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RPM 6.03: Privileges and Benefits

Regents of the University of New Mexico

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Subject: PRIVILEGES AND BENEFITS

Applicability

This policy applies to all faculty and staff employees of the University, but not to student employees.

Policy

In addition to salary compensation, the University shall provide various privileges and benefits to its employees. These may include, but are not limited to, various kinds of leave, insurance, holidays, retirement, and education benefits.

The Regents shall approve the provision of new or expanded benefits if significant budgetary or policy implications are involved.

Emeritus status is granted to those faculty members of any academic rank and to administrative officers of director level and above who have been full time and who are eligible for retirement benefits under the provisions of the New Mexico Educational Retirement Act at the time of their separation from the University, whether by retirement or resignation. Anyone on disability retirement who subsequently, by reason of age, progresses into regular retirement status shall be designated as emeritus at that time, and here again eligible staff employees must be at director level or above.

Implementation

The President shall adopt administrative policies and procedures to implement this policy, including determination of specific benefits, levels of employee contribution, and terms and conditions.

References

Policies on Personnel in UBPPM Sections 3400 and 3600.

Dependent Educational Benefits, RPM 6.11.

Leaves of Absence, RPM 5.4.

Faculty Handbook, C1-C3 and C7-C10.

Drafters' Notes and Comments

From RPM E-4 as edited. From RPM page D-9; reprinted in Faculty Handbook [1990 ed.], page C-1.