

PARTICIPANT DATA:

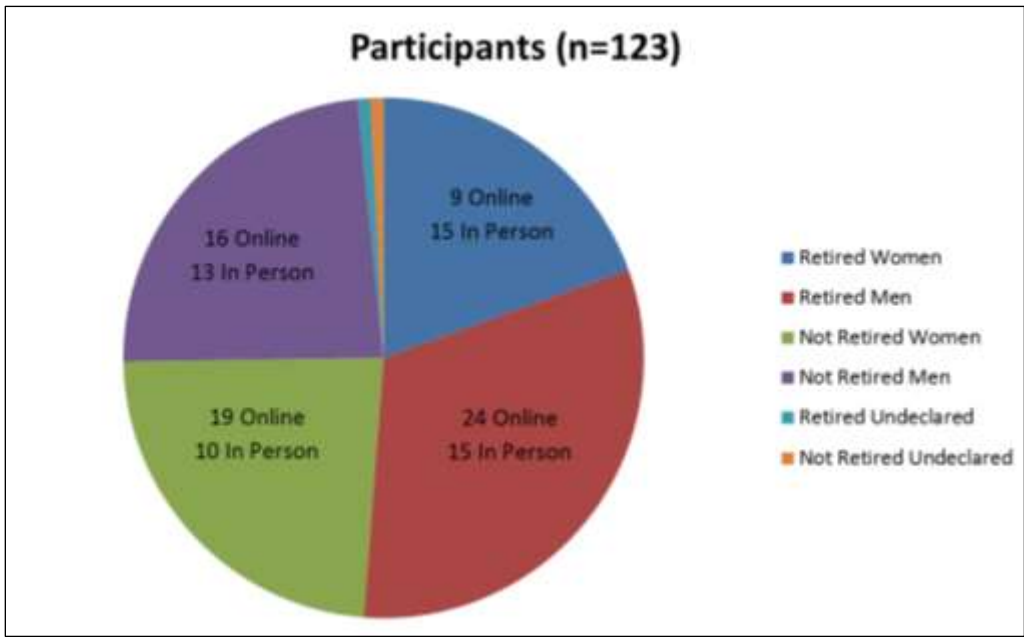


Figure A1: All participants by retirement status, gender and source.

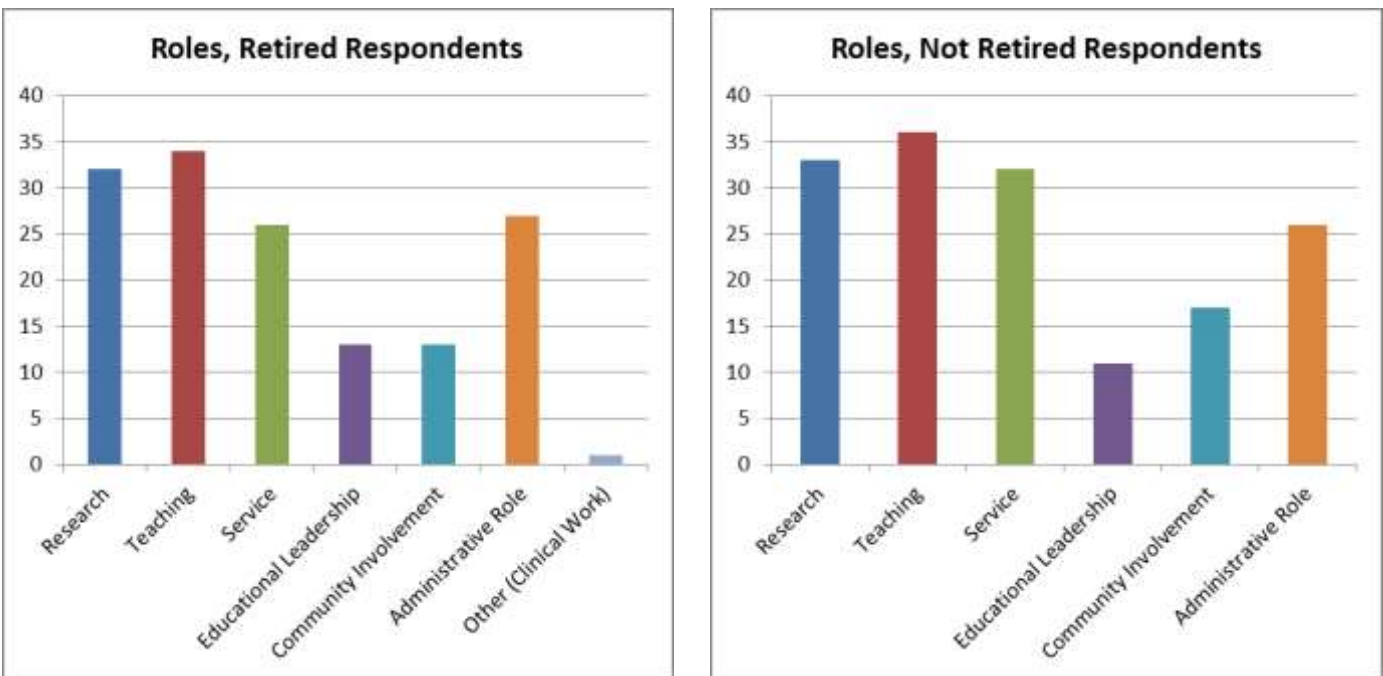


Figure A2: Responses from Retired and Not Retired online survey respondents when asked to “Please indicate your various roles as a faculty member of UBC. Please choose all that apply: Research, Teaching, Service, Educational Leadership, Community Involvement/Activism/Outreach, Administrative Roles, Other.”

