

UBC Faculty Retirement Study

The Senior Advisor on Women Faculty, Dr. Rachel Kuske, is conducting a study of faculty retirement at UBC. This Behavioral Research Ethics Board (BREB) -approved study seeks to explore possible gender differences in faculty retirement decisions and ages as well as to gain insight into the multiple factors that shape retirement decisions for male and female faculty age 55 and above who choose to retire compared with senior faculty who choose to continue working past age 65. We value your expertise and experience and appreciate your time in sharing your experiences as a faculty member and the factors that have shaped your decision to retire or to continue working.

By participating in this study you have the opportunity to voice your views regarding your retirement experience. This information has the potential to benefit current and future faculty by providing current data on faculty retirement and contributing to knowledge about the issues, experiences and needs of UBC's ageing professorate. Information gathered for this project, from both this online survey and face-to-face interviews will be used for research purposes only; your identity and affiliated department will not be revealed at any time. You are not obligated to answer all questions, the results will be considered in the aggregate, and **no identifying information will be included.**

Results from the study will be available on the Provost's website, under Faculty Equity and Diversity Initiatives: <http://vpacademic.ubc.ca/faculty-equity-and-diversity-initiatives/>. We anticipate that the study will be completed by the end of 2013.

The online survey will normally take 20 minutes or less to complete. Please note that your answers will not be saved until you click SUBMIT at the end of the survey.

***** LETTER OF CONSENT *****

You will need to complete the consent form before proceeding. Please read the information below and confirm your consent by clicking the appropriate circle under **“Participation consent and signature”** if you wish to proceed.

Factors influencing Faculty retirement at the University of British Columbia

Study Team

Principal Investigators:
Rachel Kuske, Senior Advisor on
Women Faculty, Vice Provost-
Academic Office (604.822.3624)

Co-Investigators:
Donna Lester-Smith, Postdoctoral fellow, Vice Provost-
Academic Office (604.822.8068); Kate Parisotto,
Undergraduate Research Assistant, VP Academic Office.

Study description & purpose:

Research on faculty retirement at Canadian universities is limited. This is due, in part, to a lack of both quantitative and qualitative data. Given the moratorium on mandatory retirement at UBC in May, 2007 and the ageing population of faculty, it is important to learn about the characteristics of retirement rates and patterns in this post-mandatory era. An initial quantitative analysis of UBC faculty termination data (age 55+) between 1997 and 2011 reveals a higher rate of retirement for female faculty compared with men. These patterns holds for both pre and post-mandatory retirement eras with women's retirement rates being significantly higher that of men's retirement rates. This finding is consistent with multiple studies conducted in the US and Britain where women's retirement rates are higher than men's. These studies also report that faculty retirement decisions are confounded by gender, age and rank. For women, studies show that retirement decisions are shaped by multiple factors including retirement of a partner, working climate, lack of support for research, administrative pressures, and a greater likelihood of caring for a spouse or parent. Several studies also found that women who continue to work are more likely to be single and have no children than women who choose to retire.

The purpose of this project then, is to examine the various factors shaping faculty retirement for men and for women in an attempt to explain the apparent gender differences in retirement rates as well as to gain insight into the multiple factors that influence retirement patterns of faculty at UBC. We also wish to compare the experiences of retired/retiring faculty with non-retired faculty working past age 65 to determine if there are differences between these groups. The guiding research questions for this study are as follows:

1. What personal, professional and institutional factors affect the retirement decisions of faculty at UBC? To what extent is gender a shaping factor?
2. Do the current UBC retirement plan(s)/policy shape faculty retirement decisions?
3. How do the results of this study compare with other universities in Canada (data?) and/or to other employment sectors?

Study Procedures:

For this study we will be seeking to interview and survey male and female UBC faculty (aged 55+) who have retired or have taken a retirement option as well as faculty who choose to continue to work past age 65. If you agree to participate in the online survey, you will be asked to complete a brief demographic survey and participate in an online survey that should take 20 minutes or less. Following the interviews and online survey, the tapes will be transcribed and analysed for themes using qualitative data analysis software.

Results of the study

The results of the study will be communicated in a final report that will be emailed to participants and made available via the Faculty Equity and Diversity page of the Provost and Vice President Academic website.

Potential risks of the study

There are no anticipated risks associated with participation in this study.

Potential benefits of the study

By participating in this study you have the opportunity to voice your views regarding your retirement experience. This information has the potential to benefit current and future faculty by providing current data on faculty retirement and contributing to knowledge about the issues, experiences and needs of UBC's ageing professorate.

