

## **Emeritus status at Aarhus University**

### **Purpose and target group**

#### From the staff policy

Subject to agreement with local management and to the necessary capacity being available, office facilities and other facilities and services may be made available to retired academic staff.

Emeritus arrangements are conditional upon the arrangements being of mutual interest to both the former employee and the university. The former employee is therefore expected to contribute actively to the department's activities.

<https://medarbejdere.au.dk/en/administration/hr/recruitment-and-employment/seniors/senior-policy>

At AU, it has been decided that the title 'emeritus' will be used as the default title, regardless of the person's gender. If a female member of staff wishes to use the title 'emerita', this can be approved by the individual department and stated in the agreement.

### **Individual agreement**

An emeritus staff member is not employed by Aarhus University and receives no salary or remuneration in connection with his/her emeritus status.

When entering an emeritus staff scheme, the retired staff member and the university must draw up an individual agreement which specifies the details of their future collaboration. This agreement is for a fixed term of between one and three years, with the option to extend.

An emeritus agreement is mutual and cannot be established unilaterally by one of the parties. Retired members of staff are not automatically entitled to emeritus status, even if other former members of staff have it.

An emeritus staff member may be expected to:

- Publish in academic journals as a member of the department
- Finish a specific research project
- Participate in research collaboration
- Participate in conferences
- Give guest lectures
- Supervise Bachelor's and Master's degree students
- Co-supervise PhD students
- Assist with practical exercises at the department
- Complete other academic activities
- Take on responsibilities in a library or laboratory
- Take on responsibilities at a museum

## **Research**

An emeritus staff member is not employed by Aarhus University and is not automatically covered by the university's obligations under the Danish workers' compensation act (*arbejdsskadesikringsloven*). He/she may be covered by the act if an individual assessment concludes that the department has the authority to instruct the person in question and that the department/centre derives value from the work he/she performs.

If an emeritus staff member participates in a conference or similar activity abroad on behalf of the department/centre and the trip is financed by the university, he/she can be issued with a travel insurance card.

## **Finances and salary**

An emeritus staff member does not receive remuneration for his/her emeritus affiliation or the associated responsibilities.

If a particular agreement is made for an emeritus staff member to undertake a larger task, such as teaching an entire course, remuneration must be made in accordance with the applicable collective agreement.

An emeritus staff member may not be a grant holder. Any grant holding responsibilities must be transferred to the head of the department/centre director when a member of staff retires.

## **Procedure**

Based on a reasoned recommendation, the head of department/centre director decides whether a retired member of staff can be awarded emeritus status. The details of this procedure are determined at department/centre level.

## **Regular follow-up**

It is the responsibility of the head of department/centre director to regularly assess whether it is still in Aarhus University's interests to maintain an emeritus affiliation. If the head of department/centre director deems it appropriate to end the affiliation, the emeritus agreement is terminated by the university.