

SOUTHWEST TENNESSEE COMMUNITY COLLEGE**SUBJECT:** Coach Emeritus**EFFECTIVE DATE:** September 1, 2025**Purpose**

The purpose of this policy is to set forth the qualifications and procedure to request coach emeritus status at Southwest Tennessee Community College (“Southwest” or “the College”). Southwest recognizes that some coaches demonstrate exemplary dedication and service to the College and its student athletes. The services and contributions have been over a long period of time, significant, and worthy of merit.

The emeritus title is bestowed as recognition of the value Southwest places on the experience, knowledge, leadership, and ability of a former coach. The designation may be awarded in conformance with the criteria and process set forth herein.

Policy

A retired, head athletic coach who served Southwest in an athletic coaching capacity for ten (10) years or longer is eligible for Coach Emeritus status upon official separation from the College.

1. Emeritus status is not automatic upon separation from the College.
2. Only the President may bestow emeritus status upon a coach, although the President may accept recommendations and nominations.
3. A former coach may be self-nominated or nominated by others.
4. Recommendations and nominations must be submitted in memorandum format that:
 - a. Includes well-written and well-reasoned justification for awarding emeritus status;
 - b. Is accompanied by a letter of support from the current coach of the sport; and
 - c. Is accompanied by a letter from the Senior Staff member currently overseeing the Athletics Department, who must confirm that the Senior Staff member has vetted the candidate and found that the candidate:
 - i. Is objectively worthy of the honor; and
 - ii. Will very likely represent the College with pride and dignity as a Coach Emeritus.
5. The President and Vice President of People and Culture (head of the Human Resources department) will then sign the memorandum and place it in the coach’s personnel file.

6. Unlike Faculty Emeritus, currently, the Tennessee Board of Regents (TBR) does not approve or keep records regarding former employees who are Coach Emeritus. Therefore, it is not necessary to notify TBR when the title Coach Emeritus has been bestowed.
7. The emeritus title does not carry with it monetary compensation, health benefits, qualification for insurance, or anything similar.
8. A Coach Emeritus may be entitled to privileges that the College designates insofar as such privileges are within the limits of the College's discretionary authority, such as an identification card designating the holder as Coach Emeritus, free admission to athletic events, reserved parking at athletic events, invitations to College sponsored events, recognition at events, the opportunity to participate in commencement, etc. Privileges must be approved by the President and may be revoked without prior notice.
9. Coach Emeritus privileges carry with them the same responsibilities required of regular coaches as they relate to decorum, representation of the College, interactions with student athletes, etc.
10. The title of Coach Emeritus may be revoked by the President if the coach engages in any of the following:
 - a. Dishonesty associated with athletics;
 - b. Conviction of a felony or of any crime involving moral turpitude; or
 - c. Capricious disregard of accepted standards of professional conduct.
11. If emeritus status is revoked, the President must submit a written notice of revocation to the coach and a copy shall be placed in the coach's personnel file. The College community must also be given written notice of revocation.

Source of Policy: Office of the President

Responsible
Administrator: VP People & Culture (HR)

Related Policy: _____

TBR Policy Reference: _____

Approved: 
President

Date: September 1, 2025