

## University/College Non-medical Retiree Benefits (CURAC Member Survey - May 2006)

<b>1. Pre-retirement Retirement Planning Course or Seminars</b>	
Acadia University	Academics - One retirement planning session a year
University of Alberta	Academics – 2 day program for member and partner Staff – three 5-hour workshops over 3 months for member & partner
University of British Columbia	Academics – run by Faculty association; focus on finances
BC Colleges and Institutes (Langara College – similar to all BC colleges)	Made available by the system-wide pension plan
Concordia University	Academics & Staff – once a year
Dalhousie University	Academics & Staff – once a year planning session by University; retirees present association info
University of Guelph	Academics & Staff – courses focus on financial planning
Lakehead University	Academics – University offers one 2-hour seminar
Laurentian University	Academics - Off and on; University presentations are barely adequate; association tried to do own but met roadblocks from administration - became discouraged
University of Manitoba	Academics & Staff - University Staff Benefits Office provides group seminars and individual counseling re retirement planning & financial advice
McMaster University	Academics & Staff - University provides at least 3 seminars plus individual meetings with head of Retirement Services
Memorial University	Academics & Staff – one seminar by University before retirement
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – 1 day session by University for those retiring in next 5 years; covers government pensions & health benefits, investment planning, community & campus services/programs; also one-on-one consultations
Ontario Colleges of Applied Arts & Technology (Seneca College response)	College may provide counseling as part of professional development program
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – some information supplied
L'Université du Québec (Rimouski response)	Academics & Staff - Retirement preparation courses offered to all
Queens University	Academics & Staff - None. Limited individual counseling at time of retirement.
University of Regina	Academics & Staff – None.
Ryerson University	Academics – organized by HR; given by outside company
Saint Mary's University	Academics – 1 or 1.5 day seminar by University and union for members in years before retirement. Primarily economic and financial, some planning social and psychological aspects.
University of Saskatchewan	Academics & Staff - None. University sends individual letters describing major benefit program options
Simon Fraser University	Academics & Staff – Available to all.
University of Toronto	Academics – One 2-hour seminar; only describes retirement alternatives in light of mandatory retirement changes; earlier, more extensive program no longer available as of this year
Trent University	Academics & Staff – None. University sends individual letter with details of pension benefits
Wilfrid Laurier University	Academics & Staff – University program includes spouses/partners. Individual counseling available on request
University of Victoria	Academics & Staff – University provides 1 day seminar to all
University of Waterloo	-
University of Winnipeg	Academics & Staff – Yes, offered by Human Resources department
University of Windsor	Academics – annual pre-retirement session plus several seminars per year
York University	Academics & Staff – Retirement Planning Centre funded by University, faculty, staff & retiree associations; seminars on all aspects of retirement – approx. 24 per year; all eligible; also individual counseling available

## University/College Non-medical Retiree Benefits (CURAC Member Survey - May 2006)

<b>2. a. Granting of Emeritus Status to Academics or Staff</b>	
Acadia University	None reported
University of Alberta	Academics – some retirees are granted emeriti status
University of British Columbia	Academics – Emeriti are retirees who join Emeriti Association
BC Colleges and Institutes (Langara College – similar to all BC colleges)	None reported
Concordia University	Academics get emeriti status; only a few exceptional Staff cases get Emeriti status
Dalhousie University	None reported
University of Guelph	Academics – Emeriti status as approved by department or college; University Emeriti status requires additional approval of Senate
Lakehead University	Academics – Retired Associate Professor or Professor with 10 years service given <i>Professor Emeritus</i> title
Laurentian University	Academics – Emeriti title granted by Senate/Board to honour outstanding academic contribution
University of Manitoba	Academics – Emeritus status granted by Senate upon recommendation of academic unit; Senior Scholar appointments approved by President on recommendation of department and Dean.
McMaster University	Academics – Emeriti title given to all retired professors with tenure
Memorial University	Academics – Emeritus status granted by Senate/Board on highly distinguished Professors (must have 10 years service)
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – Emeritus status granted to distinguished faculty & senior administrators
Ontario Colleges of Applied Arts & Technology (Seneca College response)	None reported
University of Ottawa	-
University of Prince Edward Island	None reported
L'Université du Québec (Rimouski response)	None reported
Queens University	Academics & Staff - All full professors and some others (e.g. Principal) are granted Emeritus status by Board of Trustees
University of Regina	None reported
Ryerson University	Emeritus status available to Professor, Associate Professor, Senior Librarian ranks, minimum 10 years service, others on exceptional basis
Saint Mary's University	Academics – procedure re Emeritus status in collective agreement
University of Saskatchewan	Academics & Staff – University confers emeritus status on some retiring faculty and staff
Simon Fraser University	Academics & Staff – Emeritus status granted by department; no university policy
University of Toronto	Academics – Emeritus status conferred on ad hoc basis, not uniform across university
Trent University	Academics – Emeritus status available; no detail given
Wilfrid Laurier University	Academics – Emeritus status conferred on faculty by Board, on recommendation, for “sustained contribution”; 10 years minimum service
University of Victoria	Academics – receive Emeritus status on application
University of Waterloo	-
University of Winnipeg	Academics – granting of Emeritus or Senior Scholar status very rare
University of Windsor	Academics – Emeritus status granted automatically to Professors, Associate Professors or Senior Librarians with minimum 10 years service; may be appointed as graduate faculty and serve on graduate students' research committees; does not grant automatic right to space or facilities.
York University	Academics – Emeritus title given at appropriate rank; application may be made for Senior Scholar designation if continuing scholarly activity

