fewer demands on their personal time. Some wish to change nothing and continue the full-time research, teaching, and service of their early and mid-career stages. A few choose to retire and fully disconnect from their careers and from the university. But most who retire wish to retain their identities as faculty through engagement with the university and with the profession. Given their enduring contributions to the university community and their desire to remain connected to that community, it makes excellent sense for the University to welcome, honor, support, and draw upon their continuing engagement.
The idea of an emeritus academy can be offered as a model for “best practices” for many other professions. What the emeritus academy provides is emblematic of how active retirees in all walks of life should be honored and supported. The university environment is ideal for making such a conception a reality; we can welcome this opportunity to play a leadership role in a significant social advancement.

In this proposal, we recommend that the University recognize these needs and benefits by establishing the Emeritus Academy at the University of Massachusetts Amherst.

In the remainder of this section, we articulate a proposed mission statement for the Academy and enumerate specific benefits of an emeritus academy to individual emeritus faculty members, the University, and the community. Section 2 contains our central recommendations regarding the structure and policies of the Academy. Further details regarding structure and policies will be articulated in By-Laws to be developed by the first Director and Advisory Council.

1.2. Mission Statement

The Emeritus Academy at UMass Amherst will give a home and a focus to research and creative engagement with the University of active emeritus faculty as Academy Professors.

1.3. Vision Statement

The Emeritus Academy will provide opportunities for Academy Professors to apply for small grants to support scholarly and creative activity. It will provide opportunities for the University to benefit from the accumulated wisdom and experience of retired faculty in mentoring, advising, and other service to the University. It will help to support a vibrant community that includes lectures, research seminars, and workshops, and an attractive central physical space to meet and work on campus. The Emeritus Academy will have cooperative ties with the UMass Amherst Retired Faculty Association and Five-College Learning in Retirement to assure that the organizations, whose functions partially overlap, have a complementary and mutually supportive relation.

1.4. Functions and Benefits of an Emeritus Academy at UMass Amherst

The active retired faculty of this University represent a great wealth of talent, experience, wisdom, and loyalty to the institution that is currently underutilized. A small investment in supporting this group and recognizing it as an important part of the University can have great benefits both in the ongoing professional lives of its members and in bringing their talents and good will together to the benefit of the mission and strategic priorities of the University.

1.4.1. Potential benefits to the Academy members

- An attractive physical space on campus to work, to meet, and to hold seminars in the company of fellow retirees.
- Organized and funded interdisciplinary seminar series, with the possibility of inviting outside colleagues/external speakers to participate.
- The possibility of applying for internal research grants designated specifically for the Emeritus Academy, including seed money for grants and entrepreneurial projects.
- Services of the OGCA, with University support for submission of grant or other funding applications by Academy members and the administration of sponsored projects.
- Other support for continued and renewed research, scholarly and creative activity via the facilities of the library.
- Support and encouragement for a range and variety of cooperative emeritus faculty interests and projects and for appropriate entrepreneurial efforts.
- Continued association with productive scientists, scholars and artists who have retired from their faculty positions but not from their disciplines, and who have developed over a career, loyalty to the University and to academic values.
1.4.2. Potential benefits to the University from Academy members

• Helping to make the research contributions from emeriti/ae continue to “count” for the reputation of the departments, colleges, and the University;
• Contributing to a vibrant intellectual environment through research, scholarship, creative activity, and seminars;
• Volunteering to review grant proposals and the like;
• Furthering the mission of the University through mentoring, advising, consulting, and possible entrepreneurial efforts;
• Serving on task forces where the “wisdom of the elders” is wanted.

Section 2. Recommendations Regarding Structure and Policies

2.1 Criteria for membership and the title of Academy Professor

• All emeriti and emeritae of UMass Amherst are eligible to apply for full membership as Academy Professors. Application for a renewable n-year term [probably 3; to be specified in By-Laws] will require a commitment to active engagement with the University through research, scholarly or creative activity. Details of the application process will be specified in the By-Laws, to be worked out by the first Director and Advisory Council. The goal will be to limit Academy Professorship to seriously active emeriti/ae who plan to remain in the area and engaged with the University, without making it excessively “elitist”. The application will probably require a CV with evidence of current research, scholarship, or creative or entrepreneurial activity, and a statement of intent to be engaged with such activity and with the university for the coming n years.
• There will probably be a process by which retired Associate Professors can apply for full membership; details to be worked out by the first Director and Advisory Council.
• Academy Professor is an honorific title; Academy Professors are not employees (except for those on temporary post-retirement appointments) and so are not members of any bargaining unit.
• Academy Professors may apply for renewable 1- or 2-year grants to support scholarly and creative activities.
• Retired faculty from other 4-year colleges and universities may apply to be admitted as Affiliate members of the Academy under criteria similar to those for full membership for retired UMass faculty; details to be specified in the By-Laws.
• Some Emeritus Academy activities, such as seminars, will be open to the public.

2.2 Rights and Responsibilities of Academy Professors

• Active engagement with the University through research, scholarly or creative activity and, when mutually agreed between the University and the Academy Professor, teaching or mentoring students.
• Participation in Academy events, including planning and implementing seminars, lecture series, and other Academy activities.
• Participation in the selection of Advisory Council and Director as prescribed by Academy By-Laws, and in the evaluation of Academy grant applications and membership applications and reapplications.
• Encouraged but not obligatory: service to the University in the kinds of activities listed in Section 1.4.2.

2.3 Administrative Structure

• The Emeritus Academy will be headed by a Director, who will be advised by an Advisory Council consisting of Academy members as prescribed by the Academy By-Laws (see 2.6).
• The first Director and the first Advisory Council will be appointed by the Provost in consultation with the task force that developed this proposal. This initial period will be two years. Subsequently, a Director will be recommended for a 2-year term by the Advisory Council and appointed by the Provost.
• The Director will receive administrative support through the Office of the Provost.
2.4 Physical Facilities

• The Emeritus Academy will be located in Room 2604 of the Du Bois Library and shared with the Teaching Commons. This space will continue to be open to all faculty colleagues for study and work. It will contain open, flexible workspace, carrels, computers, broad-band access, shared access to the kitchen, and space for other activities. Lockers may be provided to Academy Professors for secure storage.
• The adjacent seminar room (2601) can be reserved in advance through the Library for meetings, seminars and workshops as needed.
• Other venues will be sought as needed through normal channels for public events, joint events, or in response to accessibility concerns.

2.5 Budget

• The Provost will provide the Emeritus Academy with a budget of $50,000, which will be used to fund small grants, outside speakers, receptions, and other community-building activities of the Academy. This amount may be increased or decreased in proportion to the level of participation in the Academy and interest in the Academy’s programming. It may also be possible to defray some of the costs of the Academy through development activity among emeritus faculty and others who are interested in its goals.

2.6 By-Laws

• Details not specified here will be specified in the By-Laws, to be developed by the first Director and Advisory Council in consultation with the Provost.