

ADDENDUM G

Item 8.1.1

*Report From the
Senate meeting held
on Friday 22 Jan
2021:*

*Revised Policy
Guidelines for the
Conferment of Status
of Emeritus Professor*



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07 December 2020

TO : PROF RJ SINGH
DEPUTY VICE-CHANCELLOR: RESEARCH, INNOVATION AND PARTNERSHIPS

FROM : DR TE MABILA
DIRECTOR: RESEARCH ADMINISTRATION AND DEVELOPMENT (DRAD)

SUBJECT: SUBMISSION OF REVISED DRAFT – POLICY GUIDELINES FOR THE CONFERMENT OF
THE STATUS OF EMERITUS PROFESSOR – FOR DISCUSSION AND APPROVAL

Dear Prof Singh

Kindly find the attached the second draft of the Policy guidelines for the conferment of the status of Emeritus Professor for tabling in the next Senate Research and Ethics Committee meeting. The 1st draft of the revision of the policy guidelines was presented in the second SREC meeting of 2020. After discussions, it was recommended that the guidelines be first sent to Faculty boards for inputs and a revision be resubmitted at SREC. This was done and the policy guidelines document is now ready for SREC scrutiny.

Kindly accept this second draft for inclusion in agenda for the next meeting of Tuesday 15th December 2020.

Yours faithfully

Dr TE Mabila
Director: DRAD



POLICY GUIDELINES FOR THE CONFERMENT OF THE STATUS OF EMERITUS PROFESSOR

1. Preamble

Emeritus Professor / Emeritus Associate Professor (EP/ EAP) is an honorary title for retired academic bestowed for meritorious service to the University which, in the opinion of the University, needs to be retained and utilised for as long as possible. The title of EP/ EAP is reserved for those retired academics who have had distinguished careers and whose significant contributions set them apart from their peers. Conferment of the title of EP/ EAP would require a record demonstrating clear-cut and ongoing distinction in scholarship. EP/ EAP titles should generally be reserved for persons retiring after at least 10 years of service to the University of Limpopo.

All professors (i.e. full professors *and* associate professors) may become emeritus staff members by virtue of the substantive academic rank that they hold at the time of their retirement. This includes professorships that are joint appointments (e.g. in the Faculty of Health Sciences).

2. Definitions

In this policy and any associated procedures,

"University" means The University of Limpopo.

"Professor" is a person who has been at level 6 Associate Professors, 5 - Full Professor, or an NRF B⁺ Rated Researcher;

3. Other Relevant Policies

- Research Associates Policy (RDA-RAP1-2012/03)

4. Rights and Obligations of Emeritus Professors/ Emeritus Associate Professors

- 4.1 An EP/ EAP may use this title in all situations, and for all correspondence. The title does not confer any entitlements or place any obligations upon the holder, beyond the usage of the title itself.
- 4.2 An EP/ EAP is not considered to be an employee of the University and is not entitled to remuneration from the University.
- 4.3 An EP/ EAP may receive remuneration from third stream (external) funds where the funder has permitted such an expense.
- 4.4 Should an EP/ EAP be requested to present a course or carry out some formal task, they may receive an honorarium determined in line with the University's part-time remuneration policy.
- 4.5 The Vice-Chancellor may at any time revoke the title of EP/ EAP by notification to the person concerned to protect the integrity of the award and the reputation of the University or for any other reason deemed appropriate by the Vice-Chancellor.

EP/ EAP who are still engaged in research activities may:

- Continue to manage research funds that were accumulated up to their time of retirement, subject to the conditions of the grant and normal administrative controls; and
- apply for new funds and frameworks (including NRF rating), subject to the normal process required for approval of such applications.

General rights and privileges:

- EP/ EAP have no formal right to office or laboratory space. Should their activities require such facilities, the consent of the departmental head, dean or person responsible for the management of the relevant physical space is required.
- EP/ EAP may be issued a staff card to have access to buildings and other facilities in accordance with the activities in which they are engaged. The cost of their cards, just as those of other staff members, will be borne by the Department in which they are appointed.
- EP/ EAP may access information and communications technology (ICT) and University systems in accordance with the needs of their specific and contracted engagement with the University, as well as to library services.
- EP/ EAP may retain, if they so request, their UL e-mail addresses.

5. Guidelines:

The following guidelines will be used to consider individual academics for the conferment of the title of EP/ EAP.

5.1 Qualifications:

Integrity in terms of academic and professional qualifications including the following:

- Additional or specialised qualifications in a particular field of expertise.
- Honours/Awards of field of specialisation.

5.2 Research expertise:

- Supervision of Masters and Doctoral candidates
- Co-supervision of Masters and Doctoral candidates (both internally and externally)
- Acted as External Assessor for Masters and Doctoral candidates
- Contract research
- Research projects with recognisable yield i.e. extent to which the findings have been used in fields such as education, industry, health, management, legal etc.
- National and international recognition of Scholarship

5.3 Eligibility

To be eligible in terms of a person must, in normal circumstances, have at least ten years of continuous service prior to retirement, inclusive of periods as a non-professor.

- In special circumstances, such as exceptional or distinguished service, a professor of the University may be eligible for nomination if they have at least five years of continuous service inclusive of periods as a non-professor.
- Persons who have had breaks in service may be considered for the award of the title of EP/ EAP if they have had a continuous association with the University during the relevant period.

5.3.1 Teaching and Learning

Evidence of excellence in teaching, including graduate student supervision, and/or creative work that takes the best conceptual and applied practices into consideration,

locally, nationally and internationally.

- Evidence of awards, evaluations by students, assessment of peers, and /or testimonial from former students
- Excellence in curriculum development, innovations in teaching methods and a corpus of work relating to teaching and learning.

