



427 POLICY – Emeritus

427.1 Statement of Policy

In recognition of service to Redlands Community College and higher education, the Redlands Community College Board of Regents will grant retiring full-time employees, an honorary title corresponding to the title held immediately before retirement, which shall be known as “emeritus”.

427.2 Criteria

The Procedures section of the Policies and Procedures Manual contains a procedure related to this policy, with general guidelines and information on identification to Emeritus status.

Adopted September 2015
Revised May 2020



427 PROCEDURE – Emeritus

427.2:1 Eligibility Requirements

Redlands Community College identifies the following requirements for a retired full-time employee to be eligible for emeritus designation:

- A. Demonstrated satisfactory performance;
- B. No adverse employment actions currently on file and no significant disciplinary history during the five years preceding retirement;
- C. Fulfilled all other terms and conditions of employment;
- D. At least twenty years of full-time service in higher education, with the last ten years of full-time employment at Redlands Community College;
- E. Retire from Redlands Community College as an active full-time employee.
- F. The President and administration of the College are not eligible for emeritus designation under this Policy, however the Redlands Community College Board of Regents may grant emeritus to the President or administration of the College at their discretion, by vote of board.

427.2:2 Procedures for Consideration

- A. Retiring individuals must submit an application to Human Resources requesting consideration within 12 months from the date of their retirement from employment at Redlands Community College.
- B. Upon verifying eligibility, the Director for Human Resources will automatically recommend eligible employees as outlined, to the Office of the President of the College.
- C. The President will forward those recommendations, along with his/her comments and recommendations, to the Redlands Community College Board of Regents for their consideration and vote. The Board, in a regularly scheduled board meeting, shall vote to approve/disapprove the recommendations for emeritus designation.
- D. The President will act upon the recommendations on a semi-annual basis, typically during the months of June and December.

427.2:3 Prior Employees Requesting Emeritus Designation

Eligible employees who retired before the adoption of this policy may request emeritus designation by following the procedure outlined in 427.2:2 above.

427.2:4 Exceptions

Requests for exceptions to this policy must be appealed to the Office of the President in writing. The President shall forward all exception requests, along with his/her comments and recommendations, to the Redlands Community College Board of Regents, who will vote in a regularly scheduled meeting, to approve/disapprove those requests for exceptions. The vote of the Redlands Community College Board of Regents will be final.



427.2:5 Privileges

- A. Emeriti will receive a printed resolution of the Board's action granting the emeritus designation from the Office of Human Resources.
- B. Emeritus designation does not confer any additional rights, privileges, remuneration, or other benefit beyond those set forth of this policy.

Adopted September 2015

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