



UNIVERSITY OF CALGARY
Emeriti Association

Emeriti Association

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WEBSITE: <https://emeriti.ucalgary.ca>

*Ethical and Legal Aspect of Retired Researchers and Professors Emeriti Contribution in Public Goodness.
The Italian Experience.*

The Canadian Experience.

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A contribution to the Zoom meeting of the [Professors Emeriti Network](#),
and the representatives of the network [University eLearning & eEducation Group](#)

June 2, 2021

A Canadian Experience: Becoming and Being a Professor Emeriti: What is involved and What are their Contributions to University and Community Engagement by Carole-Lynne Le Navenec (RN-Registered Nurse, ,PhD-Medical & Family Sociology, Univ. of Toronto) , Associate Professor Emerita & Program Co-Director, Emeriti Association of the University of Calgary & CURAC Board Member: College&University Retiree Associations of Canada (www.curac.ca)

As you can see from the title, I have modified my presentation because information that I requested from Universities Canada (<https://www.univan.ca/universities>) and Canadian Association of University Teachers (www.caut.ca) has not arrived. If it does arrive one day, I will forward it to your group. And my contact person with the College & University Retiree Associations of Canada (CURAC: www.curac.ca) stated he did not have knowledge regarding this topic. Hence, I decided to discuss the situation here at the University of Calgary regarding what is involved in Becoming and Being a Professor Emeritus. However, I will begin with a few statements outlining the Background Information (Note: to save time & space, I am ignoring the feminine version --emerita)

Background information: UofC Emeriti Assoc (EA) was founded in 1992

Each person pays 25Dollars a year for Emeriti Association membership; Our EA has membership in CURAC, which costs our EA about 0.75cents per member/about 200 dollars a year.

Objective: To be the vehicle which brings together Emeriti for the betterment of its membership and their families, and to foster ways that its members can contribute to the life of the university and society at large (which refers to **Community Engagement--integrate the university with the community:** <https://www.ucalgary.ca/eyeshigh/progress/community-engagement>).

Activities: Monthly meetings with speakers, social events (e.g., Christmas & June Luncheons; Spring tour; Monthly e-letter & bi-annual LAR newsletter; and Special Interest Groups (IGs) such as the Travel IG & Walking IG.

All announcements about upcoming events open to the public contain the following message: *The University of Calgary Emeriti Association promotes continued intellectual interaction of its retired academic members by contributing to the life of the university and society through an active focus on history, experience and expertise [see June 9th, 2pm Mountain Time announcement—to which you are all invited. This work is done by the Communication Specialist for the University of Calgary, who*

provides complimentary service to the Emeriti Association: https://go.ucalgary.ca/2021-06-09CalgaryPerhapsTheMostWalkableCityCentreInTheWorld_LPRegistration.html

Note: Unlike other Retiree Associations (RAs) of the College & University Retiree Associations of Canada (CURAC), the Emeriti Association of the University of Calgary does not have a membership group for non-Emeriti retired individuals

BECOMING A PROFESSOR EMERITUS---WHAT IS INVOLVED.

◆Past issues:

(a) Many professors (myself included) had never heard about the Emeriti Association(EA) nor about the application process for Emeritus status until late in their career, and this information was primarily transmitted by word of mouth from recently retired colleagues. Hence, several professors may have left not even knowing about the EA and/or not knowing about the benefits accorded to academics who have been granted Emeritus status (see list of benefits at:

<https://www.ucalgary.ca/hr/work-compensation/labour-relations/academic-labour-relations/emeritus>

(b) several professors, just prior to their retirement, were incorrectly informed by their Dean/Department Head, that they were not permitted to apply for Emeriti status because of their rank (“you are only an Assistant Professor”);

(c) No retired professors who were regular attendees at Emeriti Association events reported having knowledge that they could also apply directly to the Executive of the Emeriti Association to possibly gain Emeriti Association membership.

(d) Even the newly created Human Resources Dec. 2020 document, *Planning for Retirement* document does not include information about the Emeriti Association , nor mention of CURAC’s Health Benefits Coverage, and effective Travel Insurance

◆Application process: (<https://www.ucalgary.ca/hr/work-compensation/labour-relations/academic-labour-relations/emeritus>)

Although there is variation between Faculties and Departments within the University, often it is the Professor who makes his/her request to be considered for Emeritus status providing that he/she has worked here for a minimum of ten years and submits an up-to-date Curriculum Vitae that illustrates he or/she has exhibited a distinguished career (Note: Many professors have told me it that publications and research grants are very NB). Hence, in many ways it is the same process as when one requests a promotion from a particular professorial rank to another. For some professors the announcement is made shortly after the retirement date while for others it is about 1 year later.

BEING A PROFESSOR EMERITI: 1. POSSIBLE ROLES & 2. BENEFITS

1.1 Research participation: often as a co-investigator and or serving on graduate students’ supervisory committees. If involved in data collection, researchers are required to apply for ethical clearance, and in some cases, have updated their annual registration in their professional organization (e.g., those in the health professions) .

1.2 Scholarly publications: many professors are engaged in the dissemination of research and/or preparation of articles or books about theoretical and/or methodological approaches for mixed methods. Often these publications involved students whom they are supervising and/or mentoring.

1.3 Paid employment positions: Data about this topic has not been easy for me to find. I believe they are few in number. Some positions, such as Adjunct professor or Sessional positions are available from time to time and offer short-term salaried positions. In other cases, the professor is afforded an office, and a few other perks, but no salary.

