

 <p>The University of British Columbia Board of Governors</p>	<p>Policy No.: AP1 <u>DRAFT</u></p>
<p>Long Title: Appointment of Retired Faculty Members</p>	
<p>Short Title: Retired Faculty Appointment Policy</p>	

Background & Purposes:

A Faculty Member’s decision to retire from the University is voluntary, and may include retirement before or after age 65. The normal retirement date for Faculty Members is the June 30th or December 31st following the date upon which the Faculty Member turns age 65.

Retired Faculty Members make important contributions to their disciplines, their departments and to the University. Retired Faculty Members wishing to continue to engage with the University normally continue their relationship with the University through voluntary contributions without a University appointment; in other cases, the relationship is continued through a term appointment. This Policy sets out the circumstances in which a retired Faculty Member may be appointed to a position at the University and that the mechanism for doing so is outside of the normal appointment process.

1. For the purposes of this Policy, the term “*retired Faculty Member*” means:

1.1 a UBC tenure-stream faculty [member](#), librarian, or program director [who has](#) retired from the University; [or](#)

1.1.2 [any other person who holds Emeritus status under Senate Policy V-250.2: Emeritus Status or Senate Policy O-250: Emeritus Status, as those Senate policies may be amended from time to time.](#)

2. A *retired Faculty Member* may be appointed in accordance with this Policy:

2.1 for a salaried appointment, for a renewable term of one year or less, or

2.2 for a non-salaried appointment, for a renewable term of three years or less.

3. The appointment must provide a specific benefit for the unit or faculty, and the University.

4. Each appointment shall set out specific responsibilities in a letter of appointment. Responsibilities may include, but are not limited to:

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- 4.1 teaching;
 - 4.2 research and scholarly work;
 - 4.3 educational leadership;
 - 4.4 collection development; and/or
 - 4.5 service including administrative responsibilities.
5. The University may terminate an appointment made pursuant to this Policy:
 - 5.1 for a salaried or non-salaried appointment, without notice where there is cause for termination;
or
 - 5.2 for a non-salaried appointment, by providing at least one month written notice of termination;
or
 - 5.3 for a salaried appointment, by providing written notice of termination, or pay in lieu of notice, as set out in the *Employment Standards Act* or the letter of appointment, whichever is greater.
 6. Unless otherwise set out in the letter of appointment, a **retired Faculty Member** holding a salaried or non-salaried appointment made pursuant to this Policy may resign from his or her appointment with two weeks written notice to the University, which may be waived by the University.
 7. All reappointments under this Policy must be made in accordance with the same process and requirements as for appointment.