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# **Q33: How could UBC and/or the UBC Emeritus College better support faculty during their pre- and early post-retirement periods? We welcome your ideas. (group by age)**

## **Age < 59**

* I think the UBC Emeritus College provides great support but my life has been so busy with research, writing, speaking events, and community activities that I have not found the time to enjoy as much of the college activities that I would have liked.

## **Age 60 – 69**

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| * Make the retirement workshops and sessions on different times of the day and different days of the week in different terms, please! I had problems attending because these were at the same time and day of the week each term, and I had a teaching conflict. |
| * talks on retirement life styles |
| * Give them more information from standpoint of people who are retired. |
| * Panel discussion or talks on adjustments and opportunities in retirement life |
| * Wish the health care benefits as faculty did not change so drastically on retirement. Most civil servants have the same benefits after retirement |
| * more activities related to planning and preparing |
| * I think that the emeritus college is a wonderful idea. My issue comes with the leaders of the Emeritus college who tend to be the same leaders of the administration of the University when I was an active faculty member. If I was disappointed with their leader ship back then, I have a little interest in learning about their leader ship now. However, I am proud to have been a UBC faculty member and still promote the University whenever I can |
| * I really had no contact with the Emeritus College before retirement. My colleagues at UBC just don't retire (!!) so really had no sense of the challenges ahead in terms of maintaining research and connection. Financial planning was what I focussed on, and I'm glad I did. But I was surprised at the issues involved in sense of self. I didn't expect there to be any difference, but there has been. Pandemic hasn't helped, of course. |
| * Have focus groups for newly retirees to better understand what they need. |
| * Good question - I think just letting people know what is available. Maybe getting groups together that are planning retirement to brainstorm and discuss what everybody is going to do. We are all very different but there are common bonds or things that we can relate to. |
| * -like the pension fund 'education session', perhaps have sessions that cover more about opportunities for retired professors at the university and in the community |
| * connect new retirees with persons nearing retirement. Give encouragement. |
| * well, maybe we should plan within 6 months of retirement a gathering with a good speaker but lots of interaction |
| * Giving retirees a choice to have a retirement mentor i.e., some who is a few to many years ahead in the retirement stage of life. Low commitment hours, just having coffee together once a month or bi-monthly. I’m part of a retiree « support group » (as if our level of societal privilege needs this :) ) with a few people from my former School. Mostly it’s social and low-key and over coffee, however we’ve also supported each other through deaths and other experiences of transitions as we age eg, loss of perfect health, increasing physical disability. |
| * I think the College has been very supportive |
| * I think COVID has severely affected the landscape of retirement, especially during the early post-retirement period, which was me. Getting involved and finding new avenues of enjoyment/fulfillment was difficult since I really looked forward to enjoying more of the campus activities, both Emeritus and other. Hopefully, things can get back to normal, or a new normal in the next year or two. |
| * University Departments could host an annual presentation from retired members called "The Retired Life" that would present different ways to live a meaningful life in retirement. |
| * Promote a more standardized process amongst all UBC Faculties in their recommendations of Senate-approved Emeritus/a status to retired faculty members (including the clinical professors). |
| * Keep up the community minded work. |