## University/College Non-medical Retiree Benefits (CURAC Member Survey - May 2006)

<b>2. b. Other Formal Recognition of Retiring Academics/Staff</b>	
Acadia University	Academics – Reception for retirees
University of Alberta	Academics & Staff - Annual reception for all retirees, gift for all, letter acknowledging service, receptions or dinners, recognition by Committees, Councils, etc
University of British Columbia	Academics – annual luncheon run by Faculty Association; University President presents certificate & has picture taken with each retiree
BC Colleges and Institutes (Langara College – similar to all BC colleges)	Academics & Staff – luncheon hosted by college, each retiree receives a gift e.g. framed print
Concordia University	Academics & Staff – nothing formal; departments have informal receptions
Dalhousie University	Academics & Staff – University President hosts a reception for those retiring
University of Guelph	Academics & Staff – recognition dinners, etc are ad hoc by departments
Lakehead University	Academics & Staff – reception, annual dinner & recognition at convocation
Laurentian University	Academics – formal dinner & presentation at President's house; list of retirees published yearly; Emeriti recognized at convocation
University of Manitoba	Academics – recognition of granting of Emeritus status at convocation
McMaster University	Academics & Staff – President hosts annual reception for new retirees; other dinners, receptions by departments
Memorial University	Academics & Staff – most retirees have a reception; University contributes to gift, based on years of service
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – dinners & receptions organized by departments
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Academics & Staff – annual dinner; each retiree receives certificate of appreciation and gift
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – small receptions
L'Université du Québec (Rimouski response)	Academics & Staff – receptions organized by departments; university provides \$150 toward costs
Queens University	Academics & Staff – None. (Retiree association hosts annual reception, Principal invited.)
University of Regina	Academics & Staff – None.
Ryerson University	Academics – reception
Saint Mary's University	Academics – special recognition at graduation dinner, deans & departments arrange functions; Staff - unknown
University of Saskatchewan	Academics & Staff – banquet for retirees and families, memento of service & photograph given; letter from Provost; gifts & social events at department level; annual President's reception
Simon Fraser University	Academics & Staff – dinner for all; annual reception
University of Toronto	Academics – annual reception
Trent University	Academics & Staff – dinners & receptions at discretion of departments
Wilfrid Laurier University	Academics & Staff – annual dinner for all
University of Victoria	Academics & Staff – university hosts dinner; some department dinners too
University of Waterloo	-
University of Winnipeg	Academics & Staff – annual reception only for retiring administrators
University of Windsor	Academics – annual dinner by University/Faculty Association, with gift; additional receptions by Faculties/departments
York University	Academics & Staff – annual reception includes new retirees