UBC DATA: Retirement Rates

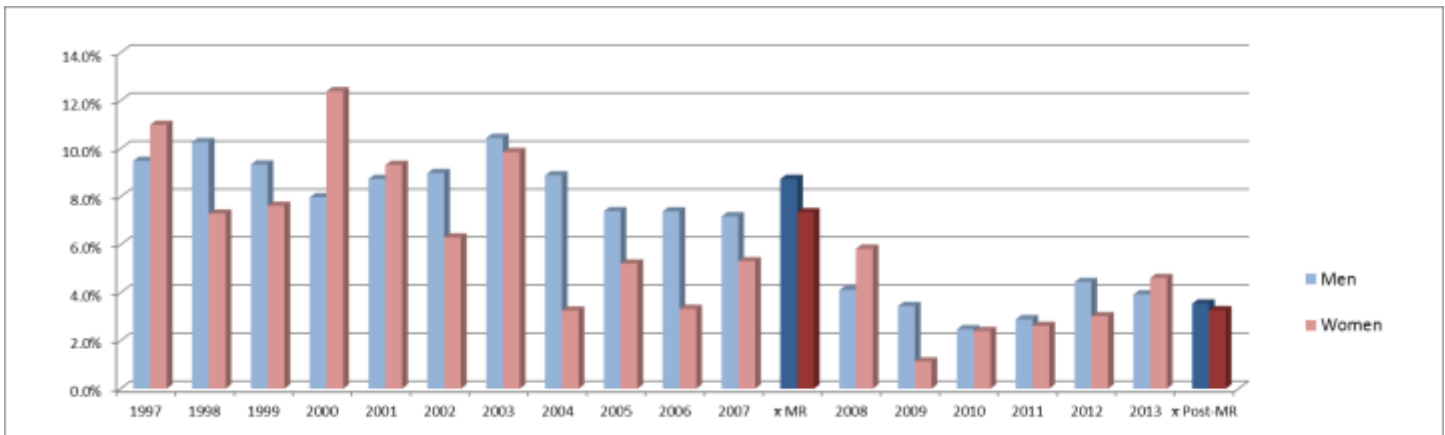


Figure A3: Rates of retirement as a percentage of all faculty aged 55+, retiring in a calendar year, 1997-2013. This figure depicts the rates of retirement for male and female faculty in both the Mandatory Retirement Era (1997-2007) and the Post Mandatory Retirement Era (2008 – 2013). The number of retirements in any calendar year was divided by the total number of faculty member aged 55+ on July 1st of that year. Changes in rates can be seen as the Early Termination Agreement came to an end in 2003 and again following the moratorium on Mandatory Retirement in May 2007.

UBC DATA: Average Age at Retirement

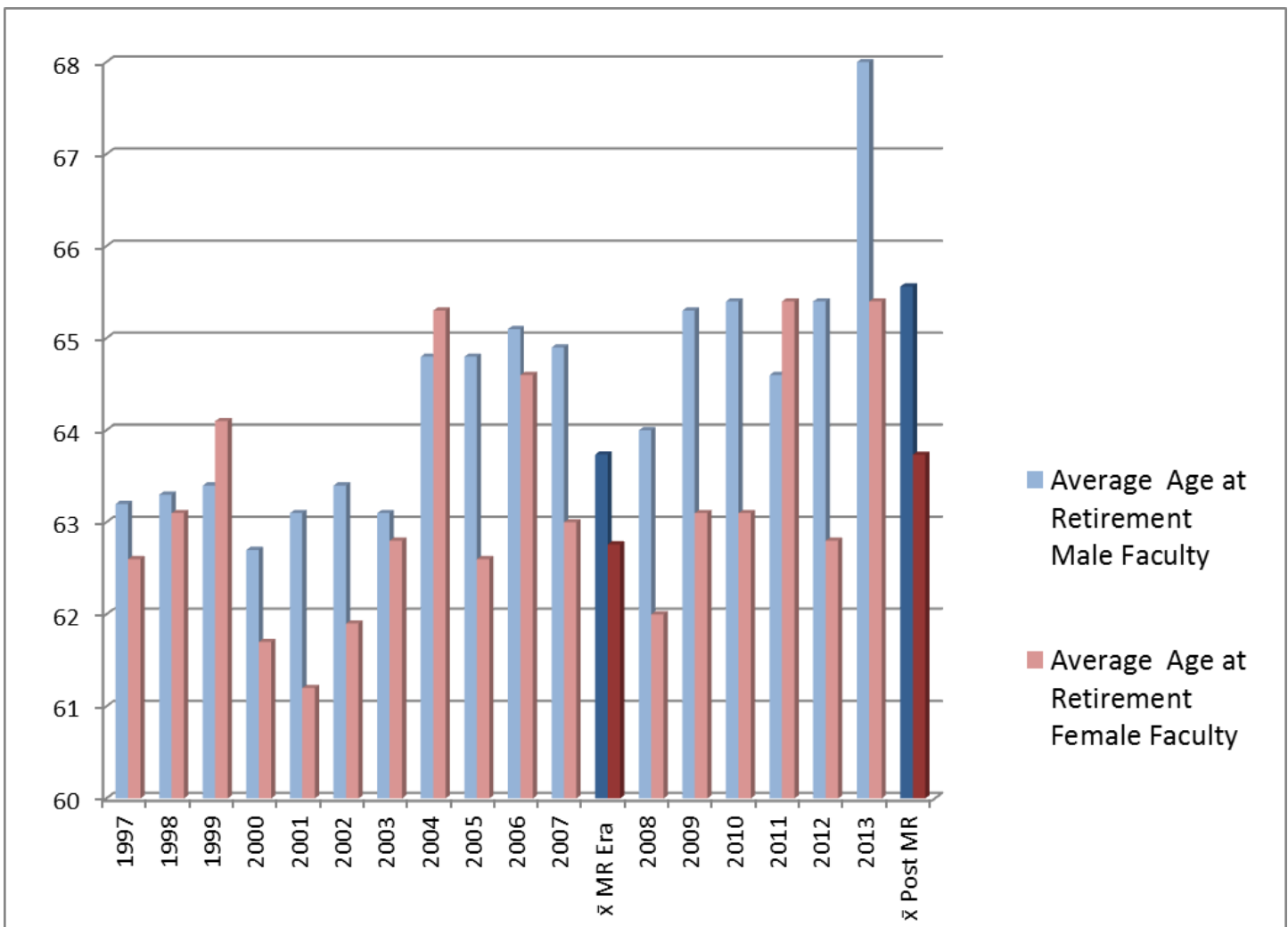
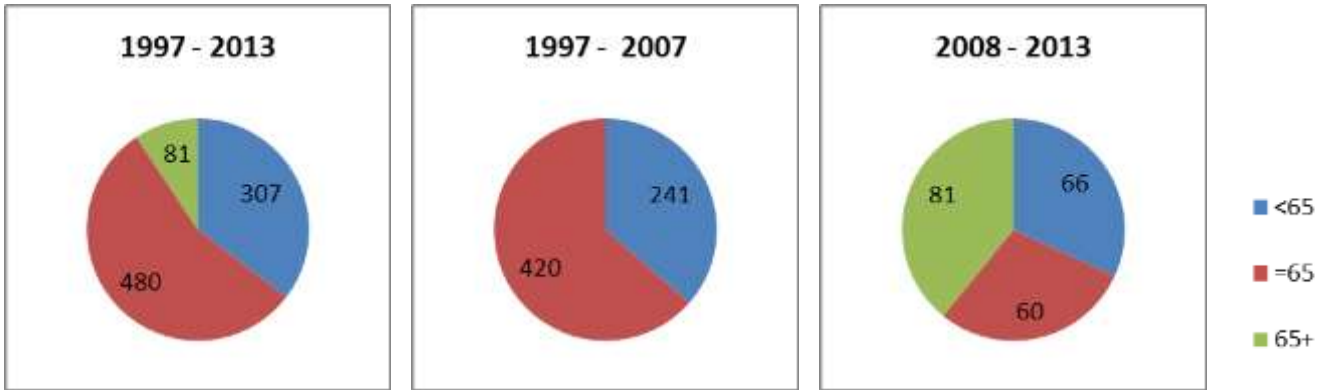


