





University of Twente Procedure for Emeriti: Emeritus and preparation



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1 Introduction

The University of Twente greatly values the tremendous engagement, knowledge and experience of its professors; we consider it our duty to help prepare those who will become emeriti by explicitly informing them of what is involved and how to maintain our bond after retirement. This procedure was written for that purpose. The procedure applies to permanent full professors who have or had a full-time employment contract with the university.

2 Basic principles of the emeritus procedure

An emeritus professor is a full professor who has retired upon reaching State Pension age (AOW) or who voluntarily takes early (and full) retirement. From this date onwards, a full professor becomes an emeritus or emerita professor. The procedure for emeriti rests on the following basic principles:

1. The statutory scheme entails that a professor's regular activities end as of the retirement date.
2. The University of Twente considers it of the utmost importance that we recognise and value emeriti and prospective emeriti. It follows from this concern that we focus attention on preparing those who will become emeritus and the activities of emeriti.
3. Subjects that are important to take into account are:
 - the continuity and transfer of knowledge and experience;
 - activities during the period before retirement;
 - joint exploration of the personal future ambitions of the emeritus/emmerita professor, and possible overlap with organisational objectives.

3 Legislative framework and university regulations

The procedure for emeriti rests on the legal framework and regulations of the University of Twente, including:

- the Higher Education and Research Act (*Wet op Hoger Onderwijs en Wetenschappelijk Onderzoek*, WHW), in particular Article 9.19 of the WHW;
- the Collective Labour Agreement of Dutch Universities (CAO NU), including Article 8.1(4) of CAO NU;
- the University of Twente's policy for those at the rank of full professor;
- the University of Twente's doctorate regulations;
- the employee handbook.

4 Emeritus status and the preparatory phase

Full professors play a significant part in realising the strategic ambitions of our university. They manifest this role by inspiring graduate and undergraduate students, carrying out impactful research and developing talented PhD candidates. Our full professors are outstanding in their fields, leaders within national and international networks, and form the foundation of our academic community. They have also acquired a great deal of knowledge of the organisation, often from years of service, and have been involved in transformative developments. Good preparation for retirement is important for both prospective emeriti and the organisation.

4.1 Preparing for retirement

In order to prepare as best as possible for retirement, and to securely realise the transfer of knowledge and experience, the following emeritus interviews will be held between the dean and the prospective emeritus/emerita professor.¹

Emeritus interview: 5 years before State Pension age

Five years before a full professor reaches the age for State Pension (AOW), the dean will initiate a meeting with all prospective emeriti at the rank of full professor; we call this the 'emeritus interview'. The topics of discussion at this meeting will include:

- the future of the chair;
- finishing up teaching and research projects and doctoral student supervisions;
- expectations regarding (new) research projects and/or doctoral student supervisions that would run past the applicable date of State Pension age (the dean's permission is required).

Follow-up emeritus interview: no later than 2 years before retirement

No later than 2 years before retirement, the dean will hold a follow-up meeting with each full professor. Further agreements will be concluded during the follow-up interview, including:

- that the prospective emeritus/emerita will not take on any new doctoral student supervisions in the final 2 years before retirement;
- that the university is responsible that appointment as thesis supervisor take place no less than 2 years before the planned date of retirement, in accordance with Article 24(1) of the University of Twente Doctorate Regulations;
- that where needed a second thesis supervisor will be appointed, in accordance with Article 23(4) of the Doctorate Regulations.

Concluding emeritus interview: around the date of retirement

The purpose of this meeting is to look back at a professor's academic career and forward to the status of emeritus, as well as to reflect on their retirement.

4.2 Status of emeritus

A permanent full professor's employment contract with the university terminates on the day on which he or she reaches State Pension age, in accordance with the CAO NU, or on the date of voluntary early (full) retirement. Generally speaking, after retirement no new employment contract will be offered, unless the university has highly exceptional reasons for deviating from this provision.

- The situation referred to above involves a change status from full professor to emeritus professor.
- Based on Article 9.19(4) of the WHW, an emeritus professor is entitled to use the title of professor, usually designated as 'Professor emeritus' or 'Professor emerita' (abbreviated 'Prof. em.').
- On the grounds of Article 9.19(3) of the WHW, an emeritus professor retains the **ius promovendi**, the right to supervise PhD candidates, for a period of 5 years:
 - The purpose of this right is to conclude any current supervisions.
 - The period of 5 years commences on the date of reaching State Pension age.
- Emeriti professors are always welcome at academic ceremonies and will receive personal invitations for a period of 5 years after retirement.

¹ The dean will also hold meetings with associate professors with the right to confer doctorates, similar to emeritus interviews for full professors.

- For emeriti professors who would like to make an active (unpaid) contribution, consultations with the dean and rector will determine what possible form this might take. This might include mentoring, coaching of junior colleagues, chairing doctoral degree committees, sitting on prize and award committees, becoming a member of our community of emeriti, etc.

Preparing for retirement		Emeritus status	
Prospective professor emeritus		Professor emeritus	
5 years before State Pension age	2 years before retirement	retirement	5 years after retirement
Emeritus interview (departmental planning, new projects, supervising PhDs until retirement)	Follow-up emeritus interview	ius promovendi	termination of ius promovendi
Around the date of retirement			
Concluding emeritus interview			

5 Ways of maintaining your bond with UT after becoming emeritus

After acquiring the status of professor emeritus, the following options are available:

A. Professor emeritus

The customary form of association with the university after retirement is as ‘professor emeritus’, who therefore no longer performs any working activities for the university. The university may approach emeriti for such things as voluntary, and unremunerated, mentoring, coaching of junior colleagues, chairing doctoral degree committees, participating in prize and award committees, becoming a member of our community of emeriti, etc.

B. Professor emeritus – involved in concluding doctoral supervisions

It sometimes happens that emeriti professors are still involved in rounding off doctoral supervisions at the time of retirement.

- Arrangements will be made with the dean about this during the preparatory retirement phase. These agreements will be laid down in writing by the dean. One important aspect is that the dean guarantees that the emeritus professor will no longer bear responsibility for developing a research area, nor for teaching content in that field, as referred to in Article 9.19(2) of the WHW.
- The university does not pay emeriti any compensation for finishing off ongoing doctoral supervisions. Such supervision is deemed the emeritus professor’s voluntary personal contribution to the academic community.
- In such cases, there will no re-appointment as full professor.

C. Emeritus professor – specific tasks at the request of the university

A full professor who is approached by the university after reaching State Pension age to carry out a specific task will be offered a new temporary employment contract.

- This occurs in unique cases, and is solely an option when there are sufficient grounds for deviating from section 2.1, i.e. when there is evidence of highly exceptional reasons.

- A short-term employment contract may be concluded a maximum of six times within a period of 48 months following State Pension age, regardless of the scope of the employment contract. If an emeritus professor has taken early retirement, temporary contracts will be handled on a case-by-case basis to see whether a short-term employment contract can be offered or if some other kind of agreement should be offered.
- In such cases, there will no re-appointment as full professor.

Overview – Ways of maintaining bonds with UT after retiring

Maintaining bonds	Employment	ius promovendi
A. professor emeritus	No	Yes, for a period of 5 years, starting on the date of State Pension age or on the date of early retirement
B. professor emeritus Involved in concluding doctoral supervisions	No (no re-appointment as full professor)	Yes, for a period of 5 years, starting on the date of State Pension age or on the date of early retirement
C. professor emeritus Specific tasks at the request of the university	Yes, new temporary employment contract (no re-appointment as full professor)	Yes, for a period of 5 years, starting on the date of State Pension age or on the date of early retirement