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<b>3. Library Services</b>	
Acadia University	Academics – same services as pre-retirement
University of Alberta	Academics – same as pre-retirement
University of British Columbia	Academics – available free of charge
BC Colleges and Institutes (Langara College – similar to all BC colleges)	Academics & Staff – no special recognition
Concordia University	Academics & Staff – same as pre-retirement
Dalhousie University	Academics & Staff – same as pre-retirement
University of Guelph	Academics & Staff – available free of charge
Lakehead University	Academics & Staff – same as pre-retirement
Laurentian University	Academics – same as pre-retirement
University of Manitoba	Academics & Staff – same as pre-retirement, except limit on number of items & time; items must be returned if active person requests
McMaster University	Academics & Staff – same as pre-retirement
Memorial University	Academics & Staff – same as pre-retirement
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – same as pre-retirement
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Retiree association members have access
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – same as pre-retirement
L'Université du Québec (Rimouski response)	Academics & Staff – privileges reduced from pre-retirement level to level of staff privileges
Queens University	Academics & Staff – same as pre-retirement
University of Regina	Academics – same as pre-retirement. Staff - unknown
Ryerson University	Academics – available only to Emeriti
Saint Mary's University	Academics – same as pre-retirement
University of Saskatchewan	Academics & Staff – same as pre-retirement, except some site-license restrictions on electronic materials
Simon Fraser University	Academics & Staff – same as pre-retirement
University of Toronto	Academics – same as pre-retirement
Trent University	Academics & Staff – same as pre-retirement
Wilfrid Laurier University	Academics & Staff – same as pre-retirement
University of Victoria	Academics & Staff – same as pre-retirement
University of Waterloo	-
University of Winnipeg	Academics & Staff – no automatic privilege; may make application for use
University of Windsor	Academics – same as pre-retirement, by contract
York University	Academics & Staff – same as pre-retirement, free card

## University/College Non-medical Retiree Benefits (CURAC Member Survey - May 2006)

<b>4. Parking Services</b>	
Acadia University	Academics – free parking decals
University of Alberta	Academics – same rate as pre-retirement; emeriti had free parking to mid-90s, then reduced rate, will be same for all academics by 2007
University of British Columbia	Academics – free of charge to Emeriti
BC Colleges and Institutes (Langara College – similar to all BC colleges)	Same as before retirement – all pay for short term & long term parking
Concordia University	Academics & Staff – same status as pre-retirement; faculty, staff students all treated the same
Dalhousie University	Academics & Staff – No.
University of Guelph	Academics & Staff – 50% of standard rates, except if being paid for work
Lakehead University	Academics & Staff – same as pre-retirement; retired academics active in research, teaching or service provided free parking
Laurentian University	Academics – free parking in designated areas
University of Manitoba	Academics & Staff – Emeriti parking free in most areas; Senior Scholars use staff area at pre-retirement rate; others use public parking, no reduced rate
McMaster University	Academics & Staff – permit available for free parking in afternoons Sept – April; all day May – Aug.
Memorial University	Academics & Staff – free parking available (restricted)
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – Fredericton, same rates as pre-retirement; Saint John, same as general public
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Academics & Staff - Pay same rates as pre-retirement
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – None
L'Université du Québec (Rimouski response)	Academics & Staff – parking passes same rate as students
Queens University	Academics & Staff – Free in more remote lot; only those teaching or researching without pay can park free in more preferred locations
University of Regina	Academics & Staff – None.
Ryerson University	Academics – None
Saint Mary's University	Academics – None currently; task force examining if it is popular enough to bargain for
University of Saskatchewan	Academics & Staff – at discretion of Parking Services on recommendation of department head
Simon Fraser University	Academics & Staff – occasional free parking
University of Toronto	Academics – None
Trent University	Academics – choice of free parking or athletic membership Staff – free parking
Wilfrid Laurier University	Academics & Staff – parking passes same rate as pre-retirement
University of Victoria	Academics & Staff – 10% reduced rate for 10% reduced hours
University of Waterloo	-
University of Winnipeg	Academics & Staff – Rarely available, and must pay public rates
University of Windsor	Academics – discount at one visitor lot; free at two distant lots
York University	Academics & Staff – paid up Association members entitled to 12 free vouchers per year, not to be used when doing undergrad teaching; can request pass when serving on thesis or preliminary exam

