FACULTY BYLAWS OF BAYLOR COLLEGE OF MEDICINE

RETIREMENT

ARTICLE IX:6

Faculty: The normal age of voluntary retirement for faculty members of the College shall be at the end of the academic year following his or her 65th birthday. Faculty may not be mandatorily retired because of age.

A tenured professor with at least one year of service or a tenured associate professor with ten years of service to the College who has remained on active status until retirement may be eligible for an “Emeritus” appointment. This designation may be made upon the recommendation of the chief administrative officer of the Academic Unit in which the candidate has his or her primary appointment and upon formal action by the President and the Board of Trustees.

A tenured professor who has served the College with special distinction for at least 10 years and who has remained on active status until retirement may be eligible for a “Distinguished Emeritus” appointment. This designation may be made upon the recommendation of the chief administrative officer of the Academic Unit in which the candidate has his or her primary appointment and upon formal action by the Faculty Appointments and Promotions Committee, the Academic Council, the President, and the Board of Trustees.

A non-tenured faculty member with the rank of non-tenure track professor, non-tenure track associate professor, voluntary clinical professor or voluntary clinical associate professor who has demonstrated exemplary service to College for at least 10 years and who has remained on active status until retirement may be eligible for an "Emeritus" appointment. This designation may be made upon the recommendation of the chief administrative officer of the Academic Unit in which the candidate has his or her primary appointment and upon formal action by the Faculty Appointments and Promotions Committee, the Academic Council, the President, and the Board of Trustees.

The “Emeritus” designation shall remain in effect unless withdrawn in BCM’s sole discretion or upon the death of the individual.

Administration: The normal age of retirement for administrative officials of the College (President, Vice Presidents, and chief administrative officers of Academic Units) shall be at the end of the academic year following his or her 65th birthday. Mandatory retirement may occur at that time or any time thereafter provided that the conditions are met as specified under law.

Special Employment: Notwithstanding the foregoing, on the recommendation of the President, the Board of Trustees may appoint for service to the College on a temporary, year-by-year, part-time, or full-time or adjusted compensation basis, a scholar, scientist,
physician, administrative officer, or other person. In a similar manner, the Board of Trustees may continue the appointment of the President.

Laboratory and Office Space: Upon retirement, the member of the faculty, the officer of administration, or any other employee of the College shall relinquish any space furnished by the College, except that the President may assign office or laboratory space for special use of the faculty member for such period of time as is deemed necessary.