

## **Resolution in Support of Retaining Emeritus Faculty Email Accounts**

WHEREAS, Wright State University has proposed a new Email Policy that will "deactivate employee email accounts immediately upon the employee's separation from the University.;"<sup>1</sup> and

WHEREAS, the Emeritus title is a lifetime status conferred upon faculty members "upon retirement,"<sup>2</sup> and therefore distinguishes Emeritus Faculty members from other retirees; and

WHEREAS, the Emeritus Faculty policy explicitly states that the Emeritus title "recognizes past contributions to the community of scholars at Wright State University and confers on the recipient the rights and privileges of other members of the community of scholars at Wright State University, subject to the limitation of the right to vote and the right to hold elective office;"<sup>2</sup> and

WHEREAS, in the contemporary academic environment, active access to an official University email account is a fundamental tool for communication, collaboration, and engagement within the scholarly community, essential for facilitating the "continuing contributions to the academic life at Wright State University" envisioned by the Emeritus Faculty policy;<sup>2</sup> and

WHEREAS, in 2012, Wright State University transitioned to RaiderMail, a cloud-based service offered by Microsoft, for all university email accounts;<sup>3</sup> and

WHEREAS, there have been over 45,000 students from at least 59 countries worldwide<sup>4</sup> who have graduated since 2012 and who are allowed to retain their Wright State University email addresses; and

WHEREAS, according to the Office of Human Resources, there are no more than 221 living members of the Emeritus Faculty who have separated from Wright State University since 2012; and

WHEREAS, Emeritus status requires ten or more years of service at Wright State University with consideration of the fact that most of our Emeritus Faculty members have served the university for decades; some have served the university for upwards of 50 years; and

WHEREAS, students have generally attended Wright State University for well under the 10-year mark required to achieve Emeritus status; and

WHEREAS, in consideration of the number of alumni versus the number of Emeritus Faculty, the Emeritus Faculty email accounts represent approximately 0.5% of the potential email addresses

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<sup>1</sup> University Policy Committee. Email message to the Wright State University community. June 24, 2025.

<sup>2</sup> Emeritus Faculty Policy Number 2180, Statement 2180.1. <https://policy.wright.edu/policy/2180-emeritus-faculty>

<sup>3</sup> Computing and Telecommunications Services. (February, 2012). Information About RaiderMail for Faculty & Staff, Wright State University. <https://www.wright.edu/information-technology/blog/article/information-about-raidermail-for-faculty-staff>

<sup>4</sup> Newsroom. (November, 2019). Branching Out, Wright State University. <https://webapp2.wright.edu/web1/newsroom/2019/11/07/branching-out/>.

circulating in the world with the wright.edu domain, thus making the risk profile much less for Emeritus Faculty as compared with alumni; and

WHEREAS, younger people in the age group of 18-29, use social media platforms like YouTube, Instagram, Snapchat, and TikTok to much higher rates as compared to retired people aged 65+;<sup>5</sup> this makes the alumni at more risk than Emeritus Faculty for exposure of their email addresses, which can lead to email harvesting by bots and hackers, who then use their addresses for spam, phishing, and targeted attacks; and

WHEREAS, like faculty members, students conduct various types of official university business, including but not limited to working as graduate teaching assistants, holding recognized offices (e.g., student government representatives, student trustees, etc.), managing organizational finances (e.g., the Student Organization Budget Committee or SOBC), conducting meetings, and making decisions about student activities and university policy primarily through the Student Government Association; and

WHEREAS, The Ohio Open Meetings Act<sup>6</sup> defines a "public body" as any decision-making entity, thus making student email accounts potentially subject to the Freedom of Information Act (FOIA) and making their risk profile similar to that of an Emeritus Faculty member in terms of the stored information in their email accounts; and

WHEREAS, the average life expectancy of an Emeritus Faculty member after retirement is approximately 20 years, while the average life expectancy of a college graduate is approximately 60 years, the security risk for Emeriti is much less than for alumni.

BE IT RESOLVED that the Faculty Senate requests the Wright State administration to review pertinent policies that explicitly include provisions for Emeritus Faculty to retain their lifetime status in support of their continued academic engagement in the Wright State University community, in full compliance with the letter and spirit of the Emeritus Faculty policy.<sup>7</sup>

BE IT FURTHER RESOLVED that the Faculty Senate calls upon the university administration to ensure continued access to RaiderMail for Emeritus Faculty, consistent with the "rights and privileges of other members of the community of scholars"<sup>4</sup> and in recognition of their role in "continuing contributions to the academic life".<sup>6</sup>

BE IT FURTHER RESOLVED that the Faculty Senate requests the Wright State University administration to amend the proposed University Email Policy to explicitly include provisions for Emeritus Faculty to retain their lifetime status.

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<sup>5</sup> Mahnoor Sheikh. (February, 2025). Social media demographics to inform your 2025 strategy.

<sup>6</sup> O.R.C. § 121.22 (2025). <https://codes.ohio.gov/ohio-revised-code/section-121.22>

<sup>7</sup> Emeritus Faculty Policy Number 2180. <https://policy.wright.edu/policy/2180-emeritus-faculty>