## University/College Non-medical Retiree Benefits (CURAC Member Survey - May 2006)

<b>5. Mail Services</b>	
Acadia University	Academics – None
University of Alberta	Academics – Emeriti have same service as pre-retirement; no formal arrangement for others
University of British Columbia	Academics – available to all through department if requested
BC Colleges and Institutes (Langara College – similar to all BC colleges)	Available for only a few weeks after retirement
Concordia University	Academics & Staff – no; sometimes forwarded by department
Dalhousie University	Academics & Staff – able to send and receive mail
University of Guelph	Academics – at department discretion, usually only for academics teaching or doing research
Lakehead University	Academics & Staff – same as pre-retirement; like pre-retirement must not be purely personal, is ok for university business or when personal/professional mix
Laurentian University	Academics – mail delivery available if mailbox provided by department
University of Manitoba	Academics – service for those who have campus offices
McMaster University	Academics & Staff – pre-retirement service for those who have campus office
Memorial University	Academics – varies by department; Emeriti have service available Staff – no
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – no special arrangements
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Academics & Staff - None
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – none
L'Université du Québec (Rimouski response)	Academics & Staff - none
Queens University	Academics & Staff – Yes, if department provides office or mailbox
University of Regina	Academics – Yes, if doing teaching or research
Ryerson University	Academics – Emeriti may use Ryerson address for academic purposes
Saint Mary's University	Academics – just recently have agreement of President that all can continue to receive mail
University of Saskatchewan	Academics & Staff – same as pre-retirement
Simon Fraser University	Academics & Staff – None
University of Toronto	Academics – no outgoing mail; mailboxes and forwarding depends on department
Trent University	Academics – service provided by departments Staff – None
Wilfrid Laurier University	Academics & Staff – outgoing only within and intra-university; incoming based on department
University of Victoria	Academics & Staff – no outgoing service; department may provide mail slot
University of Waterloo	-
University of Winnipeg	Academics & Staff – restricted to a low budget for only a few Senior Scholars
University of Windsor	Academics – just on-campus service
York University	Academics & Staff – outgoing mail if on university academic business; mail box for academics varies by department; nothing for staff

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<b>6. Receipt of Communications (e.g. newsletters/publications; invitations to events)</b>	
Acadia University	Academics – receive University newsletter
University of Alberta	Academics – No specific arrangement; often available automatically or by special arrangement; Emeriti invited to convocations & special ceremonies
University of British Columbia	Academics – varies by department and whether requested; alumni magazine available to Emeriti; 'Campus Reports' sent on request.
BC Colleges and Institutes (Langara College – similar to all BC colleges)	Invitations to special events & department socials, do not receive newsletters or other publications
Concordia University	Academics & Staff – University journal & magazine on request, otherwise depends on department/Faculty
Dalhousie University	Academics & Staff – information on special events and seminars from Advancement Office
University of Guelph	Academics & Staff – no standard, at department discretion
Lakehead University	Academics & Staff – same as pre-retirement if requested
Laurentian University	Academics – at discretion of department and Faculty; retirees are invited to special events like lectures, convocations
University of Manitoba	Academics & Staff – semimonthly University publication mailed to all retirees; can receive mailings from department upon request
McMaster University	Academics & Staff – no specific policy; individuals as arranged with department
Memorial University	Academics & Staff – receive all university communications, other varies by department
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – eligible for same daily e-mail announcements of events and news as pre-retirement; individual event invitations depend on prior relationships
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Academics & Staff – association members receive alumni magazine; other varies by individual
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – receive university newsletter & some special event invitations
L'Université du Québec (Rimouski response)	Academics & Staff – receive invitations/announcements to all university sport and social events
Queens University	Academics & Staff – free subscription to Alumni publication; university publication online, pickup or by paid subscription
University of Regina	Academics & Staff – some newsletters etc if on e-mail system
Ryerson University	Academics – Faculty Association Christmas party, 25 Year Club, Awards Night notices
Saint Mary's University	Academics – differs from department to department; all may receive notices via University e-mail account
University of Saskatchewan	Academics & Staff – varies by department from full to none; varies within department by individual, likely based on preference
Simon Fraser University	Academics & Staff – university newsletter sent to all; department practices vary, and normally only sent to academics
University of Toronto	Academics – department practices vary
Trent University	Academics - receive most communications, except from unions Staff – receive university newsletter only; otherwise website
Wilfrid Laurier University	Academics & Staff – receive quarterly university publication; department practices vary re invitations; website used
University of Victoria	Academics & Staff – University newspaper, on application; university and department invitations vary depending on department and nature of event
University of Waterloo	-
University of Winnipeg	Academics & Staff – No
University of Windsor	Academics – some, but very uneven across campus
York University	Academics & Staff – nothing from University except those with university email account get announcements and daily bulletins; department practices vary, many get information via e-mail

