



GRAYS HARBOR COLLEGE
Operational Policy

Policy Name	EMERITUS STATUS FOR EMPLOYEES
Policy Number	685
Date Adopted	5/21/84
Date(s) Revised	2/93, 3/11, 8/22

As a means of recognizing valued service to Grays Harbor College and also as a means of maintaining mutually beneficial contact between the college and retired employees, the following Emeritus policy is adopted:

- A. Employees with ten or more years of full-time employment who retire as members of the Washington State Teachers' Retirement System or the TIAA/CREF System shall be eligible for appointment to Emeritus Status. Upon approval by the Instructional Council and the president, the retiree shall be appointed to Emeritus Status.
- B. The institution shall provide the Emeritus employees with:
 - 1. Shared office space (several Emeritus employees in a single office).
 - 2. Mail privileges in common with full-time employees.
 - 3. Use of facilities such as library, gym and locker room, in common with full-time employees (use of instructional space and/or equipment requires special approval by the college president).
 - 4. Parking privileges (two Emeritus spots in reserved section).
 - 5. Option of participation in graduation and other formal academic exercises.
 - 6. Admission to cultural and athletic events sponsored by the college at the same prices paid by full-time employees.
- C. In exchange for the privileges enjoyed by the Emeritus appointee, he or she shall continue to make his or her expertise available to the college. In addition to the informal contacts with students, staff, and faculty, specific activities like guest lectures, tutoring and part-time instruction will be encouraged.