## **Age 70 -79**

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| * No all fine |
| * I think you do a good job |
| * See above - I think that faculty nearing retirement should think about how their relationships will change with spouse, adult kids, and others who have always seen them as a ‘worker bee’, and for whom they may have spent less time with. I also know lots of faculty members who just hadn’t planned for a life beyond work, and who initially go through the day suffering from the loss of a work life. These are the issues that must be addressed BEFORE retirement! Emeritus College is a big help for those in Vancouver, though - just to know that you can meet with colleagues from all over the campus. |
| * Let's get out of the CoVid hole and reactivate personal meetings; I greatly miss this . |
| * Difficult to say given both the recency of my retirement and the suffocating effect of COVID. |
| * I have enjoyed listening to some of the panel discussions in areas of expertise and would like to listen/watch a lot more. I would like to hear more on the future/relevance of the University as an institution as our society continues to evolve at warp speed. |
| * no comment |
| * Force department heads to better explain retirement options to faculty. |
| * Perhaps more communication with faculty who are approaching retirement (even though that is   difficult to define these days), to let them know about info/resources available through College. |
| * My unit shows no interest in my participation in any ongoing activities and no respect for my previous contributions, and I'd have to say that is true for the Faculty as well. My current professional activities, which are fairly extensive, have no connection with UBC. I think there is general ignorance of the roles that Emeritus faculty could play. Perhaps the College could educate them, or work with senior leadership - not at the President Ono level - he seems very supportive, but perhaps the Dean level. My affection for UBC has gone way down based on how I have been treated during retirement. My satisfaction level indicated below has nothing to do with UBC - in fact, I am happy to be away from it. |
| * More networking opportunity ; provide membership list with contact possibility |
| * Probably should develop program specifically to link up with and engage faculty in the 1-2 years BEFORE they retire. |
| * Graduate from the so-ingrained petty cultures of academic pecking order. Probably impossible. |
| * Add "Community volunteer service" category to the official UBC CV, and take the category seriously at all stages of career progress and merit reviews. Actively educate pre-retirement members about Retirement Options well in advance of retirement. End the subsidy for continuation of scholarly activities: it only enables some members to avoid "easing into retirement." |
| * Benefits information and choices |
| * More flexibility in continuing Departmental/Hospital activity at a reduced level.  Invitations to Departmental academic and social events to keep in touch with colleagues. |
| * As above, making some talks available as recordings. Many look to be so interesting. It's often difficult to join live by Zoom etc because of large time differences. |
| * Some departments have a culture of not recognizing emeritii, regardless of the prestige or contribution of the individual. I do not see any easy ways to address this, but if the College could undertake a study of the differing ethos with regards to retirees that might be useful. I say might because I think this is a ground up issue hard to remedy from a top down position. |
| * Ease maintaining contact with the department from which they retired. |
| * Greater presence on the Okanagan Campus |
| * Better guidance around nuts and bolts of pension details -- how to reallocate sources of income after retirement; clarity around insurance options; |
| * More information about acquiring new post-retirement hobbies (interests) and opportunities for meeting and discussion with other retirees, ie., establishing new interests and social connections. |
| * Connecting with retirees as they plan for retirement and as they undertake their retirement. |
| * Make certain that new retirees are valued, say by featuring a brief biographical sketch in the newsletter or on website |
| * My perception is that the university offers a number of kinds of assistance to help with retirement. Since I did not take advantage of any of these I can't comment. |
| * Like myself, ,most of my colleagues who are now retired had no problem transitioning into retirement which has been a gradual shift away from the university towards other activities. For a while it seemed that the only difference was that I was off the payroll in relation to supervising doctoral candidates. There is no recognition of this work. When I retired, I did ask about remuneration but was told that was not possible. It seems that offering an honorarium is tied to specific units. I think there would be a university-wide fund to recognize this work. I would use that money to support awards for students. The workshops offered could involve panel presentations from retired colleagues about their experiences with lots of time left for sharing and discussion. Everyone is different so there is no one profile. . |
| * Retirement needs to be part of the culture at UBC, starting from the time one is employed. There needs to be a coordinated UBC plan, which includes the Emeritus College, that addresses the many and inter-related aspects pertaining to retirement. It goes way beyond financial planning and health benefits. One's career is an intricate part of one's identity, an often overlooked and underestimated component of retirement-planning. At the moment, UBC and the Emeritus College offers a series of retirement-related sessions that are most useful but there does not seem to be an overall university strategy that incorporates retirement planning through out one's work life. As well, it is totally uneven on how informed administrative heads are about the retirement resources and options, and their comfort level in discussing and advising. Furthermore, even though mandatory retirement departed, there is still the attitude that once retired, we have little or no need for your experience and expertise to assist new faculty and the student body, as well as department heads in future planning. |A dreadful waste of a valuable resource related to those who wish to make continuing contributions. In addition, it is demeaning to those who have provided years of commitment to UBC to be brushed aside. Thank heavens for the Emeritus College where one can get support in making a successful transition into retirement, get answers and strategies to approach one's department. |
| * Not all of us want to continue with their previous UBC scholarly pursuits and interests. Time to do new things and move on. More advice with the “moving on” from UBC would be helpful. E.g. how to learn to play an instrument if u have never done it before. |
| * Departments should be better informed about the contributions of Emeriti. IT support and a way to preserve academic archives on the UBC network should be provided. For an easy transition and to avoid UBC receiving unsorted archival materials upon the death of a member. The transition from paper to electronic archives should be guided with UBC standards that can be easily followed. |