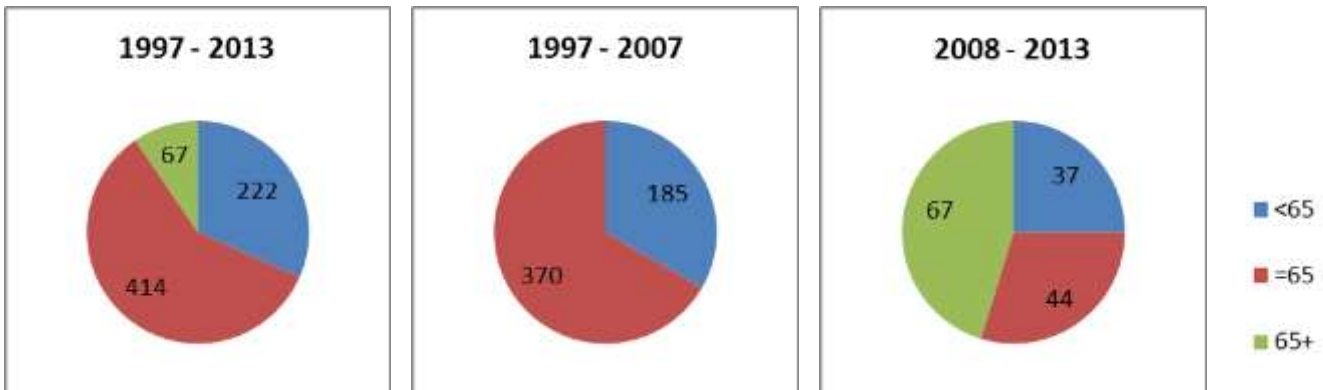
Figure A4: Average age at retirement for all retirements in a calendar year, 1997-2013. This figure displays the average age at retirement for male and female faculty in both the Mandatory Retirement (MR) Era (1997-2007) and the Post Mandatory Retirement Era (2008-2013). The Early Termination Agreement program was in effect until 2003, likely influencing retirement ages in the years leading up to its discontinuation.

UBC DATA: Retirements Proportions Before, At, And After Age 65

1. Total Retirements



2. Male Retirements



3. Female Retirements

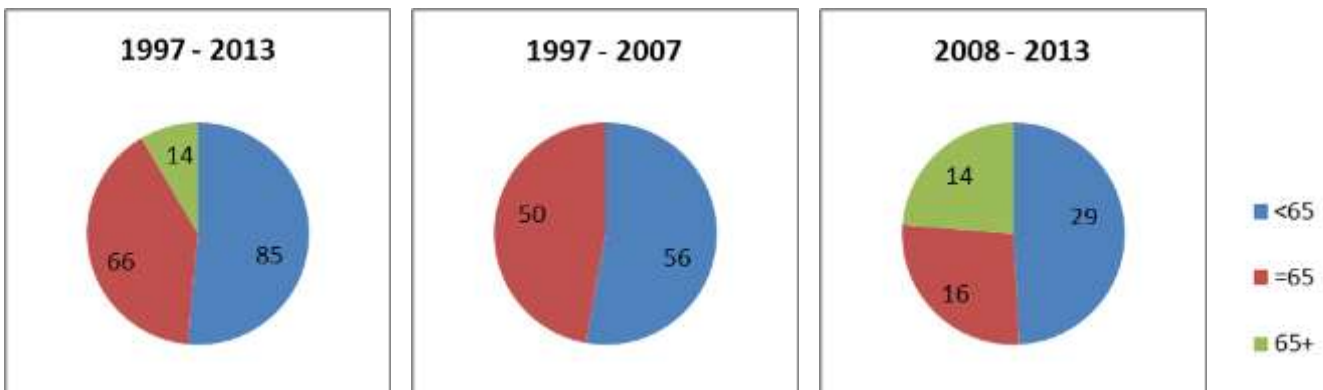


Figure A5. Age at Retirement, 1997-2013 Divided into (1) All Faculty (2) Male Faculty and (3) Female Faculty

Retirement ages for all retirements (before 65, at 65, over 65) for the Mandatory Retirement Era (1997-2007) and Post Mandatory Retirement Eras (2008-2013) for male and female faculty retirees from both Vancouver and Okanagan campuses. The number in each coloured sector indicates the number of individuals retiring in that age range.

