



BUCKINGHAMSHIRE
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Emeritus / Emerita Professors Policy

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Introduction

1. Emeritus status is an honorary category of appointment. BNU confers the title upon ex or retiring professors in recognition of their contribution to the University and to supplement and complement the Professoriate employed by the University.
2. The title of Professor Emeritus/Emerita is awarded to those who have achieved distinction as Professors of the University and whose continued affiliation with the University will add significantly to the University's strategic goals of enhancing academic credibility and financial sustainability.
3. This title allows them to continue using their professorial title.
4. An emeritus professor does not have any employment rights with BNU.

Criteria for the Award

5. Conferment of the title of Professor Emeritus/Emerita will be reserved for outstanding Professors who meet the following criteria:
 - Hold an outstanding reputation in their discipline or subject area;
 - Are prepared to commit time, effort and expertise to the advancement of the University's research, teaching or commercial activities and particularly by acting as a mentor for early career researchers;
 - Will act as an ambassador to the University within their academic or professional sphere of networks and influence;
 - Attend events hosted by the University and designed to raise the profile of the University.

Eligibility and Conditions

6. As high profile ambassadors for the University the following eligibility criteria and conditions must be demonstrated:
 - The title of Professor Emeritus/Emerita may be conferred on Professors of the University when they retire or within one year of retirement, or to ex-employees who previously held the title of Professor.
 - The title will only be conferred on those Professors who continue to remain research active in disciplines or subject fields aligned with the University's focus relating to its taught programmes or research agendas;

- Professor Emeritus/Emerita positions are normally awarded for a period of five years, are subject to annual review and can be extended with the approval of Senate following recommendation from the Vice-Chancellor;
- The title does not normally attract remuneration and where any remuneration is provided it must be agreed in advance by the Director of Research & Enterprise and the Vice-Chancellor and normal contractual processes must be followed through the Department of Human Resources.

Roles and Duties

7. BNU welcomes the continued voluntary contribution of emeritus staff.
8. The role and duties of the Emeritus/Emerita Professors will be agreed annually by the Director of Research & Enterprise and approved by the Vice-Chancellor.
9. Emeritus/Emerita Professors should follow all relevant BNU policies, procedures, statutes and values, including maintain confidentiality where appropriate.

Appointment Process

11. The appointment of Emeritus/Emerita Professors will be made by the University Executive Team (UET) on the basis of advice from the Vice-Chancellor and Director of Research and Enterprise.
12. Nominations for the appointment of Emeritus/Emerita Professors should be made by the Head of School/Directorate and submitted to the Director of Research and Enterprise.
13. Where possible, the nomination should be made in advance of the retirement of the individual.
14. Nominations should include:
 - A letter of support, no more than four pages, by the Head of School/ Directorate focusing on the contribution the appointment will make to the strategic objectives of the School and University;
 - A full academic curriculum vitae;
 - A plan of work that outlines the intended contribution of the Professor Emerita/ Emeritus to the work of the relevant area within the University

15. The Vice-Chancellor will inform the relevant Head of School, the Director of Research & Enterprise, Senate and the Board of Governors of the decision at the earliest opportunity.
16. Applicants, both successful and unsuccessful will be informed by Human Resources.

Appendix 1: Equality Impact Assessment

As a university, we are committed to enhancing equality, diversity and inclusion (EDI). We have a legal (Equality Act 2010) and ethical obligation to ensure our policies, systems and processes are fair, inclusive and ensure every member of the BNU community can thrive.

Whilst we all have protected characteristics, we know there are certain characteristics and communities that are marginalised and underrepresented in Higher Education and the workplace. These are: different ethnicities (including Gypsy, Roma, Traveller, Showmen and Boaters, migrants, refugees and asylum seekers) Disabled individuals; neurodiverse individuals; pregnancy (including maternity and paternity impact); the LGBT+ community; carers; people of different faiths; people impacted by menopause and individuals from a range of backgrounds including: socio-economic disadvantage, homeless, alcohol and/or substance misuse, people experiencing domestic and/or sexual violence, ex-armed forces, looked after children and care leavers. We also know individuals have multiple intersectional experiences and different points in their lives and careers.

1. With reference to the above characteristics, in what ways does this policy enhance equality and the access of opportunity at BNU?

This policy uses the most up to date template and will be publicly available via BNU's website. This ensures that it fully complies with BNU accessibility requirements and is available to all members of the BNU community.

This policy applies only to BNU Professors due to retire. Professor is the highest rank conferred on a university academic. To be in receipt of this title, they would have been through a rigorous appointment process in line with HR policies and procedures. This policy ensures that those staff who have held a distinguished career at BNU continue to be honoured and have opportunity to continue to collaborate with the BNU community after retirement.

2. In what ways does the policy adversely impact individuals from marginalised and underrepresented communities?

This policy does not distinguish or impact differently between people of different characteristics and communities in any way. It is a policy which is applicable to all BNU staff conferred with the title Professor. BNU staff reviewing the applications undertake mandatory training in modules such as unconscious bias. As this policy is related to an honorary title for BNU Professors, there will be no recruitment element to this policy.

3. How does this proposal work towards achieving the BNU Equality Objectives as outlined in the [Equality Strategy 2023-2028](#)? Please signpost objectives and actions in the BNU Equality Strategy.

This policy aligns with

- 'Priority one: Involve and empower our community, Objective B: Build a workforce representative of our communities at all levels of the organisation.'
- 'Priority three: Build a university community where people can be themselves, Objective C: Support a culture of belonging.'

This policy ensures that those staff who have held a distinguished career at BNU continue to be part of the BNU community. This policy is an honorary title which recognises the considerable contributions made to the BNU community across their career.

Signed:



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Date:

21/05/2024



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