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## MEMORANDUM

**To:** Donna E. Shalala, President

**From:** Tomas A. Salerno  
Chair, Faculty Senate

**Date:** October 20, 2014

**Subject:** Faculty Senate Legislation #2014-02(B) – Amend *Faculty Manual* Section C4.6(b), Benefits for EMERITUS FACULTY, with corresponding amendments to C4.6(c) ASSOCIATED FACULTY, (d) VISITING FACULTY, and (e) LECTURERS AND SENIOR LECTURERS

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The Faculty Senate, at its April 23, 2014 meeting, voted unanimously to accept and endorse the Faculty Senate Administrative Services Committee's Report and Recommendations in Legislation #2013-41 (D), with the exception of item VIII. Those recommendations include changes to Section C4.6(b) of the *Faculty Manual*, in order to reflect the committee's proposed changes to benefits received by EMERITUS FACULTY.

The Faculty Senate, at its September 17, 2014 meeting, voted unanimously to approve the recommendation to change the *Faculty Manual* Section C4.6(b), Benefits for EMERITUS FACULTY, with corresponding amendments to C4.6(c) ASSOCIATED FACULTY, (d) VISITING FACULTY, and (e) LECTURERS AND SENIOR LECTURERS as noted below.

The proposed language for the *Faculty Manual* is written below in underline/~~strikeout format~~:  
C4.6 Privileges and Benefits of University Faculty, Emeritus Faculty and Associated Faculty<sup>1</sup>

- (a) UNIVERSITY FACULTY are entitled to the benefits and privileges described in the Faculty Benefits section of this *Manual*.
- (b) EMERITUS FACULTY are entitled to the following privileges and benefits:
  - 1. access to the University libraries, the Faculty Club, the Lowe Museum, and the Wellness Center.
  - 2. continuation of UMail account,

<sup>1</sup> [#2009-19\(D\)](#)

3. any discounts that UNIVERSITY FACULTY are eligible to receive, including such as bookstore purchases, tickets to sports events, and other discounts as permitted by law or contract,
4. an identification card;
5. ~~access to the University libraries, the Faculty Club, the Lowe Museum, and the Wellness Center;~~
6. ~~any discounts that UNIVERSITY FACULTY are eligible to receive including bookstore purchases and tickets to sports events~~
7. purchase of prescription medicines (cannot accept Medicare) at the University Health Center retail pharmacies, and
8. purchase of UM parking permit at no charge valid for lots indicated on the back of the parking permit. Access to other lots may be obtained with the approval of Parking and Transportation.

~~(c)~~ ~~EMERITUS AND~~ ASSOCIATED FACULTY are entitled to the following privileges and benefits:

~~1. an identification card;~~

1. access to the University libraries, the Faculty Club, the Lowe Museum, and the Wellness Center;

2. identification card,

3. any discounts that UNIVERSITY FACULTY are eligible to receive including bookstore purchases and tickets to sports events, and other discounts as permitted by law or contract;

4. ~~purchase of UM parking permit~~ purchase of prescription medicines at the University retail pharmacies, and

5. purchase of UM parking permit.

~~4. purchase of prescription medicines at the University Health Center retail pharmacies.~~

In addition, the following ASSOCIATED FACULTY categories are eligible for the benefits listed below in accordance with University policy.:

~~(i)~~ (d) VISITING FACULTY who are full-time regular are eligible for the following benefits:

~~health insurance for themselves and their eligible dependents~~

1. health insurance for themselves and their eligible dependents,

~~2.~~ 2. life and accidental death and dismemberment insurance,

~~3.~~ 3. tuition remission for themselves and their eligible dependents, and

~~4.~~ 4. the Voluntary Retirement Plan.

VISITING FACULTY are not eligible for University contributions to the retirement plan.;

~~(ii)~~ (e) LECTURERS and SENIOR LECTURERS who are full-time regular are eligible for these benefits:

1. health insurance for themselves and their eligible dependents,

2. life and accidental death and dismemberment insurance,

3. tuition remission for themselves and their eligible dependents,

4. ~~the Voluntary Retirement Plan~~ University contributions to the retirement plans, and

5. ~~University contributions to the retirement plans.~~ Voluntary Retirement Plan.



END TEXT.

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BEGIN TEXT:

C4.6 Privileges and Benefits of University Faculty, Emeritus Faculty and Associated Faculty<sup>2</sup>

- (a) UNIVERSITY FACULTY are entitled to the benefits and privileges described in the Faculty Benefits section of this *Manual*.
- (b) EMERITUS FACULTY are entitled to the following privileges and benefits:
1. access to the University libraries, the Faculty Club, the Lowe Museum, and the Wellness Center,
  2. continuation of UMail account,
  3. discounts that UNIVERSITY FACULTY are eligible to receive, such as bookstore purchases, tickets to sports events, and other discounts as permitted by law or contract,
  4. identification card,
  5. purchase of prescription medicines (cannot accept Medicare) at the University retail pharmacies, and
  6. UM parking permit at no charge valid for lots indicated on the back of the parking permit. Access to other lots may be obtained with the approval of Parking and Transportation.
- (c) ASSOCIATED FACULTY are entitled to the following privileges and benefits:
1. access to the University libraries, the Faculty Club, the Lowe Museum, and the Wellness Center,
  2. identification card,
  3. discounts that UNIVERSITY FACULTY are eligible to receive including bookstore purchases and tickets to sports events, and other discounts as permitted by law or contract,
  4. purchase of prescription medicines at the University retail pharmacies, and
  5. purchase of UM parking permit.

In addition, the following ASSOCIATED FACULTY categories are eligible for the benefits listed below in accordance with University policy.

- (d) VISITING FACULTY who are full-time regular are eligible for the following benefits:
1. health insurance for themselves and their eligible dependents,
  2. life and accidental death and dismemberment insurance,
  3. tuition remission for themselves and their eligible dependents, and
  4. Voluntary Retirement Plan.

VISITING FACULTY are not eligible for University contributions to the retirement plan.

- (e) LECTURERS and SENIOR LECTURERS who are full-time regular are eligible for these benefits:

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<sup>2</sup> [#2009-19\(D\)](#)

5. Voluntary Retirement Plan.

**END TEXT.**

This legislation is now forwarded to you for your action.

TAS/rh

cc: Thomas LeBlanc, Executive Vice President and Provost  
David Birnbach, Vice Provost, Faculty Affairs  
Richard Sobaram, Director, Parking and Transportation Services  
Cristina Elgarresta, Assistant Vice President, Benefits Administration  
Charlotte Rogers, Chair, 2013-2014 Administrative Services Committee

**CAPSULE:** Faculty Senate Legislation #2014-02(B) – Amend *Faculty Manual* Section C4.6(b), Benefits for EMERITUS FACULTY, with corresponding amendments to C4.6(c) ASSOCIATED FACULTY, (d) VISITING FACULTY, and (e) LECTURERS AND SENIOR LECTURERS

APPROVED:  DATE: 11/17/2014  
(President's Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: FACULTY SENATE

EFFECTIVE DATE OF LEGISLATION: \_\_\_\_\_  
(if other than June 1 next following)

NOT APPROVED AND REFERRED TO: \_\_\_\_\_

REMARKS (IF NOT APPROVED): \_\_\_\_\_