



SIMON FRASER UNIVERSITY
Policies and Procedures

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A

Appointment of Retired Faculty, Lecturers, Laboratory Instructors, Librarians and Archivists

1.1 After retiring from the University, no employee has a right to a post-retirement contract. However, some retired faculty members, lecturers, laboratory instructors, librarians and archivists may be offered full or part-time post-retirement appointments at the discretion of the University¹. Any bargaining unit member who is hired after retirement to teach, shall be appointed under this policy. Data abstracted from all post-retirement contracts, specifying the duties, the compensation and the relevant teaching norms, shall be given each semester to the Faculty Association.

1.2 If all the following four conditions are met, the University has the option of offering a post-retirement contract to a retired faculty member, lecturer or laboratory instructor:

- a. The department² has specific teaching, research or administrative needs;
- b. Funding is available at the Faculty level to meet these needs;
- c. the tasks and all other relevant qualifications; and
- d. The department indicates its support for offering an appointment to the retiree: for appointments of one semester, this support may be constituted by the assent of the chair, but for all appointments of two semesters or more, and all appointments falling under 2.a), 3.a) and 3.b) below, the support of the Appointments Committee for offering an appointment to the retiree is required. (For appointments which do not involve departmental responsibilities, e.g., Academic Advice, departmental support would not be required.)

1.3 If all the following four conditions are met, the University has the option of offering a post-retirement contract to a retired librarian or archivist:

- a. The Library or Archives has specific needs;
- b. Funding is available in the Library or Archives budget to meet these needs;
- c. The individual recommended for a post-retirement contract has the expertise required for the tasks and all other relevant qualifications; and:

research semesters and all benefits listed in appendix 1. Appointees are not eligible for sabbatical leave. These post-retirement appointments would be made only in exceptional circumstances.

2.b Part-time appointments for retired faculty may include duties that fall into one or both of the following categories:

- i. those which involve a full teaching load
- ii. those which involve a partial teaching load and
- iii. those which require the faculty member to do research and/or service.

Compensation for a full teaching load (2.b.i) shall be set by the Dean in negotiation with the retired member provided that the compensation shall be not less than \$40,000 per annum for four regular courses (or their equivalent).

Compensation for a partial teaching load (2.b.ii) shall be set by the Dean in negotiation with the retired member provided that on a per course basis, the compensation shall be not less than that stipulated in A 12.09, the Sessional Lecturer Policy.

Research Advance Persons appointed under 2.b. shall receive an accountable research advance provided that,

1. their contracts require them to fulfill teaching duties, and
2. their contracts do not require them to fulfill research duties.

For full-time teaching, the accountable research advance shall be \$2,000 per annum; the advance shall be pro-rated for a reduced teaching load.

Compensation for research or service duties (2.b.ii) shall be determined by negotiation between the Dean and the retiree. The compensation shall be modified by the same percentage as the negotiated modification to the faculty salary scale.

Benefits

Faculty on part-time post-retirement appointments shall be eligible for benefits listed and noted in appendix 1. These appointees shall not have a right to a research semester and shall not be eligible for study leave.

3. Retired Lecturers, Librarians, Laboratory Instructors and Archivists

3.a Retired Lecturers, Librarians, Laboratory Instructors and Archivists who are appointed to full-time positions which require them to perform the full range of duties performed prior to retirement

8. Appointees will be responsible to the Department Chair or equivalent, or the University Librarian for assigned duties.
 9. A 11.01 - 11.06, Renewal, Tenure and Promotion, and A 20.01 Faculty Salaries, do not apply to persons appointed under the terms of this policy.
 10. A person covered by this policy who is recommended for dismissal for cause shall have recourse to Policy A 30.09 - Disciplinary Measures.
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¹ In this policy, reference to the Dean and the Department shall be taken to include the University Librarian and the Vice-President, Academic for appointments of Librarians and Archivists, respectively, unless there are specific sections dealing with Librarians and Archivists.

² Department, School or Faculty.

Business Travel Protection	Yes	SFU pays 100%
Gym Membership	Yes	SFU pays 100%
Study/Professional Development Leave	No	
Study leave	No	
Professional Development Expense Reimbursement	Yes/No	2. a) and 3. a) appointees would receive the allowance; all others on post-retirement appointments would not.
Relocation expenses	No	
Mortgage Assistance	No	
Microcomputer subsidy	No	