

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. Furthermore, it should provide insight into the multiple factors that shape retirement decisions for male and female faculty age 55 and above who choose to retire and for senior faculty who choose to continue working. 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 decisions or preferences about retirement.

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. Additional information about the survey is provided both below and online before the start of the survey.

ADDITIONAL INFORMATION ABOUT THE STUDY

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 male faculty. These patterns hold for both pre and post-mandatory retirement eras with women's retirement rates being significantly higher than 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 have not yet retired, including those working 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 results will be transcribed and analysed for themes using qualitative data analysis.

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 or Prof. Rachel Kuske, rkuske@mail.ubc.ca, 604.822.3624.

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.