## University/College Non-medical Retiree Benefits (CURAC Member Survey - May 2006)

<b>7. Use of Athletic, Recreational and Social Facilities or Clubs</b>	
Acadia University	Academics – no special treatment
University of Alberta	Academics – Emeriti have free use of recreational facilities; others must pay; Faculty Club reduced rate if member for years pre-retirement, some long-standing members become Life Members with no fee
University of British Columbia	Academics & Staff – Athletic Department discounts available
BC Colleges and Institutes (Langara College – similar to all BC colleges)	No
Concordia University	Academics & Staff – same as pre-retirement
Dalhousie University	Academics & Staff – Yes, same fees as pre-retirement
University of Guelph	Academics & Staff – Yes, same fees as pre-retirement
Lakehead University	Academics & Staff – same as pre-retirement
Laurentian University	Academics – same facilities as pre-retirement but lose free membership
University of Manitoba	Academics & Staff – use of athletic & recreational facilities on both campuses at no charge; qualify for membership in University Club
McMaster University	Academics & Staff – athletic programs and facilities at pre-retirement rates; University Club membership at reduced rate
Memorial University	Academics & Staff – yes, discount rates available
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – Recreation: Fredericton, same rates as pre-retirement; Saint John free; special rates in dining halls/cafeterias
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Academics & Staff – Association members reduced rate at fitness centre
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – use of athletic centre at reduced rate
L'Université du Québec (Rimouski response)	Academics & Staff – use of sports centre at special rates
Queens University	Academics & Staff – fitness centre at pre-retirement rate; University Club membership at reduced rate if member before retirement; discount rates at Art Centre and at Drama, Performing Arts and Music productions
University of Regina	Academics & Staff – University Club membership at reduced rate; some continuation of athletic services (eg faculty swim time)
Ryerson University	Academics – No special arrangement; available at regular rates
Saint Mary's University	Academics – athletics & recreation facilities available at pre-retirement rates
University of Saskatchewan	Academics & Staff – all same as pre-retirement, except Faculty Club membership becomes free
Simon Fraser University	Academics & Staff – athletic facilities free, same as pre-retirement
University of Toronto	Academics – costly, but available
Trent University	Academics & Staff – Athletic facilities available with fee (free in lieu of parking for academics)
Wilfrid Laurier University	Academics & Staff – Athletic facilities, same as pre-retirement
University of Victoria	Academics & Staff – Athletic facilities free, same as pre-retirement; University Club membership half price
University of Waterloo	-
University of Winnipeg	Academics & Staff – rates are higher than pre-retirement
University of Windsor	Academics – same services as pre-retirement
York University	Academics & Staff – Athletic facilities basic access free; some special charges same as pre-retirement



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<b>8. Computing Resources (E-Mail Services, Other Computing Resources, Computer Software Licensing and Computer Purchase Programs, Computer Training)</b>	
Acadia University	Academics – keep e-mail address; nothing else
University of Alberta	Academics – Computing ID available for limited term upon application; those with research grants have automatic renewal of ID.
University of British Columbia	Academics – 30 hours per month free internet access available
BC Colleges and Institutes (Langara College – similar to all BC colleges)	No
Concordia University	Academics & Staff – same as pre-retirement upon request
Dalhousie University	Academics & Staff – full access to computer services
University of Guelph	Academics & Staff – email address free, slow dialup service at low cost; other resources only if department sponsors an account; software licensing normally only for Emeriti and those with adjunct status
Lakehead University	Academics – same as pre-retirement, except lose educational discounts for software/hardware purchases unless teaching or researching Staff – lose all access to computer resources, including e-mail service
Laurentian University	Academics - may keep email address, nothing else
University of Manitoba	Academics & Staff – e-mail service, 30 free internet hours per month and help support available; Emeriti and Senior Scholars qualify for pre-retirement software and hardware discounts
McMaster University	Academics & Staff – free e-mail service through university server; some training available; selected hardware at discount
Memorial University	Academics & Staff – free e-mail service
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – e-mail service, access to computer training courses, some one-on-one help, use of media lab at non-peak times; do not qualify for pre-retirement software/hardware discounts
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Faculty & Staff – e-mail service; purchases at bookstore
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – No.
L'Université du Québec (Rimouski response)	Academics & Staff – some retirees keep e-mail address
Queens University	Academics & Staff – e-mail account & software setup; free internet access or low rate faster service; hardware, software purchases, service at pre-retirement rates
University of Regina	Academics & Staff – email and computer resources only if have office
Ryerson University	Academics – available upon application to Emeriti
Saint Mary's University	Academics – may keep e-mail account; those teaching can make purchases at education discount rates
University of Saskatchewan	Academics & Staff - all services same as pre-retirement (email, Help Desk, access to licensed software, hardware sale prices, etc)
Simon Fraser University	Academics & Staff – may keep e-mail account & internet access to university network; computer purchase, software available at university computer store
University of Toronto	Academics – available through the library; some software not available due to licensing
Trent University	Academics – e-mail service; Staff – no clear, consistent policy
Wilfrid Laurier University	Academics & Staff – e-mail account, access to computer labs and training as space allows
University of Victoria	Academics & Staff – Association members same access as pre-retirement; all have favourable hardware/software purchase arrangement as pre-retirement
University of Waterloo	-
University of Winnipeg	Academics & Staff – may keep e-mail address, but e-mail service provided only to former administrators
University of Windsor	Academics – same as pre-retirement, by contract
York University	Academics & Staff – e-mail service; access to computing facilities if teaching or researching; Association members have access to low-cost multi-week training

