

Criteria for Emeritus/Emerita Status

The recommendations in the following report were accepted by the Vancouver Senate at its meeting of February 22, 2006.

In order to be eligible to be recommended to Senate by the Tributes Committee for emeritus/emerita status, an individual must:

- Have a combined age at retirement plus years of full-time service to the University of 70 or more, and
- Have held a full-time Tenure, Tenure-track, Grant Tenure or Grant Tenure-track position at the rank of Assistant, Associate or Full Professor or Instructor. In addition, Librarians and Program Directors must have held a Confirmed appointment.

Individuals holding Clinical appointments in the Faculty of Medicine must have had 15 years of continuous service to qualify.

Privileges afforded to Emeritus/Emerita faculty include:

- Free parking on campus
- Free library card
- Tuition waivers for Emeriti under age 65 (any BC resident age 65 or older is eligible for free tuition)
- Tuition waivers for dependent children
- Internet and email services
- Membership in the Association of Professors Emeriti

Criteria with respect to early retirement: since the 2003 policy change, significant concern has been expressed by several distinguished and longstanding members of the faculty who "resign" prior to the age of "retirement," that withholding emeritus/emerita status until their 65th birthday represents an unfair practice, especially in comparison to their colleagues for whom emeritus/emerita status was granted under the eta. Further, this policy required a minimum of 25 years of service to qualify regardless of age, which represented another distinction from the standard used for those who retire at the normal age. In making their individual retirement plans, many faculty have assumed the "rule of 70" would apply, and are therefore distressed to learn that they either will never qualify or will hold no official rank with the university for a period of time following voluntary early termination. Because those who have served for 25 years are already afforded privileges as part of ubc's "quarter century club" for faculty, and because those who retire in faculty ranks already meet the eligibility requirements for the benefits afforded "retired" faculty, the actual cost of any additional privileges associated with extending emeritus/emerita status to those additional few and granting it at the time of resignation is negligible. Rather than retaining the somewhat arbitrary "two years prior to normal retirement age" requirement or setting a minimum age, the senate tributes committee is recommending a return

to the well established and easily interpreted formula (combined age at retirement plus years of full-time service to the university equals 70 or more), without setting a minimum age. In order to distinguish between resignations for the purpose of taking up a position elsewhere and those that are in effect "early retirement" from the university, the committee suggests that recommendations for such appointments be forwarded to faculty relations by deans, on recommendations from departments rather than processed in the automatic manner that is in effect for those who retire at (or beyond, should mandatory retirement be abolished) the normal age. It also recommends that individuals who otherwise meet the eligibility requirements have the opportunity to make application for emeritus/emerita status at the time of their actual retirement. Finally, in order to accommodate the small number of individuals who have been excluded from emeritus/emerita status since the conclusion of the eta in 2003, it recommends that these criteria for emeritus status

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