DECISIONS ABOUT RETIREMENT:

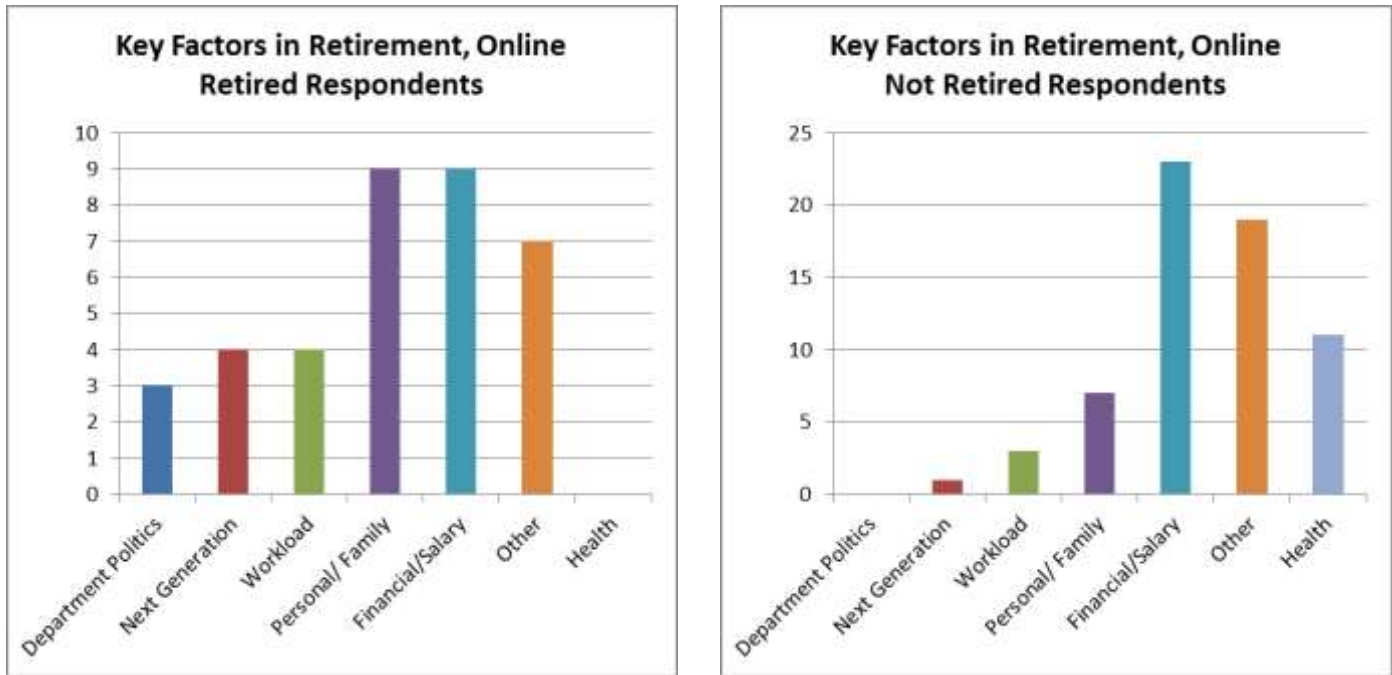


Figure A6: Responses from online survey respondents when asked either “What were/are the key factors in your decisions around retirement?” (Retired) or “What are the key figures that you might consider with regards to your choice to retire or not?” (Not Retired).

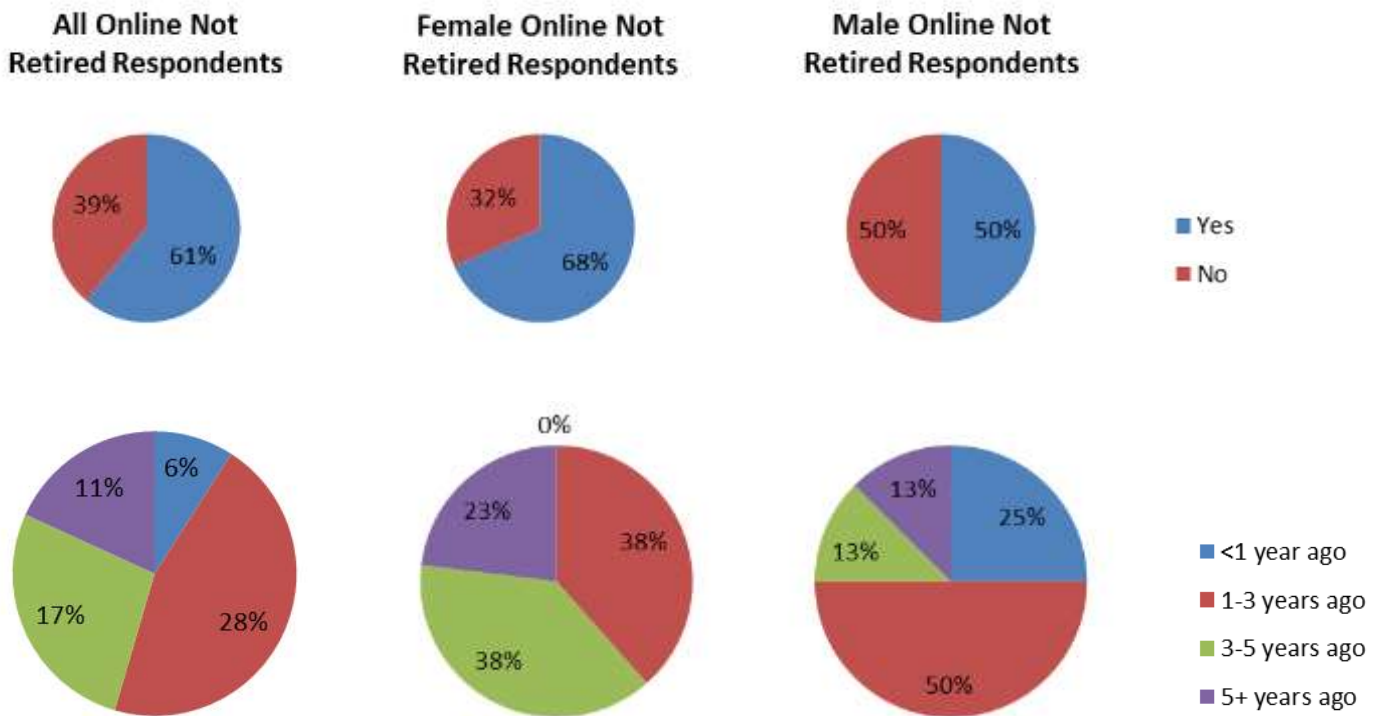
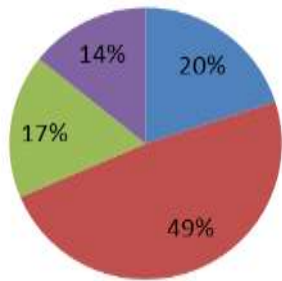
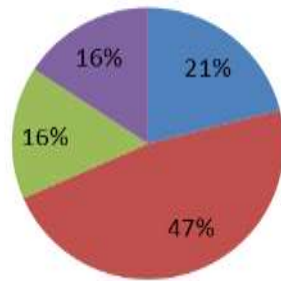


