



Ohio Administrative Code

Rule 3344-11-08 Resignation, Retirement, and Emeritus Faculty.

Effective: [May 28, 2026](#)

- (A) Resignation. A faculty member has an obligation to give notice of intent to resign no less than three months before termination of the faculty member's service at the end of any academic term.
- (B) Retirement. Unless otherwise stated, for instance through emeritus status or renewed employment, retired faculty members are no longer affiliated with Cleveland state university.
- (C) Provisions after retirement. For full-time faculty members who retire with at least ten years of service, the university shall automatically continue to provide the following services: internet access, library privileges, parking, and recreation. Those services shall be offered under the same terms and conditions as they are offered to regular faculty. Each year by April first, a notice shall be sent via e-mail to which the faculty member shall respond affirmatively in order for services to be continued for the next year. A second e-mail shall be sent notifying retired faculty of the imminent termination of these services in the event that no affirmative response is received. After this second notice, services shall be terminated if the faculty member fails to respond affirmatively.
- (D) Post-retirement teaching.

A full-time faculty member at Cleveland state university with at least ten years of service who retires under the regulations of the state teachers retirement system or under an approved alternative retirement plan (ARP) may elect, at the faculty member's sole option, to continue part-time employment at CSU for a period of three years following retirement.

A faculty member who chooses this option will be assigned up to nine credit hours of teaching, or its equivalent in administrative service, in each of the three academic years (not including summer). Employment may consist of, per academic year:

- (1) A maximum of nine semester credit hours of teaching;
- (2) A maximum of the equivalent of nine semester credit hours of teaching performed as administrative service; or
- (3) Any combination of teaching or administrative service to the equivalent of nine semester credit hours of teaching.

When choosing post-retirement part-time employment, the faculty member must specify at that time how many credit hours of work (teaching or its service



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equivalent) are being claimed. The extent to which the faculty member's post-retirement work will be composed of teaching or service will depend upon CSU needs. The combination of administrative service and teaching may vary over the three-year period.

Faculty who choose this option shall be compensated at the summer salary rate specified in the relevant section of the current collective bargaining agreement.

Administrative service may be performed at the discretion of the provost and/or dean in consultation with the department chair or school director and with the concurrence of the retiring faculty member.

The courses to be taught and/or the type of administrative service, and the semester(s) of employment service, shall be determined annually by the department chairperson or school director and the dean in consultation with the faculty member.

(E) A full-time faculty member at Cleveland state university with at least ten years of service who retires under the regulations of the state teachers retirement system or an approved alternative retirement plan (ARP) and who elects to continue part-time employment at CSU must cash out their sick leave at the time of retirement, or forfeit their sick leave. Sick leave may not be used during the post-retirement employment period pursuant to this article.

(F) A faculty member may discontinue part-time post-retirement employment by appropriate and timely notification of the department chairperson or school director. The faculty member shall retain the option of increasing the teaching credit hours to remain within the limits as specified in paragraph (E) of this rule.

Regulations, rules, and policies of the state teachers retirement system or approved ARP are beyond the scope of Cleveland state university's personnel policies and shall not, under any circumstances, be subject to the grievance provisions of those policies.

(G) Qualifications for emeritus status. Emeritus status reflecting the rank achieved as a faculty member shall be conferred upon recommendation by the majority of the faculty votes of the academic unit (department, college, or other unit as appropriate) and approval by the president and the board of trustees. To be eligible for emeritus status, a faculty member shall have attained the rank of associate professor or professor, associate college lecturer or senior college lecturer, associate professor of practice or professor of practice, clinical



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associate professor or clinical professor, college of law clinical professor or senior clinical professor, or college of law legal writing professor or senior legal writing professor at Cleveland state university and have served Cleveland state university full-time for at least ten years.

Emeritus status may be denied or revoked because of misconduct, but only if (1) an investigation determines or has determined that the faculty member is guilty of misconduct, and (2) the misconduct is serious enough to justify a denial. The investigation must follow a procedure that is similar to the misconduct procedures for faculty. "Misconduct" is limited to incompetence or dishonesty in teaching or scholarship; neglect of duty; personal conduct which substantially impairs the fulfillment of the faculty member's institutional responsibilities (including, but not limited to, drug or alcohol abuse, trafficking in illegal drugs, discrimination, harassment, or retaliatory conduct); interfering with the normal operations of the university; fraudulent credentials; or conviction of a crime involving moral turpitude or conviction of a crime of violence as defined in section 2901.01 of the Revised Code.

- (H) Privileges and responsibilities of emeriti. Emeritus faculty members may from time to time be requested to teach a course. They have the right to academic freedom, and attend appropriate faculty meetings, whether these are committee, departmental, college, faculty senate, or university faculty meetings. They may serve on faculty committees but may not vote in faculty meetings.

The faculty shall have access to reasonable email, web profile, software, office facilities, library, mail, clerical services, laboratory facilities, the right to submit IRB applications, and bookstore discount privileges, to the extent that the university resources reasonably allow; the faculty member's name shall be listed in the university directory, and the faculty member shall receive any other benefits and privileges that shall be specified by the president.