Confidentiality

Information gathered via surveys and interviews will be used for research purposes only, and the identity of individual participants and their affiliated departments will not be revealed at any time. Only a research associate and a research assistant will have access to the raw interview transcripts and survey data, or any other supporting documentation. The survey data, interview tapes and transcripts will be securely stored for a minimum of 5 years on a password protected computer and a locked filing cabinet as required by the University of British Columbia BREB guidelines.

- There is no conflict of interest between UBC and the identified researchers.
- Your participation in the survey is entirely voluntary, and you are free to withdraw from the study at any time.
- You are not required to waive any legal rights by providing consent.

Payment

There is no monetary payment for this study.

Contact for information about the study:

If you have any questions or concerns about what we are asking of you, please contact Donna Lester-Smith at donna.lestersmith@ubc.ca or 604.822.8068

Contact for complaints:

If you have any concerns about your rights as a research participant/and or your experiences while participating in this study, you may contact the Research Subject Information Line in the UBC Office of Research Services at 604-822-8598 or if long distance, e-mail RSIL@ors.ubc.ca or call toll free 1-877-822-8598

Thank you for your interest in this research.

Sincerely,

Prof. Rachel Kuske
Senior Advisor on Women Faculty
Office of the Provost
University of British Columbia
Phone: (604)822-3624

Participant consent and signature:

Participation in this study is entirely voluntary. You have the right to refuse to take part in this study. If you agree to participate, you may at any point choose to discontinue your participation without providing a reason and without negative impact on your employment.

Your completion of the section below indicates that you have received a copy of this consent form for your own records. This information is collected and stored separately from the survey responses.

- Clicking "Yes" indicates that you consent to participate in this study.

Participant Name [] Date []

I consent to participate in this study:

- Yes
- No



Please click the appropriate category that describes you:

- Faculty member who has already retired or who has begun the process for retiring (Directed to Survey Text I)
- Faculty member who has not yet begun the process for retiring (Directed to Survey Text II)

Survey Text I. For faculty members who have already retired and those who have begun the process for retirement

Please specify your age []

Please specify your gender

Male ()

Female ()

1. Please indicate your various roles as a faculty member of UBC (please choose all that apply)

() a) Research

() b) Teaching

() c) Service

() d) Educational Leadership

() e) Community Involvement/Activism/Outreach

() f) Administrative roles; Please specify []

() g) Other If "Other", Please specify []

2. When did you first begin to consider retirement? []

3. What were/are the key factors in your decisions around retirement? []

4. Have you or do you plan to seek re-employment after retirement?

() Yes

() No

If "Yes", do you have additional comments? []

5. How would you describe the environment in your department towards senior academics?

() a) Excellent

() b) Good

() c) Fair

() d) Poor

Comments? []

6. Did or do you feel any institutional or departmental encouragement to retire?

() Yes

() No

Comments? []

7. Did or do you feel that your contributions to the university (research, teaching, educational leadership, administration, service, community involvement etc.) were valued?

- a) Highly valued
- b) Somewhat Valued
- c) Slightly valued
- d) Not valued

Comments? []

8 a. How did you find the process of planning for retirement at UBC?

- a) Excellent
- b) Good
- c) Fair
- d) Poor

Comments? []

8 b. Were policies, options, and procedures clear?

- a) Very clear
- b) Mostly clear
- c) Somewhat clear
- d) Not clear

Comments? []

8 c. Were policies, options, and procedures accessible?

- a) Easily accessible
- b) Accessible
- c) Accessible with some extra effort
- d) Difficult to access

Comments? []

9. Did you choose one of the UBC options for transitioning to retirement? (see <http://www.hr.ubc.ca/faculty-relations/retirement/easing-into-retirement/> for option descriptions)

- Yes
- No

If Yes, which option did you choose?

- a) Phased-in Retirement

- b) Part-time Appointment
- c) Reduced scope

Additional description of your choice: for example, number of years of your arrangement, % appointment, choice of scope: []

10. Are you satisfied with the process of your retirement?

- a) Very Satisfied
- b) Quite Satisfied
- c) Somewhat Satisfied
- d) Not Satisfied

Comments? []

11. How do you currently feel about your decision to retire from UBC? []

12 a. Have you or do you plan to continue scholarly activities post retirement?