Figure A7: Responses from not retired online survey respondents when asked “Have you considered retirement?” (top) followed by responses, from those who answered Yes, to the question “When did you begin thinking about retirement?” (bottom).

All Online Not Retired Respondents



Female Online Not Retired Respondents



Male Online Not Retired Respondents

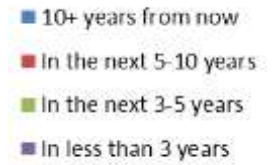
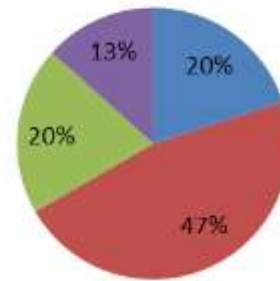
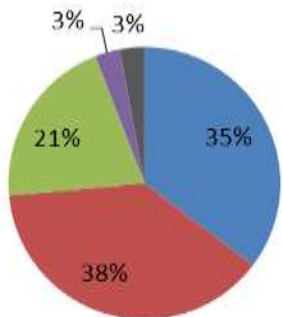


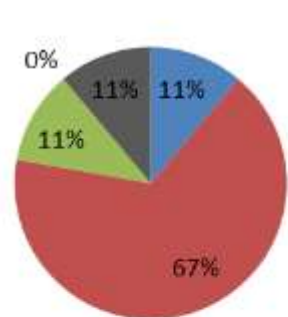
Figure A8: Responses from not retired online survey respondents when asked “Do you have plans to retire in the next number of years?”. One male respondent left their response to these questions blank and is not counted in the figures above.

WORKING ENVIRONMENT:

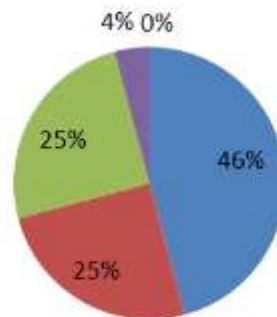
All Online Retired Respondents



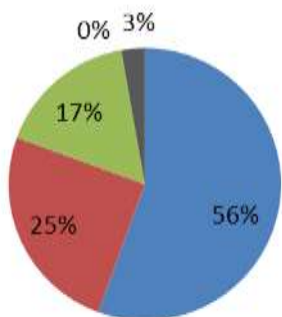
Female Online Retired Respondents



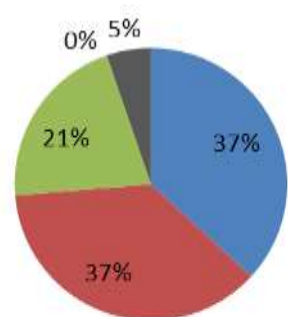
Male Online Retired Respondents



All Online Not Retired Respondents



Female Online Not Retired Respondents



Male Online Not Retired Respondents

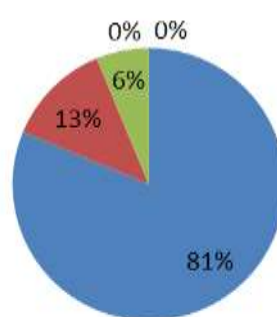


Figure A9: Responses from Retired (top) and Not Retired (bottom) online survey respondents when asked “How would you describe the environment in your department towards senior academics?”. Note: A statistically significant difference was found between the female and male responses to this question for both retired and not retired respondents.