| * I have no suggestions for change at present. |
| * I think there should be a gradual introduction to the Emeritus College information and services as you get closer to Retirement. Even though I knew it was coming, retirement was upon me before I knew it. Perhaps some kind of one on one contact leading up to that date. |
| * Parties? |
| * Advice on gradual retirement or “soft landing” |
| * The help should start in one’s department with guidance on who to contact with various types of questions. A pamphlet would do.... |
| * Financial planning |
| * Department heads should be mandated to learn about available retirement planning resources for their department members and should be expected at least annually to share this type of information at a departmental meeting/rounds etc. |
| * A great deal of our post-retirement life involves writing--professional, political (in a broad sense of that term), and in service of our roles as public intellectuals. More advice and help to maintain a writing life might be welcomed by many (most?) retirees, esp. people more than 10 years into retirement. |
| * Provide Emeriti programming/services for faculty off campus, for example, the drive to UBC from the north shore is too onerous. |
| * As I am still formally supervising PhD students and participating in grant-supported research, I was surprised and seriously dismayed to discover that ARTS ISIT does not provide upgrades to retired/Emeriti faculty for computer software like Adobe Acrobat Pro. I absolutely need this software for my research and graduate student supervision, and it is very expensive to purchase this independently - especially on a post-retirement income. |
| * Since I retired 17 years ago, things have changed significantly and I don't think my experience is very relevant to today's faculty getting ready to retire. |
| * I think that the college is doing this |
| * I was supported as much as I wanted. I don't think I'd change anything for myself. |
| * Be sure that we know who has retired and connect with them and invite them to meetings, events and include them in all that the college offers. |
| * Excellent job; no suggestions at this time. |
| * But when the head was replaced by someone new, a non-sociologist from another university, all the support was withdrawn. It has been difficult to keep my research projects going without departmental support. |
| * Both are doing a good job |
| * The College is going a great job. It behooves members to get involved and to take advantage. I believe I have benefited from the work of the College for that I am truly grateful. I could do more to contribute, but do have ongoing commitments, thus need to give myself ‘space’ to define my transitioning path. I do not relate to the term ‘retirement’. I resonate more to ‘re-inventing’, ‘re-tooling’, ‘re-firing’. May be if the College rhetoric reflected more of these sentiments, I would resonate more to participating. Just a personal thing... |
| * Continue present provision with reflections by those at various stages of retirement. |
| * Improve options for post-retirement contribution to department, faculty and/or university; there are many options where voluntary contribution of time, effort and expertise would be of value to our currently employed colleagues. |
| * Networking, Focus on health and exercise, Meditation |
| * I am just finishing being an Executor for and estate of a former colleague (not a UBC colleague) and I have realized that although I got a lot of useful information from the retirement planning sessions I attended pre-retirement, that are a lot of issues related to probate and other aspects of managing an estate that I have learned that I think most retirees would want to have an opportunity to learn more about as they prepare for retirement. A very specific issue that actually shocked me was the difficulty I had gaining control over bank accounts for the estate. There is a lot of detail here, so I will just summarize -- even after Probate was granted and I was legally the Executor, the bank (TD Canada Trust) does not allow me online access to the accounts that I set up for the Estate, which means I have had to revert to banking practices that I abandoned decades ago for my personal banking. I currently have no direct access to statements for accounts, no ability to do e-transfers via the web, and I was not able to set up a credit card or a debit card to pay expenses on behalf of the estate. I would be more than willing to share my experience if there is an interest in pursuing these questions. I am personally trying to figure out how my Executor will be able to avoid the difficulties I experienced, but I do not as yet have enough information about alternatives to know what to do. |
| * Strengthen relationships with academic units by clarifying and enhancing possible roles and relationships. |
| * I live in Victoria, BC and therefore access to in-person activities at the Emeritus College has not been feasible. I did not increase my participation online once activities became virtual due to COVID-19 because did not want to get used to it and then have to stop and feel the loss of it once things go back to normal. I am not sure how many of us reside in parts of the Province outside Vancouver. One thing the Emeritus College could do is to acknowledge that we exist, and think how to keep us engaged virtually after the pandemic. |
| * Sorting out Emeriti/ae issues that are Board of Governors related from those that are Senate related. In my case (circa 2015), documents I was presented with were inconsistent. |
| * Better IT support for professional activities. Let all members know whom to contact if we need IT help. |
| * none come to mind--a good College to associate with. |
| * Is it OK to NOT be interested in continuing professional activities and being actively involved? Much judgment from others and self-deprecation is common. |
| * Not sure, awhile ago for me now. |
| * I think COVID showed us how much easier it would be to join Emeritus events virtually. |
| * Better ongoing health benefits support. Coverage should be longer than for one month after one’s retirement date. Workshops on preparing for retirement. These were essentially non existent in the year ahead of my planned retirement. |
| * Earnestly performing well. |
| * I always had a number of outside interests and following retirement I did consulting work for about 7 years and so made a gradual transition to full retirement. My wife an I also relocated to the Okanagan so that maintaining contact with the main campus became difficult. I was involved in a couple of events at the Okanagan campus but as it was more than an hour's drive from my home it was not easy to develop a productive relationship. In some ways the pandemic has been helpful because Emeritus groups are meeting online and that has allowed me to reconnect with some university related activities. None of this is really relevant to the question but, as it is more than a decade since I retired I expect new retirees will have a very different experience. |