- Yes
- No

12b. Any comments on your plans or choices about scholarly activities: []

13 a. What activities have you engaged in or plan to engage in during retirement? []

13b. Any comments on your plans or priorities for these activities? []

14. Is there anything else that you would like to address that was not covered in this survey? []

Optional section on support and resources related to retirement

The last section of the survey concerns your awareness of and experience with the support that UBC provides in relation to the retirement process for faculty. This section has also been BREB-approved, and should take 5 minutes or less. While the results of this section will not be included in the study of possible gender differences in retirement, they will inform UBC about the awareness, experiences, and support that faculty have around retirement. As in previous sections, you are not obligated to answer all questions, the results will be considered in the aggregate, and **no identifying information will be included.**

Do you wish to continue?

- Yes
- No

15. Please indicate your UBC campus:

- Vancouver
- Okanagan

16. Please specify your current faculty rank _____

17a. Have you attended any of the UBC sponsored Retirement Workshops? (click all the apply)

- a) UBC Faculty Relations/HR workshops
- b) Panels sponsored by the UBCFA?
- c) Workshops sponsored by the Faculty Pension Plan?
- d) Sessions run by the UBC Emeriti Faculty Association
- e) Other If Other, Please specify []

17 b. How helpful was it/were they?

- a) Very helpful
- b) Helpful
- c) Somewhat helpful
- d) Not helpful

Additional comments: []

Have you accessed counseling with a financial consultant (\$750 allowed)?

- Yes
- No

What obstacles have you encountered in your retirement decision or process? []

What has helped you in your decision to retire? []

How can the University best support you in retirement? []



Survey Text II. For faculty who have not yet begun the process for retirement

Please specify your age []

Please specify your gender

- Male
- Female

Please indicate your various roles as a faculty member of UBC (please choose all that apply)

- a) Research
- b) Teaching
- c) Service
- d) Educational Leadership
- e) Community Involvement/Activism/Outreach
- f) Administrative roles; Please specify []
- g) Other If "Other", Please specify []

2. What do you most enjoy about your work? []

3. Are there any aspects that you would say that you enjoy less? []

4. What are the key factors you might consider with regards to your choice to retire or not? []

5. Have you considered retirement?

- Yes
- No

If 'Yes', when did you begin thinking about retirement?

- a) more than 5 years ago
- b) 3-5 years ago
- c) 1-3 years ago
- d) Less than one year ago

Comments? []

6. How would you describe the environment in your department towards senior academics?

- a) Excellent
- b) Good
- c) Fair
- d) Poor

Comments? []

7. Do you feel any institutional or departmental encouragement to retire?

Yes

No

Comments? []

8. Do you feel that your contributions to the university (research, teaching, administration, educational leadership, community service, etc.) are valued?

a) Highly Valued

b) Somewhat Valued

c) Slightly Valued

d) Not Valued

Is there anything you would like to explain? []

9. Do you have any plans to retire in the next number of years?

a) In more than 10 years from now

b) In the next 5-10 years

c) In the next 3-5 years

d) In less than 3 years

Comments? []

10. Is there anything else that you would like to address that was not covered in this survey?

[]

Optional section on support and resources related to retirement

The last section of the survey concerns your awareness of and experience with the support that UBC provides in relation to the retirement process for faculty. This section has also been BREB-approved, and should take 5 minutes or less. While the results of this section will not be included in the study of possible gender differences in retirement, they will inform UBC about the awareness, experiences, and support that faculty have related to retirement. As in previous sections, you are not obligated to answer all questions, the results will be considered in the aggregate, and **no identifying information will be included.**

Do you wish to continue?

Yes

No

11. Please indicate your UBC campus:

- Vancouver
- Okanagan

12. Please specify your current faculty rank []

13. Are you interested in attending a retirement workshop in the next year?

- Yes
- No

14. Are you aware of the options for transitioning into retirement as included in the Collective agreement (<http://www.hr.ubc.ca/faculty-relations/collective-agreements/collective-bargaining-framework/#lou3>) and described on the Faculty Relations website: (<http://www.hr.ubc.ca/faculty-relations/retirement/easing-into-retirement/>)?

- Yes
- No

15. Are you aware of the following resources? (check all that apply)

- a) Availability of up to \$750 for retirement counseling and counseling through the Employee and Family Assistance Program
- b) UBC Faculty Relations/HR workshops?
- c) Panels sponsored by the UBCFA?
- d) Workshops sponsored by the Faculty Pension Plan?
- e) Sessions run by the UBC Emeriti Faculty Association
- f) Others If Other, Please specify []

16. How can the University best support you in retirement or as you get closer to considering retirement? []