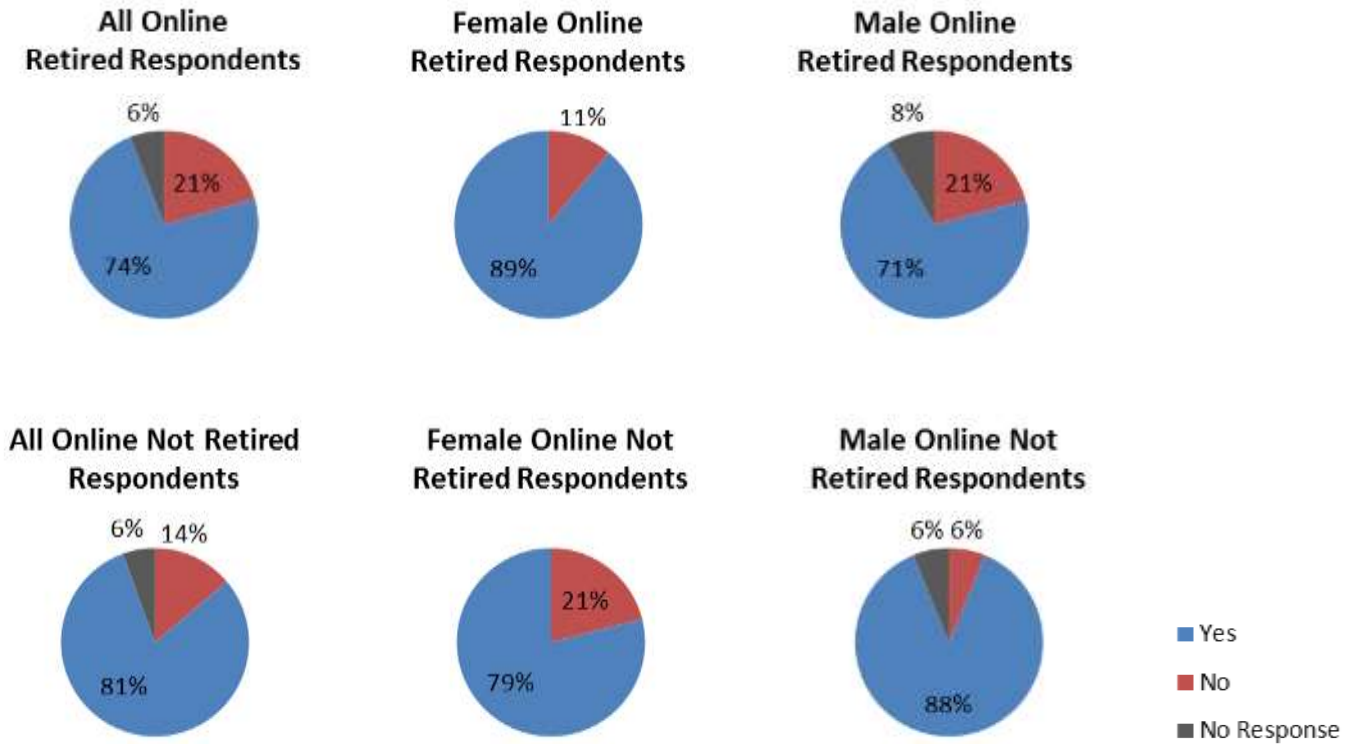


Figure A10: Responses from Retired (top) and Not Retired (bottom) online survey respondents when asked “Did or do you feel any institutional or departmental encouragement to retire?”

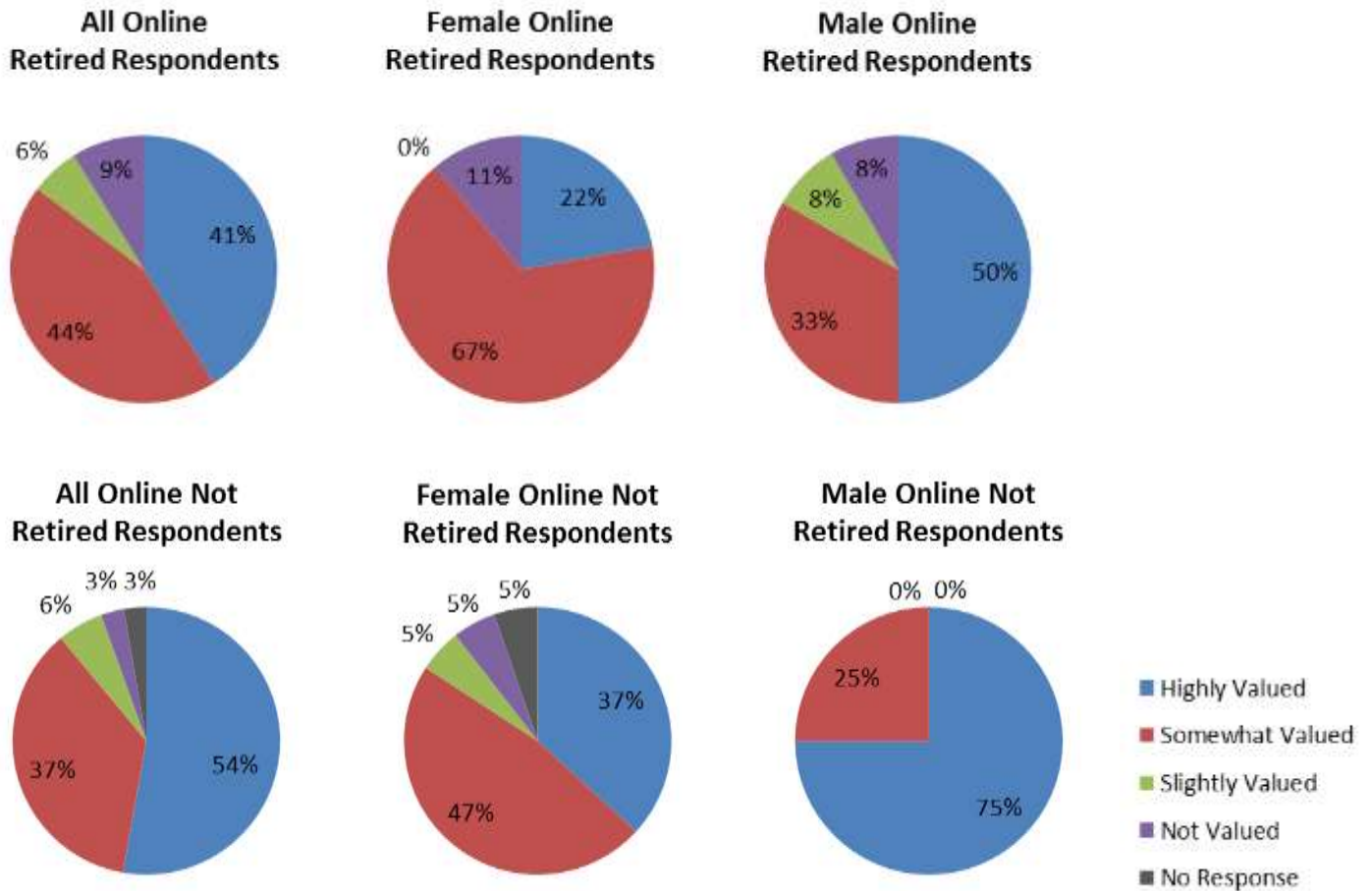


Figure A11: Responses from Retired (top) and Not Retired (bottom) online survey respondents when asked “Did or do you feel that your contributions to the university (research, teaching, educational leadership, administration, service, community involvement, etc.) were/are valued?”. Note: A statistically significant difference was found between the female and male responses to this question for both retired and not retired respondents.

