



University of Toronto

OFFICE OF THE VICE-PRESIDENT AND PROVOST

TO: Academic Board

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DATE: June 2, 2005

AGENDA ITEM: 10

ITEM IDENTIFICATION:

Statement of Commitment to Retired Faculty and Librarians

JURISDICTIONAL INFORMATION:

The Academic Board has responsibility for matters affecting the function of the University.

PREVIOUS ACTION TAKEN:

The Agreement between the Governing Council of the University of Toronto and the University of Toronto Faculty Association on Retirement Matters was approved by Governing Council on April 13, 2005.

HIGHLIGHTS:

The University has had mandatory retirement as part of the Memorandum of Agreement with the Faculty Association for over 30 years; however, in recent years, as a result of societal and institutional changes, the University determined that continuing mandatory retirement was not in its best interest. In particular, the elimination of mandatory retirement in other jurisdictions in Canada and in the United States has led to recruitment and retention issues for senior academics. Accordingly, in November 2003, the University and the Faculty Association agreed to establish a Joint Working Group to “...*review and make recommendations with respect to employment relationships and engagement with the University for faculty members and librarians approaching, at and post retirement.*” The Joint Working Group reviewed best practice in Canada and in peer institutions in the United States.

The Agreement between the Governing Council of the University of Toronto and the University of Toronto Faculty Association on Retirement Matters was approved by Governing Council on April 13, 2005. Article 15 (a) of the *Agreement* states:

The University will develop, in consultation with UTFA and RALUT, a Statement of Commitment to Retired Faculty Members and Librarians for presentation for approval by Governing Council by no later than June 30, 2005. This statement will profile the important role that retired faculty can play in the life of the University and the ways in which the University may recognize and support these contributions.

The Statement of Commitment to Retired Faculty and Librarians was developed in consultation with UTFA and RALUT and has their full support.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

Requests for the allocation of resources for retired faculty will be considered in accordance with existing policies and in the context of balancing competing needs, giving priority to the University's objectives as outlined in its strategic plans.

RECOMMENDATION:

Be It Recommended

THAT the Statement of Commitment to Retired Faculty and Librarians be approved, effective immediately.

Statement of Commitment to Retired Faculty and Librarians

Preamble

The University of Toronto brings together students, faculty and staff, and alumni/ae to carry out the University's mission as a student-centred public teaching and research university, taking its place as part of the local, national and international community. An academic career is a unique opportunity to make significant contributions to scholarship and education, and the desire to contribute in this way does not end with retirement - for many the development of scholarly activity is a lifetime goal. Like alumni/ae - no longer students but still an energetic part of the University - retired faculty and librarians remain vitally engaged in university life by continuing to contribute their knowledge and experience to the University's mission. Retirees thus represent substantial resources of intellect, creativity and service on which the University can and does draw. The University is committed to welcoming and encouraging the participation of retired faculty and librarians in the intellectual and social life of the University community across all three campuses. All members of the University Community have the rights and obligations set forth in the Statement of Institutional Purpose and the Statement on Freedom of Speech, as they exist from time to time. All retired faculty and librarians will be expected to participate in University activities in accordance with the relevant University policies.

Statement of Principle

In making this commitment, it must be recognized that the University is a community where resources are scarce and demand for these resources is very high and that the University will be guided by the principles espoused in its Statement of Institutional Purpose to be "*an internationally significant research university with undergraduate, graduate and professional programs of excellent quality*" Requests for allocation of resources for retired faculty will be considered in accordance with existing policies and in the context of balancing competing needs, giving priority to the University's objectives as outlined in its strategic plans.

Statement of Commitment

The University commits to the following:

a) Retiree / Senior Scholars Centres:

The University of Toronto is committed to establishing Retiree/Senior Scholars Centres on all three of its campuses.

b) Office Space:

Retired faculty and librarians should have reasonable access to shared office space at the University (in accordance with the University's space standards and the Policy on Assignment and Usage of Academic Offices) allowing for desk space, mail, e-mail, a

networked computer and lockable filing cabinets. In the event that there is not space available within the retiree's department or college, these facilities may be provided in the Retiree / Senior Scholars Centres to be established on all three campuses.

c) Library Services:

The University is committed to retaining the access of retired faculty and librarians to the University of Toronto Library

d) Research Support and Laboratory Space:

Retired faculty who meet the eligibility requirements for principal investigators established by funding bodies will be able to submit internal and external grant applications with the authorization of their unit head and upon confirmation that necessary laboratory or research space and other resources are available to support the research programme.

e) Student Supervision:

Retired faculty who maintain research programs will continue to be eligible to supervise student research at the undergraduate and graduate level, in accordance with the policies set out by the relevant departments and the School of Graduate Studies.

f) Teaching:

In instances where the interests of retired faculty coincide with the undergraduate and graduate programmes offered by their departments, retired faculty members may be invited to teach courses. Such teaching will be remunerated, at a minimum, at the overload stipend rate negotiated with the University of Toronto Faculty Association.

g) Academic Freedom and Responsibilities:

Retired faculty who carry out research, student supervision and teaching within the University of Toronto pursuant to clauses d, e and f above, will continue to enjoy the principles and responsibilities of academic freedom, to which the University is committed, in the carrying out of those activities.

h) Other Services for Retirees:

Retirees will have access to other services and benefits in accordance with the relevant policies as they may exist from time to time: membership in Hart House, the Faculty Club and the Athletic Centre through the Joint Membership Scheme, auditing of university courses and the University of Toronto Affinity Programme.