

Professors Emeriti Network

Professors Emeriti Network. We walk what we talk.

Retired professors who are not allowed to use a university email account are discriminated

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Emeriti and Retirees are Still Useful to Our Society. Collection of Experiences.
An Endless Book Written by the Community over all the World.
Brainstorming to celebrate October 1, [International Day of Older Persons 2024](#)
Contribution for Zoom Meeting on 25.09.2024

Regarding the availability of a university email account upon retirement (information technology in general), there are [significant differences between universities in the US/Canada and Europe](#). Universities in Europe are less favorable to retirees; they are age-unfriendly. There are many retired professors who want to continue research and use university eTechnology in an unchanged way. We do not know how many there are, because there is no information on this, since they "left". No one asked them what they wanted about it. Many individuals are hurt and offended by the loss of their email account, but they do not want to beg for themselves. They resign themselves to the fate that "the matter is closed for them". We believe that [all professors who want, should be able to retain their university email account upon retirement](#).

Retired professors who are not allowed to use a university email account may feel discriminated against. As suggested by ChatGPT, there are several reasons why this could be viewed as a form of discrimination:

Professional Identity and Continuity: A university email address is often a key part of a professor's professional identity. It allows them to maintain continuity in their academic work, stay connected with colleagues, access research materials, and participate in professional organizations. Denying this can hinder their ongoing academic and professional activities.

Involvement in University Life: Many retired professors continue to contribute to the academic community through mentoring, research, and other activities. Excluding them from using a university email account may signal that their contributions are no longer valued, even if they remain active in the academic community.

Access to Resources: University email accounts often provide access to important academic resources, such as journals, databases, and software. Without

this access, retired professors may find it difficult to continue their research or stay current in their field.

Disparate Treatment: If some retired faculty members are allowed to retain their email accounts while others are not, it could raise concerns about inconsistent and potentially discriminatory practices. This could be particularly concerning if the criteria for retaining an email account are unclear or appear to be applied unfairly.

Age Discrimination: Retired professors are typically older, and policies that disproportionately impact them could be viewed as a form of age discrimination, which is prohibited in many jurisdictions. Denying email access based on retirement status might inadvertently target individuals based on age.

Impact on Legacy and Recognition: For many academics, their contributions to the university and their field are a significant part of their legacy. Losing access to a university email account can feel like a loss of recognition and respect for their lifelong work and achievements.

In the period May-August 2024, we studied the websites of universities that have a formal association of retired (emeriti) professors. Alternative names are college, society, community, emeriti group, center, club. The role of associations is to offer opportunities for continued academic engagement, networking, and social activities.

Retired professors (emeriti faculty) are typically organized within universities in a manner that recognizes their contributions and allows them to continue to engage with the academic community. The organization and engagement of retired professors can vary from one institution to another, but there are some [common ways they are organized](#).

Associations of retired (emeriti) professors can play a crucial role in [supporting retired professors' rights to retain their university email accounts upon retirement](#). As suggested by ChatGPT, by engaging in the following possible actions:

1. Advocacy and Policy Development. Draft and Propose Policy Changes.
2. Collective Bargaining.
3. Legal Support and Representation. Offer Legal Consultation. Challenge Unjust Policies.
4. Awareness and Communication. Inform Retired Professors. Public Campaigns.
5. Survey and Data Collection. Conduct Surveys. Gather Testimonials.
6. Networking and Collaboration. Build Alliances. Leverage Alumni Networks.
7. Provide Alternatives if Necessary. Explore Alternatives.
8. Continual Monitoring and Feedback. Monitor Policy Implementation. Provide Feedback Mechanisms.

In the interests of those retired professors whose university email accounts are terminated upon retirement, the associations are called to help stop this [unfair practice](#), as it is incompatible with the conditions of the 21st century and does not support [active aging in a long-lived and increasingly digitized society](#).