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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. (from Female Respondents)** |
| * 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. |
| * 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. |
| * no comment |
| * Wish the health care benefits as faculty did not change so drastically on retirement. Most civil servants have the same benefits after retirement |
| * 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. |
| * Benefits information and choices |
| * I would have welcomed a chance to talk to older retirees when I first retired. |
| * more activities related to planning and preparing |
| * Advertise our activities more. |
| * 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. |
| * 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. |
| * 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. |
| * 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 |
| * 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. |
| * 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. |
| * 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 |
| * Provide Emeriti programming/services for faculty off campus, for example, the drive to UBC from the north shore is too onerous. |
| * Need very thorough education of pre-retirement members, especially younger ones, as to what the options are, what to expect, etc. |
| * Have focus groups for newly retirees to better understand what they need. |
| * 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. |
| * 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. |
| * connect new retirees with persons nearing retirement. Give encouragement. |
| * 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. |
| * 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. |
| * 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... |
| * 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). |
| * Not sure, awhile ago for me now. |
| * Keep up the community minded work. |
| * I think COVID showed us how much easier it would be to join Emeritus events virtually. |