## University/College Non-medical Retiree Benefits (CURAC Member Survey - May 2006)

<b>9. Continuing Education or Other Courses at Reduced Rates</b>	
Acadia University	Academics – audit any university course for free with consent of instructor
University of Alberta	Academics and Staff – none
University of British Columbia	Academics & Staff – all courses except professional free to all BC residents over 65
BC Colleges and Institutes (Langara College – similar to all BC colleges)	No
Concordia University	Academics & Staff – Yes
Dalhousie University	Academics & Staff – Reduced rates, except recently not for those who withdraw from pension plan
University of Guelph	Academics & Staff – Yes, free.
Lakehead University	Academics – same tuition reduction as pre-retirement for 2 years Staff – lose pre-retirement tuition reduction
Laurentian University	Academics – yes
University of Manitoba	Academics & Staff – no special rates; tuition refunded if course completed for degree credit
McMaster University	Academics & Staff – graduate, undergraduate and continuing education courses covered, 3 full courses per year; continuing ed workshops as approved by Human Resources department; taxable benefit
Memorial University	Academics – retiree free, but not survivor spouse Staff – one free course per semester
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – No
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Academics & Staff – one free course per semester
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – one course free if over 60
L'Université du Québec (Rimouski response)	Academics & Staff - None
Queens University	Academics & Staff - No
University of Regina	Academics & Staff – No
Ryerson University	Academics – available at Life Program
Saint Mary's University	Academics – No
University of Saskatchewan	Academics & Staff - No
Simon Fraser University	Academics & Staff – all courses free
University of Toronto	Academics – Courses available at reduced rates
Trent University	Academics & Staff – No
Wilfrid Laurier University	Academics & Staff – graduate and undergraduate courses free; no special rates for continuing ed courses, but are very low rates for everybody
University of Victoria	Academics & Staff – No
University of Waterloo	-
University of Winnipeg	Academics & Staff – No
University of Windsor	Academics – all courses free; taxable benefit
York University	Academics & Staff – No; Association members have access to fitness classes and computer training at reduced rates

**University/College Non-medical Retiree Benefits** (CURAC Member Survey - May 2006)

<b>10. Eligibility for Scholarships or Bursaries for Dependents, or Tuition Waivers</b>	
Acadia University	Academics – not available
University of Alberta	Academics & Staff - No
University of British Columbia	Academics – tuition waivers available for dependent children; no scholarships or bursaries
BC Colleges and Institutes (Langara College – similar to all BC colleges)	No
Concordia University	Academics & Staff – scholarships & bursaries same as pre-retirement
Dalhousie University	Academics & Staff – Yes, scholarships & bursaries
University of Guelph	Academics & Staff – tuition waivers available for dependent children
Lakehead University	Academics – spouse/dependents same tuition reduction as pre-retirement for 3 years if started within 5 years of retirement Staff – lose pre-retirement eligibility for tuition waivers & scholarships
Laurentian University	Academics – tuition bursary for spouse & dependents if 70% average
University of Manitoba	Academics & Staff – scholarship program for dependents same as pre-retirement
McMaster University	Academics & Staff – tuition bursary for spouse/dependents same as pre-retirement
Memorial University	Academics & Staff – no specific program
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – no specific scholarship/bursary program; half-price tuition for credit courses for spouse & dependents under 26
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Academics & Staff – yes, same as pre-retirement
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – No
L'Université du Québec (Rimouski response)	Academics & Staff - None
Queens University	Academics – tuition support for dependents, with eligibility conditions Staff - No
University of Regina	Academics & Staff – No
Ryerson University	Academics – No
Saint Mary's University	Academics – No
University of Saskatchewan	Academics & Staff – No – same as pre-retirement
Simon Fraser University	Academics & Staff – no special consideration
University of Toronto	Academics – Yes
Trent University	No response
Wilfrid Laurier University	Academics & Staff – tuition waiver for spouse & dependents for undergraduate and graduate courses
University of Victoria	No response
University of Waterloo	-
University of Winnipeg	Academics & Staff – No
University of Windsor	Academics – free tuition for spouse/dependents; taxable benefit
York University	Academics & Staff – No

