Proposal to change use of “Emeritus/Emerita” in *Faculty Policies and Procedures* to “Emerit” and to Encourage the Use of “Emerit” in Campus Policies, Systems and Communications

The proposed change to use “emerit” in place of “emeritus/emerita” in *Faculty Policies and Procedures* is in keeping with the Faculty Senate’s approval to remove all gendered pronouns from *FPP* ([Fac doc 2921](#)). The words “emeritus/emerita” or “emeritus” appear five times in FPP (shown below).

Changing the default option to emerit faculty reduces the chance of gender bias from gendered status words, does not place male word as the default, and is gender inclusive.

Furthermore, the Faculty Senate requests other units on campus, including the Office of Human Resources and University Communication, to adopt emerit as official UW-Madison language. Individuals may continue to use whichever option appeals to them.

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*With mark-up*

2.03 ELECTORAL DISTRICTS.
A. The faculty shall be divided into electoral districts, hereinafter called districts, which shall elect senators as provided in 2.04. Emeritus/emerita faculty with governance rights under 7.31. shall not be counted in determining the number of senators to be elected from that district.

2.09. SPEAKING AND VOTING PRIVILEGES.
A. All members of the university faculty and full-time members of the academic staff may speak at meetings of the senate, excluding executive sessions, subject to such rules as the senate may adopt for its own members, but only senators in attendance may offer motions, second motions, or vote. All members of the university faculty, all emeritus faculty meeting the criteria of 7.31.B., and all persons holding faculty status under 1.03.B. may attend and speak at executive sessions subject to such rules as the senate may adopt for its own members, but only senators in attendance may offer motions, second motions, or vote. Chairs of faculty committees under Chapter 6 may offer motions on behalf of their committees.

7.31. EMERITUS/EMERITA FACULTY.
A. Emeritus/emerita faculty titles are conferred by the chancellor upon recommendation of the departmental executive committee and the dean.

B. Emeritus/emerita faculty retain all faculty governance rights held at the time of their retirement during any academic year in which they hold an academic staff appointment from their department totaling at least 20% of a full-time academic year appointment, subject to the provisions of 5.20.C.
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7.31. EMERIT FACULTY.
A. Emerit faculty titles are conferred by the chancellor upon recommendation of the departmental executive committee and the dean.

B. Emerit faculty retain all faculty governance rights held at the time of their retirement during any academic year in which they hold an academic staff appointment from their department totaling at least 20% of a full-time academic year appointment, subject to the provisions of 5.20.C.