



Date: May 4, 2018
To: UBC Vancouver Senate
From: Office of the Provost and Vice-President Academic
Re: Proposal to Establish a UBC Emeritus College

The Provost Office, on behalf of the Association of Professors Emeriti, submits the attached proposal for the establishment of the Emeritus College. The proposal has full support from the Provost Office and the Senate Academic Policy Committee where this was discussed and approved on 30 April 2018.

The UBC Association of Professors Emeriti is the oldest association of professors emeriti in Canada, and has demonstrated a 30-year commitment to encouraging and facilitating the involvement of emeriti in the university. By being one of the few grassroots organizations of emeriti in North America to establish an Emeritus College, the college will sustain and deepen that commitment.

We request the following:

- That Senate approve and recommend to the Board of Governors the establishment of the Emeritus College;
- That the governance and administration of the Emeritus College be as set out in the attached document;
- That the Principal of the College report to the Senate on the status of the College annually until 2022 and thereafter as Senate may direct; and
- That the Senate Nominating Committee consider that the Principal of the Emeritus College be added to the voting membership of Senate as an ex officio, voting member, as allowed under Section 35.1 (2)(k) of the University Act.

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**PROPOSAL FOR AN EMERITUS COLLEGE AT
THE UNIVERSITY OF BRITISH COLUMBIA**

May 4, 2018

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PROPOSAL FOR AN EMERITUS COLLEGE AT THE UNIVERSITY OF BRITISH COLUMBIA

Professors Emeriti contribute significantly to the academic work and reputation of universities through scholarly and other achievements; this is well documented (App. 1; refs. 2, 3). An Emeritus College at UBC will further enhance the potential for Professors Emeriti to contribute to the academic mission of the University, by ensuring that they remain an integral part of the UBC community, with links to their academic departments and faculties that are mutually beneficial. In addition, the culture and environment of an Emeritus College provides a natural growth opportunity for interdisciplinary projects. With an Emeritus College in place at UBC, Emeriti would form and strengthen intellectual, social, and community volunteer networks. For its part, the University would build and grow a stronger network with its Emeriti.

1. Governance and Administration of the College

The Association of Retirement Organizations in Higher Education (AROHE) defines an Emeritus College as “an organizational unit of a college or university established to promote the continued intellectual, scholarly and social involvement of retired faculty members” (ref. 1, p.1). We propose creating a UBC Emeritus College as an entity on the Vancouver campus reporting to the UBC Vancouver Provost’s Office, with access to the University’s administrative systems and services, including the Financial Management and ePayment systems.

The governance model reflects the Association of Professors Emeriti's commitment to the collective involvement of emeriti in UBC, including their continuing scholarly activities and their financial contributions to the university. The model ensures that assuming leadership of the association does not seriously disrupt the leader’s status as a retiree. The UBC Emeritus College will be the first in Canada, and its governance model will set an important precedent. In the current UBC model an individual makes a 3-year commitment to lead the Association of Professors Emeriti, not by serving in a multi-year presidential term, but by serving in three sequential 1-year positions: president-elect, president, immediate past president. Each of the three individuals makes the same 3-year commitment, which ensures a long stretch of continuity. The resulting “triumvirate” is close-knit, works jointly on major projects, and works closely with the Executive council. It is this well-tested and successful model for leadership that is proposed for the UBC Emeritus College.

The model for governance will remain the same with a change in nomenclature (E.g. replacing the title President with Principal) to make it more representative of traditional College terminology. The College Principal will be an Emerita or Emeritus with an outstanding commitment to academia elected by and from the membership of the College to a one-year term. (Appendix 1; see also Association website: <https://www.emeriti.ubc.ca/Mission>) The Principal

will report to the UBC Provost and Vice- President Academic Affairs, may be a member of Senate but in any event will be reporting to Senate annually, and will have an appointment made under UBC Policy 27.