## University/College Non-medical Retiree Benefits (CURAC Member Survey - May 2006)

<b>11. Earning Opportunities</b>	
Acadia University	Academics – no formal arrangement; sometimes by consent of department
University of Alberta	Academics – guaranteed part-time employment for those taking early retirement; otherwise depends on department
University of British Columbia	Academics – teaching appointments permitted for one-year terms, occasionally committee appointments, not guaranteed over 65, must not substitute for junior faculty, no administrative appointments
BC Colleges and Institutes (Langara College – similar to all BC colleges)	No
Concordia University	Academics – limited number of adjunct positions Staff – part-time work permitted
Dalhousie University	Academics & Staff – teaching, but pay is low
University of Guelph	Academics & Staff – at discretion of department
Lakehead University	Academics & Staff – no official policy; subject to same selection process as other applicants for part-time, term & sessional positions; contract protects sessional lecturers so retired faculty may be disadvantaged
Laurentian University	Academics – some part-time teaching immediately after retirement
University of Manitoba	Academics – retirees can apply for session teaching to department or dean
McMaster University	Academics - welcome to continue teaching as required
Memorial University	Academics – some part-time teaching; varies by department Staff - no
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – depends on department and operating requirements; academics may teach for stipend, but assignment must be offered to regular full-time faculty first; some reduced load toward phased-in retirement available
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Academics & Staff – varies by individual
University of Ottawa	-
University of Prince Edward Island	Academics – limited opportunities to be sessional lecturer
L'Université du Québec (Rimouski response)	Academics – professors have the right to teach a course
Queens University	Academics & Staff – individual contract work arranged with department
University of Regina	Academics & Staff – None.
Ryerson University	Academics – on an individual basis to Emeriti
Saint Mary's University	Academics – some part-time teaching
University of Saskatchewan	Academics – appointments as sessional lecturer, also some more lucrative arrangements
Simon Fraser University	Academics & Staff – yes, at department option; seldom for non-academics
University of Toronto	Academics – depends on department; many teach on stipend
Trent University	Academics - part-time teaching Staff – part-time sessional contract employment
Wilfrid Laurier University	Academics – part-time teaching on department recommendation, Emeriti have priority; retired full-time have priority to teach own course for first year Staff – no policy
University of Victoria	Academics & Staff – sessional teaching at discretion of department; no organized program of employment
University of Waterloo	-
University of Winnipeg	Academics & Staff – contingent on department's wishes; invitations to teach usually cease after one or two years; staff occasionally rehired at reduced wages
University of Windsor	Academics – opportunity for sessional part-time teaching, but payment minimal so few pursue it; no return to work program
York University	Academics - given preference for teaching up to 5 full undergrad courses on part-time basis at preferred salary rate, and 3 courses at regular part-time rate; beyond this must apply formally each time advertised. Not paid for graduate teaching or supervision

**University/College Non-medical Retiree Benefits** (CURAC Member Survey - May 2006)

<b>12. Financial Benefits (e.g. discount insurance rates, emergency financial assistance)</b>	
Acadia University	Academics – none available
University of Alberta	Academics – none available
University of British Columbia	Academics – none available from University; Emeriti have access to home and travel insurance plan through joint plan with UVic and SFU
BC Colleges and Institutes (Langara College – similar to all BC colleges))	No
Concordia University	Academics & Staff – not from University, only via unions/associations
Dalhousie University	Academics & Staff – discounted insurance rates
University of Guelph	Academics & Staff – none available
Lakehead University	Academics & Staff – none available; Academics pre-retirement second mortgage program lost
Laurentian University	Academics – none available
University of Manitoba	Academics & Staff – none available
McMaster University	Academics & Staff – discount home and auto insurance, same as pre-retirement
Memorial University	Academics – yes; Staff – no.
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – no
Ontario Colleges of Applied Arts & Technology (Seneca College response)	None, except through Retiree Association/Alumni Association connection
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – None.
L'Université du Québec (Rimouski response)	Academics & Staff - None
Queens University	Academics & Staff – 10% discount at Bookstore on non-text items
University of Regina	Academics & Staff – None
Ryerson University	Academics – None
Saint Mary's University	Academics – discount home & auto insurance, same as pre-retirement
University of Saskatchewan	Academics & Staff - None
Simon Fraser University	Academics & Staff – university group home insurance
University of Toronto	Academics – none
Trent University	Academics & Staff – None
Wilfrid Laurier University	Academics & Staff – None
University of Victoria	Academics & Staff – None, same as pre-retirement; association has own home and travel insurance program
University of Waterloo	-
University of Winnipeg	Academics & Staff – None. (Group house insurance plan continues after retirement, but cannot be initiated after retirement.)
University of Windsor	Academics – No
York University	Academics & Staff – No