One position, *Faculty professor*, is available for those with an extensive ongoing research program (see reference list for description of the policies and procedures associated with this role) .

1.4 Miscellaneous Volunteer positions, such as: serving as an Editor of an open-access, peer-reviewed journal, or Editor of the biannual newsletter or monthly e-letter; developing scholarships for students, being a liaison with various committees for one of the faculties or colleges on campus; serving as an executive member of the Emeriti Association, serving as a Mentor for students—including international students & those with English as a 2nd language and/or new faculty, as well as those new Board members on the Emeriti Association; & creating special Interest groups such as a Walking group; Travel Club, Book Club, etc.

2. BENEFITS:

2.1 (for those with Emeritus status)-: formal & public recognition of one's contributions to the university; maintaining an active linkage with an impt. & growing segment of the University; making recommendations to the University; moral and other support to the continuing scholarly work of these individuals . For the author (Me) Learning how to enhance collaboration and sharing of educational sessions and related activities among Canada's 41 member organizations of CURAC: www.curac.com (N=15,000 members). For a description of their activities see their activities in the SUMMARY Report below.

2.2 (for all retirees)

Although the health insurance coverage is discontinued (unlike many other universities in Canada where it is continued) , there are a number of benefits, such as: (1) free parking to retirees with 25 yrs. of continuous service, (2) free Library and Athletic centre access; (3) 25% discount at the University bookstore; (4) free Information Technology services (including keeping one's email; remote customer service, personal share drive space; creation of Listservs/Mail Lists, free access to online videoconferencing approaches (e.g., Zoom, Microsoft teams), educational platforms such as Desire to Learn; and a range of courses offered by the Taylor Institute of Learning and Teaching

3. SUMMARY: THE CONTRIBUTIONS OF RETIRED FACULTY TO BOTH UNIVERSITY AND COMMUNITY ENGAGEMENT IN CANADA:

Administrators should pay attention to this fast growing group: University Retirees (Nov.3, 2020)

BY ROBERT MORRISON , CURAC BOARD MEMBER. He can be reached at robertmorrison@rogers.com.

<https://www.universityaffairs.ca/magazine/sponsored-content/administrators-should-pay-attention-to-this-fast-growing-group-university-retirees/>

This article indicates how retired faculty and staff stay active in their communities and contribute to their institutions in many ways.

REFERENCES

[WEBSITE RESOURCE LIST FOR GAINING AN UNDERSTANDING OF THE CANADIAN EXPERIENCE]

◆ **BACKGROUND INFORMATION FOR UNIVERSITY OF CALGARY EMERITI ASSOCIATION** (see website: <https://emeriti.ucalgary.ca>)

2 major sections of the Emeriti Association (EA) website include:

1.About Us..... <https://ucalgary.ca/emeriti/about-us/association-information/about-emeriti-association>

Topics covered: Who are we (see Objective); Association Activities (see 4 issues monitored; Ad Hoc committees, Contact point for the University for speakers, advisors, representatives & resource persons

[will focus on this latter point) ; Membership Activities; History of Emeritus Status at the University of Calgary; Members of the University of Calgary Emeriti Association

2. Special Interests: Retirement* and Emeritus Benefits:

<https://ucalgary.ca/emeriti/special-interests/financial-matters/benefits-retirees>

Areas Covered:

2.1 Attachment 1: Retirement Information for Academic Staff (2020, Human Resources)

<https://www.ucalgary.ca/hr/sites/default/files/teams/229/info-for-retiring-aca.pdf>

Topics included: Universities Academic Pension Plan; University Group Benefit Programs & Alternate Coverage (for Extended Health, Dental, & Flexible Spending account; Life Insurance, Accidental death & Long term Disability

2.2 (*Not included but what Carole-Lynne Le Navenec will cover) Preparing for Retirement:

Information for Academic Staff (December 2020, Human Resources):

<https://www.ucalgary.ca/hr/sites/default/files/teams/229/preparing-for-retirement-aca.pdf>

3. Information Regarding Promotion Procedures:

♦see *Collective Agreement Between The Faculty Association of the University of Calgary and The Governors of the University of Calgary July 1, 2019 to June 30, 2020*, p.137

https://www.ucalgary.ca/hr/sites/default/files/teams/239/tucfa-ca_2019-2020.pdf AND

♦*Section 11, GPC: General Promotions Committee Manual 2005, subsection 6.4-Faculty Promotions Committee:* <https://www.ucalgary.ca/hr/sites/default/files/teams/239/apt-educjune05.pdf>

[pp.61-64: subsection 6.4-Faculty Promotions Committee/Faculty Tenure & Promotions Committee & pp. 66-68: subsection 6.5-General Promotions Committee/Promotions Review Committee

3.1 Emeritus Status: (includes Eligibility info; Benefits of Academics Granted Emeritus Status; Procedure for Recommendation of Emeritus Status; & Documents required by the FTPC & PRC (Faculty Tenure & Procedures Committee & Promotions Review Committee)

<https://www.ucalgary.ca/hr/work-compensation/labour-relations/academic-labour-relations/emeritus>

4. Policies and procedures for the appointment of Faculty Professors (began in 1994; see the 10 item policies and procedures for this largely research-based position

<https://www.ucalgary.ca/hr/sites/default/files/teams/241/faculty-professor-policy-2000.pdf>

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May 30, 2021