The governing body will be the College Council, chaired by the Principal. The Principal, Principal-Elect and immediate Past Principal will be voting members of the College Council. There will be up to eight voting members at large on the Council elected by and from the membership of the College and serving for staggered three-year terms. Past Principals, other than the immediate Past-Principal, will be ex-officio nonvoting members of the College Council. If approved, the function and governance of the UBC Association of Professors Emeriti (UBCAPE) will be merged into the Emeritus College and its operational units moved to governance by the College (See Appendix 1.) Thus, the program components of the College will continue to be managed through member committees, the chairs of which will be appointed by, and sit as nonvoting ex-officio members of, the College Council. UBCAPE committees will become Emeritus College committees. The current Office Manager's position, which is already a position established in the Provost's Office, will support the College.

While some Emeritus Colleges have their own independent physical facilities (e.g. Yale, Arizona State; ref.1), the space requirements for the UBC Emeritus College will be limited, at least initially, to office space for the Principal, Vice-Principal, and an assistant, plus functional space.

The Provost's office supports the development of this college and will provide financial input as required. The Provost's office will receive a report from the college on its financial standing and activities on an annual basis. The currently occupied space will remain in use but funding to develop space in the Brock Commons Tower, expected to be completed in 4 years time, will be made available to provide permanent accommodation.

2. Membership in the College – clarification on types of members

Although this initiative is centred at the Vancouver campus and the College would report to the UBC Vancouver Provost, we envision an inclusive Emeritus College that follows the UBCAPE model. Appendix 2 spells out the eligibility for membership in UBCAPE. The College will continue the current practice of:

- (i) enrolling all new emeriti as members when they retire.
- (ii) encouraging membership by others as spelled out in Appendix 2. Non-UBC Emeritus College members would not be eligible for Emeritus College benefits that require UBC Emeritus status, such as standing for the Office of the Vice-Principal, Principal, or Past-Principal
- (iii) asking members to confirm their membership annually.

All current members of UBCAPE will be enrolled in the College, and partners of members, together with others who are interested, will continue to be welcome at College events.

Members will be encouraged to contribute financially to support the Emeritus College as well as the University as a whole.

The following persons are eligible for membership in the College upon application by an eligible member and with approval of the College Council under such criteria as it may set from time to time:

1. Retired UBC Faculty Members or Clinical Faculty who have been granted Emeritus status by a Senate of UBC;
2. Retired UBC Librarians and Program Directors who have been granted Emeritus status by a Senate of UBC;
3. Retired Sessional Lecturers with long standing service and tenure to the University equivalent to those for which emeritus status is granted at UBC;
4. Retired Faculty Members and Librarians from other recognized university and colleges with long service to their own past institution equivalent to those for which emeritus status is granted at UBC;
5. University of British Columbia Faculty Members who have transitional agreements from full-time to retirement status and who upon retirement would be otherwise eligible as above;
6. Such other persons, whose membership, in the opinion of the College Council, would further the aims and mandate of the College.

In extraordinary cases, the College Council may withdraw membership from the College to any member by a resolution with two-thirds of those present and voting in favour. Notice of such a motion must include a rationale for such a decision, and that notice must be given to the member in question at least one (1) month before it is considered. The member in question may make a submission to the College Council in reply before the motion is considered.

Summary

Building on the organization and membership of the UBC Association of Professors Emeriti, an Emeritus College at UBC can be established quickly and at relatively low cost. President Ono announced at the March, 2017, UBCAPE General Meeting that he wants support for Emeriti at UBC to be “best in class in Canada.” An Emeritus College is the best and most cost-effective way to provide that support.

“The emeritus College, a recent higher education innovation, provides retired professors with a means to stay intellectually engaged and to contribute professionally in retirement. The emeritus

college can also help institutions maintain a steady flow of professional talent by making retirement more attractive for senior academics. . .The emeritus college can provide a bridge from an academic career to a fulfilling retirement while also helping to enrich academic communities.”

Baldwin, R.G. and Zeig, M.J.(2013). Emeritus Colleges: Enriching Academic Communities by Extending Academic Life. *InnovHighEduc.* 38:355-368.

REFERENCE

1. AROHE Brief: The Emeritus College. August, 2016.

The AROHE BRIEF series identifies programs and practices that support retiree organizations as well as individual faculty and staff retirees. The Briefs, the AROHE Start-Up Guide, and additional information about programs for college and university retirees is available on the AROHE (Association of Retirees of Higher Education) website at <http://www.arohe.org>.

