Proposal to establish an *ad hoc* Committee of FCBR to recommend improvements in faculty pre-retirement planning

Mícheál Vaughan (16 May 2017)

**Background:**

While the University regularly offers workshops and other resources dealing with financial and medical options for those faculty considering retirement, little attention is given to a range of other topics that have particular bearing on important aspects of the post-retirement life of faculty. Given that many faculty retire as emeritus, they continue to be numbered among the members of the University faculty and are often very interested in continuing their roles as contributing colleagues. And many do so, in various ways, remaining active in research, service, and teaching.

For many faculty, however, the prospect of retirement is fraught with uncertainty about how their collegial life and identity will be affected by retirement. Some of that uncertainty, of course, is shared by all who face retirement, but for many faculty there are a number of personal, psycho-social concerns that may lead some to postpone thinking seriously about retirement well beyond the point where it no longer makes good financial sense for the individual faculty and their families. The comforts of the known often distract colleagues from thoughtful consideration of what will, inevitably, be the next stage of their professorial careers.

The unwillingness to engage in pre-retirement planning also has serious impacts on the University and the faculty members’ home units. In times of straitened resources for hiring new faculty, delaying retirement may increase strains in those home units as they attempt to renew and refresh their constituent faculty to keep pace with changes in their fields and their students’ needs. Opening up positions for new faculty is a constant desire in academic units and being able to manage them in a more predictable fashion provides units with enviable opportunities for thoughtful longer-range planning.

Therefore, for both our individual colleagues and their home units, and the University at large, it would be beneficial to make available to all faculty the information and resources necessary to ground thoughtful consideration of how and when to begin active planning for retirement. Starting the discussion a few years in advance would serve them and their colleagues well.

**Charge:**

The *ad hoc* committee on faculty pre-retirement planning will undertake research and discussion of what might be reasonable and available options for improving the access of faculty to information about and guidance in pre-retirement planning. Particular attention will be given to issues beyond matters of pensions and healthcare coverage, with the goal of encouraging and enabling the continuing participation of retired faculty in contributing to the University community, and beyond.
The committee may forward recommendations to the FCBR as they arise, and shall present its final report to the FCBR no later than 31 December 2017, to enable the Council to review and discuss any recommendations in that report during WQ 2018, which should allow the Council to forward any proposed actions to the Senate Executive Committee during SpQ 2018.

**Membership:**

The committee will be made up of members of FCBR, current faculty with interest in issues associated with retirement and aging, retired faculty (including at least one from the Board of Directors of the UW Retirement Association), a representative from the Provost’s office (Academic Personnel), and the Director of the UW Retiree Relations.