## **Age 80 – 89**

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| * Have none |
| * The objective of the Emeritus College delineated at the beginning of this survey were restricted to assisting with the transition to retirement and providing support in contributing to the university. I'd like to see more emphasis on how the Emeritus College could contribute broadly to the quality of life of its members. |
| * Recent developments have been impressive |
| * See above regarding help in financial planning and the management of the university pension. |
| * by fostering dept/faculty emeritus groups (dept reps etc) |
| * In person meetings. Hopefully |
| * Monitoring changes e.g. income tax, health, financial planning that might affect retirees. Enabling cross-department collaborative activities - UBC remains a bunch of Dept silos. |
| * Let them decide then providee support - help them achieve what they desire. |
| * A programme of Easing Into Retirement covering many of the topics noted above. Each retiree will be quite different from another, and this would require customizing. |
| * I would have welcomed a chance to talk to older retirees when I first retired. |
| * Advertise our activities more. |
| * Most emeriti are not active researchers, so programs to engage them socially or intellectually are important. |
| * I think we do a good job  But the potential retiring faculty need to be made aware of us!! |
| * Maybe more planning seminars and/or discussion about the different pathways people take, and how important it is to have already developed interests and social activities outside the academic field. |
| * Might be interesting to see if the Pension Group can provide some figures on whether the pay into the Registered retirement fund is really worth-while financially. As my income now is far in excess of what I earned prior to retirement I could really do without the compulsory withdrawal from the RRIF adding to my taxable income. I could have better spent the money that I put into the RRIF when I was still working. |
| * Supporting the University's pre-retirement workshop; ensuring that faculty approaching retirement are aware of the Emeritus College and the resources on its website. |
| * N/A |
| * You are doing well |
| * Just keep doing what you have been doing |
| * Need very thorough education of pre-retirement members, especially younger ones, as to what the options are, what to expect, etc. |
| * Sending out information about the College to members approaching retirement. |
| * UBC pensions offered me practical support about the alternative things I could do with my pension when I retired. |
| * One on one coffee chats between just retired and long retired |
| * The support has been very satisfactory. |
| * Emphasize transition to retirement issues |
| * Get a better extended benefits plan I’ve outlived mine. |
| * I had a plan that worked and I benefited from continued contact with those who helped me before the change that became retirement retirement |
| * Encourage departments and faculties to reach out, stay connected and make use of the knowledge and experience of their emeritus faculty. |
| * Work to reduce ageism. |
| * Have speakers from retirement homes |
| * Provide meeting/desk space |
| * None |
| * Something all the lines of the above would have been very helpful then. |
| * So many retirees move away or live at a distance (which is also true pre-retirement) and the Newsletter plus General and particular meetings of groups, on-line during the pandemic, this should be continued after the pandemic to cope with the distance that separates many retirees from UBC .Campus |
| * ?? |
| * Keep holding the meetings with a speaker. They give a chance for retired faculty to reconnect with one another |
| * Never forget that UBC is an education institution and not a degree mill ! UBC (should) must give our senior students a taste of professional work. That was, and is the guiding principle of the Eng. Physics program, but ought to be implemented in some other departments   That was lacking in many programs when I retired |

## **Age > 90**

* Don’t know what is available now.