ACTIVITIES/INTERESTS AROUND OR AFTER RETIREMENT:

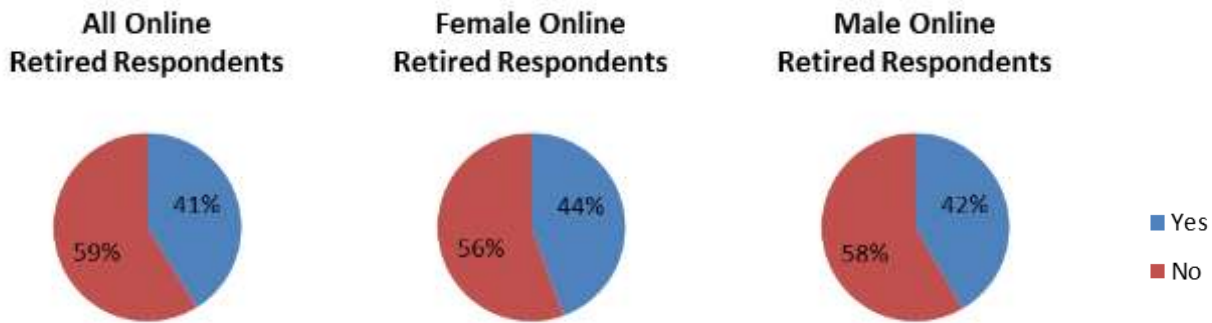


Figure A12: Responses from Retired online survey respondents when asked “Have you found or do you plan to seek re-employment after retirement?”

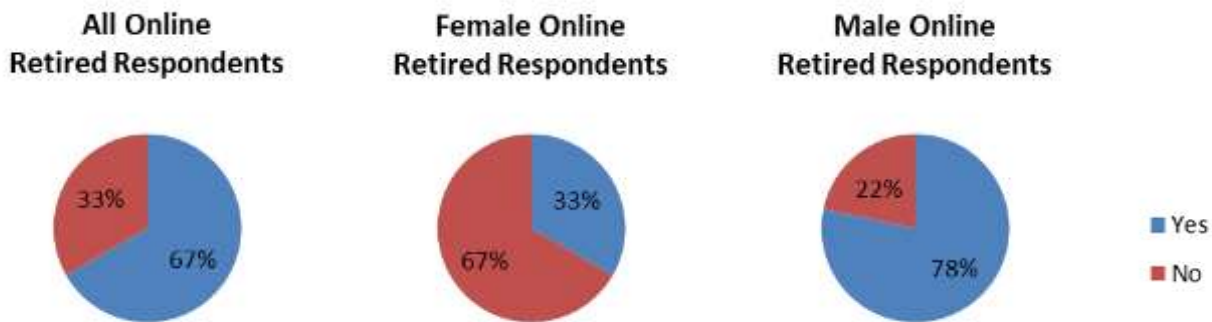


Figure A13: Responses from Retired online survey respondents when asked “Have you or do you plan to continue scholarly activities post retirement?”. Note: A statistically significant difference was found between the female and male responses to this question.

RETIREMENT PROCESS

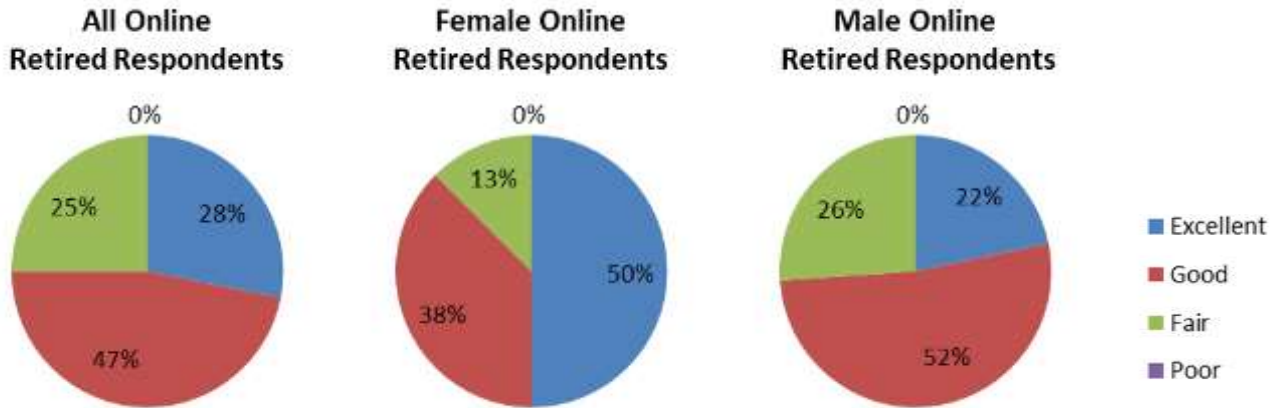


Figure A14: Responses from Retired online survey respondents when asked “How did you find the process of planning for retirement at UBC?” One male respondent and one female respondent left their response to this question blank and are not counted in the figures above.