2. A Virtual Eleventh Campus: An Inventory of University of California Emeriti Activity During 2012–2015. CUCEA (Council of University of California Emeriti Associations).

(an in-depth examination of the value of emeritus contributions and the potential for Emeriti to contribute to the academic work of a large university).

<http://www.cucea.ucsd.edu>

3. Flaherty, C. (2013). Not a Retirement Club. Inside Higher Ed., Oct. 7, 2013.

(an editorial summary of the benefits of an Emeritus College).

<https://www.insidehighered.com/news/2013/10/07/>

APPENDIX 1. GOALS OF AN EMERITUS COLLEGE AT UBC

The primary goal of the College will be that Emeritus status for a faculty member be on a continuum of involvement with the University in contrast with the classical “retirement” model, which is usually some form of severance or withdrawal.

The College will aspire to:

1. Enrich intellectual focus and continued intellectual involvement for Emeriti:

- Academic participation and contribution
- Scholarly output
 - Research (both continuing and new), including dissemination
 - Cross-discipline potential
- Personal growth and development
- Lectures, seminars, discussion groups, interest groups largely patterned on the present UBCAPE model

2. Promote active participation within the function of the University

The Emeritus College will promote Emeritus membership on University committees where the cumulative expertise of Emeriti, their institutional memories and perspectives gained can benefit the University as a whole. At present, Emeriti serve on the President’s Committee on Major Awards, the President’s Committee on Campus Enhancement. Emeriti have also served on adjudication committees for Rhodes Scholarships, Vanier Scholarships, and Killam Awards, as well as evaluating student applications for admission to UBC. Emeriti have provided interim leadership of Green College, St. John’s College, the Liu Institute, and the Peter Wall Institute for Advanced Studies and could assume similar roles as needed. Three Professors Emeriti currently serve on the UBC Senate.

3. Increase the University’s profile, status and involvement within the community (local, national, and international).

We were expected to contribute service as members of the professoriate. As Emeriti this concept can have an even broader meaning that includes applying the skills learned during an active academic life to the betterment of society as a whole. The organization of the Emeritus College should both encourage this type of activity and facilitate it. Currently existing concrete examples within UBCAPE include membership on and leadership of:

- Lay advisory boards
- Provincial and federal government boards and committees
- Charity advisory boards and committees
- Boards of Directors
- Emeriti initiated “good works” (local, national, international)

While the College will not offer degrees or for-credit courses, or have its own regular faculty appointments or students, it will help share the richness of expertise at UBC through lectures and seminars on topical subjects.

The College will have the role of maintaining contact with the emeritus body as a whole. In addition, it will track Emeriti engagements, contributions both to the University and the community as a whole and the recognitions that flow from those activities. The College will represent the interests of all retired faculty whether they be members or not.

APPENDIX 2. CURRENT MEMBERSHIP GUIDELINES OF THE UNIVERSITY OF BRITISH COLUMBIA ASSOCIATION OF PROFESSORS EMERITI

Membership in UBCAPE is broad based; we intend to adopt the current membership guidelines for the Emeritus College.

- 2.1. Retired Faculty, full-time or Clinical, with ranks from Instructor to Professor who have, or are eligible, for Emeritus designation by UBC Senate.
- 2.2. Retired Librarians and Program Directors who have Emeritus designation by UBC Senate.
- 2.3. Retired Faculty, full-time or Clinical, and in ranks from Instructor to Professor, Librarians or Program Directors who are without Senate Emeritus status, but who have had a combined age at retirement/resignation plus years of full-time service to the University of 70 or more.
- 2.4. Retired Faculty who held appointments as Sessional Lecturer or equivalent and meet the conditions in paragraph 2.3.
- 2.5. Retired Faculty, Librarians from Universities/Degree Granting Colleges other than UBC may apply in writing to UBCAPE provided they meet conditions in paragraph 2.3..
- 2.6. University of British Columbia Faculty who have transitional agreements from full-time to retirement status and who meet criteria outlined in 2.1–2.5 are eligible for membership on application to UBCAPE.

Retired Faculty whose academic service to the university reflects the philosophy and milestones outlined above but who are not explicitly defined therein and who wish to join UBCAPE may apply directly to the Membership Committee. Approvals of such applications are at the discretion of the Executive of the Association.