5.3.2 Research/ Publications

Research projects with recognisable yield. For instance, extent to which the findings have been used in fields such as education, industry, health, management, legal etc”.

Moreover, evidence of consistent production of scholarly output in:

- **DHET Accredited** articles
- **Non-DHET accredited** articles
- Public opinion articles. E.g., opinion articles in the press, newsletters etc.
- **Consistent scholarly engagement. For example, conference attendance**

5.3.3 Community Engagement

Community engagement, research and teaching and learning that strives to respond to societal needs and towards mutually beneficial and reciprocal relationships between the university and broader society through the following practices:

- Academically grounded community engagement practices/projects reflecting reciprocal partnership and engaged research practice that informs and or result in community engaged scholarship
- Innovation in bringing together in an integrated way the elements of teaching, learning, research and community engagement.
- Evidence of partnerships, participatory processes, co-production, or co-creation of knowledge, and indigenisation of research projects with a community engagement focus
- Evidence of volunteering expertise with communities and using engagement to inform curriculum development, teaching and learning and research.
- Evidence of awards, evaluations by communities, assessment of peers, and /or testimonials from former students

6. Service to the University of Limpopo and the Broader Academic Landscape / National and International Service/ Academic Citizenship

Distinguished academic service /academic citizenship shall mean a fully rounded academic with a strong teaching record, possesses a reputation as a scholar in research and publication and community engagement at the time of retirement

- Meaningful and critical participation in the social, economic and political development of society
- Academic leadership that is visionary and innovative: Excellence in leadership, leading by example as the eternal scholar. For example mentoring and role modelling; act as an inspiring foundation for growth, development and sustainability in other academics.
- Peer reviewer of articles submitted to academic journals, assessing dissertations and theses for other universities, mentoring younger developing academics, acting as editor and co-editor of academic journals and maintaining a respectable professional profile in respective professional bodies.
- Demonstrated capacity to attracting funding

7. Benefits

The benefits for EP/ EAP status include the following:

- Entitled to be EP/ EAP;
- Library privileges;
- Possession of a University identification card;
- Entitled to use of University stationery;
- Inclusion on mailing lists and all other official faculty listing;
- Participation in academic processions;
- Office or laboratory space (upon request, and subject to availability);
- Attendance at Faculty Board meetings* and
- Attendance at Senate meetings*¹.

8. Process

The process for the conferment of EP/ EAP is as follows:

- The relevant **School Director** in consultation with the Human Resources Division (HR) identifies senior academics that will retire in any given year, and present their names and applicable emeritus titles (e.g. EP/ EAP of Economics or EP/ EAP in Physics) before the Faculty Executive Committee

*¹EP/EAP may participate in debates, but may not vote or contribute during decision making.

(FEC).

- After the FEC Approval, the **Faculty Executive Dean** recommends to Senate;
- Senate approves;
- Council ratifies

At the last Senate meeting of the year, the Senate chair confers the applicable emeritus status on the retiring senior academics who have been thus identified. (The procedure is that the Registrar announces the names of the new emeriti, whereupon the chair presents them with certificates confirming their emeritus status.)

The certificate must be worded as follows:

'This is to confirm that the status of Emeritus Professor/ Emeritus Associate Professor in was conferred on at a formal meeting of Senate on

The certificate must be signed by both the Registrar and the Vice-Chancellor.



POLICY GUIDELINES FOR THE CONFERMENT OF THE STATUS OF PROFESSOR EMERITUS

1. Preamble

Professor Emeritus is an honorary title for retired academic bestowed for meritorious service to the University which, in the opinion of the University, needs to be retained and utilised for as long as possible. The title of Professor Emeritus is reserved for those retired academics who have had distinguished careers and whose significant contributions set them apart from their peers. Conferment of the title of Professor Emeritus would require a record demonstrating clear-cut and ongoing distinction in scholarship. Professor Emeritus titles should generally be reserved for persons retiring after at least 10 years of service to the University of Limpopo.

2. Guidelines:

The following guidelines will be used to consider individual academics for the conferment of the title of Professor Emeritus.

2.1 Qualifications:

Integrity in terms of academic and professional qualifications including the following:

- Additional or specialised qualifications in a particular field of expertise.
- Honours/Awards of field of specialisation.

2.2 Research expertise:

- Supervision of Masters and Doctoral candidates
- Co-supervision of Masters and Doctoral candidates (both internally and externally)
- Acted as External Assessor for Masters and Doctoral candidates
- Contract research
- Research projects with recognisable yield i.e. extent to which the findings have been used in fields such as education, industry, health, management, legal etc.
- National and international recognition of Scholarship

2.3 Publications

2.3.1 Articles

- SAPSE recognised articles
- Non-SAPSE articles
- Lay articles e.g. opinion articles in the press, newsletters etc.

2.3.2 Books

- Books authored and published by recognised publishing houses
- Books co-authored
- Chapters in books

3. Local and international conference presentations

4. Community Engagement

5. Service to the University of Limpopo

6. Benefits

The benefits for Professor Emeritus status include the following:

- Entitled to be Professor Emeritus;
- Library privileges;
- Possession of a University identification card;
- Entitled to use of University stationery;
- Inclusion on mailing lists and all other official faculty listing;
- Participation in academic processions;

- Office or laboratory space (upon request, and subject to availability);
- Attendance at Faculty Board meetings and
- Attendance at Senate meetings.

7. Process

The process for the conferment of Professor Emeritus is as follows:

- The relevant School initiates the process and submits a proposal to the Faculty Board;
- The Faculty Board recommends to Senate;
- Senate approves;
- Council ratifies