



**The University of British Columbia  
Board of Governors**

**Policy No.:**

**27**

**Approval Date:**

July 1977

**Last Revision:**

June 2005

**Responsible Executive:**

Vice-President, Academic and Provost  
Vice-President, Learning & Research  
(UBC Okanagan)

**Title:**

**Reappointment of Retired or Retiring Members of Faculty**

**Background & Purposes:**

To delineate circumstances under which a faculty member/librarian may be appointed after the age of 65, while maintaining the policy of mandatory retirement at age 65.

**1. General**

- 1.1. It is recognized that many retired faculty members/librarians make important voluntary contributions to their disciplines, their departments and to UBC. These activities are done without a UBC appointment.
- 1.2. Under certain circumstances, members of the academic staff beyond retirement may be appointed to one-year term positions.

## **PROCEDURES**

**Approved: July 1977**

**Revised: June 2005**

*Pursuant to Policy #1: Administration of Policies, "Procedures may be amended by the President, provided the new procedures conform to the approved policy. Such amendments are reported at the next meeting of the Board of Governors and are incorporated in the next publication of the UBC Policy and Procedure Handbook."*

### **1. General**

- 1.1. Consideration of reappointments of retired faculty members/librarians may be given on the basis of the following principles:
  - 1.1.1. that there be no requirement to grant any appointment beyond age 65;
  - 1.1.2. that there be a specific benefit derived by the unit concerned;
  - 1.1.3. that such appointments not be in place of renewing the department through the appointment of junior faculty members;
  - 1.1.4. that such appointments be made primarily for teaching/collection development duties, and occasionally for service on committees;
  - 1.1.5. that remuneration be commensurate with the services performed (e.g. depending on the circumstances, teaching could be on a pro bono basis, or involve a salary ranging from very modest to the scale amount for lecturers);
  - 1.1.6. that no such appointment be for an academic administrator position;
  - 1.1.7. that the title used in these appointments reflect the current status of the individual (e.g. Professor Emeritus, Associate Professor - Retired);
  - 1.1.8. that no payment be made for occasional honorific or voluntary duties (e.g. chairing doctoral oral examinations, supervising graduate students).

### **2. Detailed Procedures**

- 2.1. All such appointments are recommended by the Head of Unit to the Dean/Librarian, to the Responsible Executive for approval. Agreement in principle should be sought by the Head before any assurances are given to possible appointees.