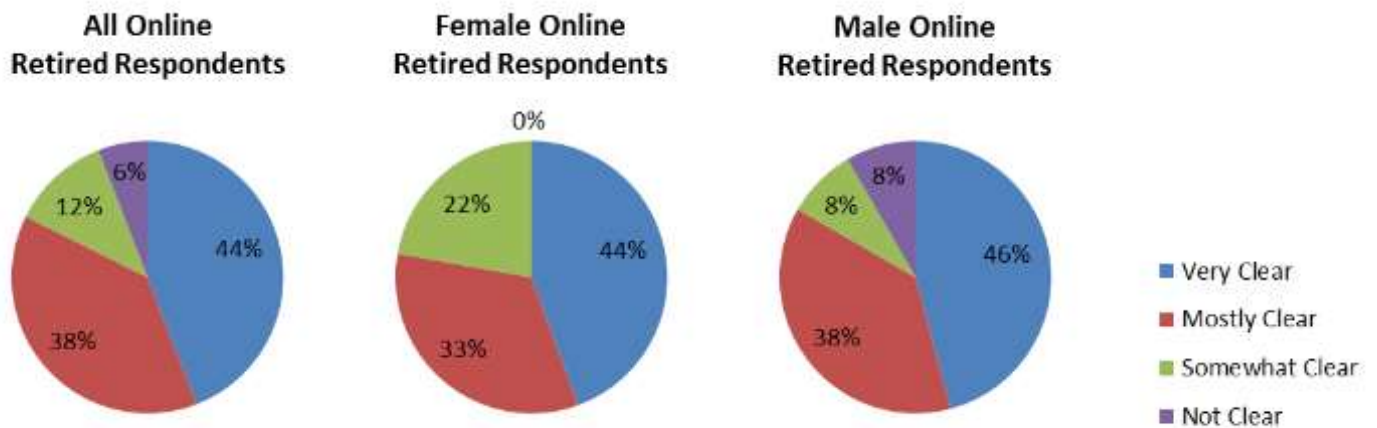


Figure A15: Responses from Retired online survey respondents when asked “Were policies, options, and procedures clear?”

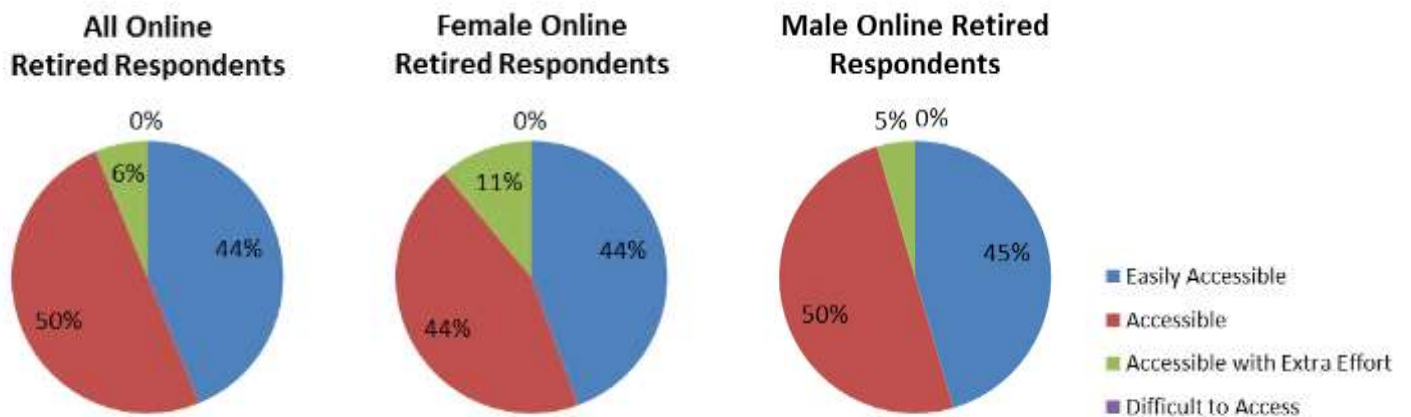


Figure A16: Responses from Retired online survey respondents when asked “Were policies, options, and procedures accessible?” One male respondent and one female respondent left their response to this question blank and are not counted in the figures above.

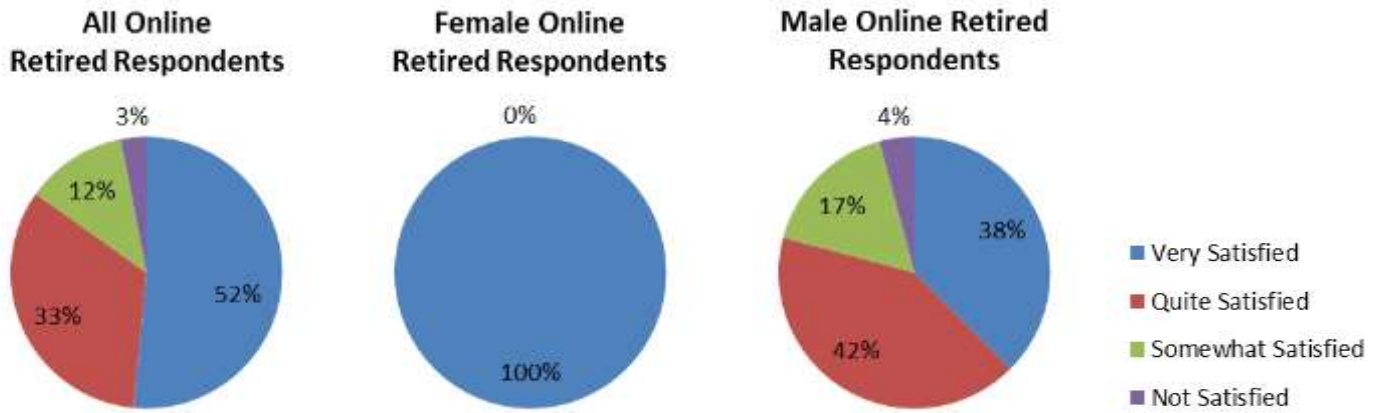


Figure A17: Responses from Retired online survey respondents when asked “Are you satisfied with the process of your retirement?”. Note: A statistically significant difference was found between the female and male responses to this question. One female respondent left their response to this question blank and is not counted in the figures above.