

**RETIRED FACULTY: BENEFITS AND PRIVILEGES**

1. Members of the faculty, upon retirement from the University after a minimum of 25 years of educational service at any level (elementary, secondary, or post-secondary) with the last 10 years of service being at the University of North Alabama, will be awarded emeriti status and will receive a Certificate of Meritorious Service at the commencement exercises following retirement.
2. Members of the faculty retiring from the University after 10 or more years of service will have their name placed on the University of North Alabama Roll of Honor which hangs in Bibb Graves Hall.
3. Subject to the discretion of the University, retired faculty may be eligible for the following benefits and privileges:
  - a. Admission to Events: Admission of retired faculty and eligible members of their families to university events is based on the same policies and procedures applicable to regular faculty. Season passes to athletic events at the reduced rates for faculty may be obtained from Athletic Ticket Sales in advance of each season.
  - b. Insurance: Under certain conditions and limitations, the University's master group policies on cancer and intensive care insurance and on life insurance for employees may permit retired faculty to continue participation. Retiring faculty should ascertain from the Office of Human Resources the insurance options that may be open to them upon retirement. Health, vision, and dental insurance policies may continue through Public Education Employees Health Insurance Program, subject to provisions of the Alabama Teachers' Retirement System.
  - c. Library: Retired faculty are accorded full use and check-out privileges at Collier Library.
  - d. Parking: Upon request, retired faculty may continue to obtain current decals from the Office of University Police which will permit campus parking in spaces reserved for faculty and staff. Without current decals, only the spaces reserved for visitors may be used.
  - e. Post Office: Upon written request, and as space availability permits, retired faculty may retain their post office boxes for up to one year from the date of retirement.
  - f. Publications: Retired faculty can arrange to have copies of The Flor-Ala mailed to them through annual paid subscription; the UNA Magazine is mailed to those who contribute to the Annual Fund; the Diorama may be obtained by direct purchase at

the Diorama Office; undergraduate and graduate catalogs may be located at:  
<https://www.una.edu/academics/index/html>.

- g. Remission of Course Hour Fees: For qualifying children of retired faculty, the University will provide 100% remission of both tuition and fees for a maximum of 10 fall and spring semesters and 75% remission of both tuition and fees during summer terms for enrollment in undergraduate programs at the University. A retiree may receive 100% remission of both tuition and fees for up to six hours per semester. The spouse of a retiree may receive 100% remission of both tuition and fees for one course per fall and spring semester. The Remission of Course Hour Fees Policy may be located at <https://www.una.edu/humanresources/benefits/>.
- h. Wellness Center. Retired faculty are accorded full use of the Wellness Center.

Retired faculty are always welcome on campus for faculty meetings, Homecoming activities, graduation exercises, and similar events and functions; however, arrangements for attendance must be at the initiative of the individual faculty member. In applying for benefits and privileges, retired faculty should be prepared to present appropriate identification. All rights, benefits, and privileges accorded retired faculty cease upon the member's death unless certain insurance provisions allow for continuation by the spouse.