**University/College Non-medical Retiree Benefits** (CURAC Member Survey - May 2006)

<b>13. Housing (retiree housing available on or off campus; preferred rates)</b>	
Acadia University	None available
University of Alberta	None available
University of British Columbia	Planned, but not yet available; rates not yet determined
BC Colleges and Institutes (Langara College – similar to all BC colleges)	None available
Concordia University	None available
Dalhousie University	None available
University of Guelph	None available
Lakehead University	None available
Laurentian University	None available
University of Manitoba	None available; retiree association is investigating on-campus housing
McMaster University	None available
Memorial University	None available
L'Université de Moncton	-
University of New Brunswick	None available
Ontario Colleges of Applied Arts & Technology (Seneca College response)	None available
University of Ottawa	-
University of Prince Edward Island	None available
L'Université du Québec (Rimouski response)	None available
Queens University	None available
University of Regina	None available
Ryerson University	None available
Saint Mary's University	None available
University of Saskatchewan	None available
Simon Fraser University	None available
University of Toronto	None available
Trent University	None available
Wilfrid Laurier University	None available
University of Victoria	None available
University of Waterloo	-
University of Winnipeg	None available
University of Windsor	None available
York University	None available

**University/College Non-medical Retiree Benefits** (CURAC Member Survey - May 2006)

<b>14. Academic Opportunities (e.g. eligible to participate in graduate supervision, participate in mentoring program for new faculty or staff)</b>	
Acadia University	Academics – no formal arrangement
University of Alberta	Academics – graduate supervision allowed and often happens, but retiree officially shares supervision with active academic; mentoring occurs informally
University of British Columbia	Academics – available depending on arrangements with department or Faculty of Graduate Studies
BC Colleges and Institutes (Langara College – similar to all BC colleges)	No
Concordia University	Academics – no formal policy; depends on department & individual
Dalhousie University	Academics – available on individual basis
University of Guelph	Academics – at discretion of department
Lakehead University	Academics – can remain active if meet eligibility requirements; VP Academic decisions final; mentoring arranged in some departments
Laurentian University	Academics – exists mostly on paper & as wishful thinking
University of Manitoba	Academics – available on individual basis as arranged with unit head or dean
McMaster University	Academics – welcome to participate
Memorial University	Academics - No information provided
L'Université de Moncton	-
University of New Brunswick	Academics – may participate in graduate supervision, even as primary, but not sole supervisor; welcome as mentors and volunteers
Ontario Colleges of Applied Arts & Technology (Seneca College response)	No.
University of Ottawa	-
University of Prince Edward Island	Academics – No.
L'Université du Québec (Rimouski response)	Academics - No
Queens University	Academics – Yes, but limited amount, arranged on individual/department basis
University of Regina	Academics – Yes, but very little
Ryerson University	Academics – on an individual basis to Emeriti
Saint Mary's University	Academics – some (mostly emeriti) involved on continuing basis
University of Saskatchewan	Academics – as pre-retirement, may be member of College of Graduate Studies & Research on approval of department; unlimited time
Simon Fraser University	Academics - at department option
University of Toronto	Academics – variable across university, some departments allow, particularly if retiree has continuing research grant
Trent University	Academics – graduate supervision, undergrad reading courses, guest lecturing possible
Wilfrid Laurier University	Academics – no policy, done occasionally informally, usually for no remuneration
University of Victoria	Academics – at department option
University of Waterloo	-
University of Winnipeg	Academics – very little; varies by department
University of Windsor	Academics – occasionally, but requires special arrangement with administration
York University	Academics – can continue appointment to Graduate Faculty and supervise graduate students if active in research; may choose to only serve on supervisory committees and examinations; may serve as mentors to new faculty

**University/College Non-medical Retiree Benefits** (CURAC Member Survey - May 2006)

<b>15. Research Opportunities (e.g. institutional support for academic research, external grant applications; eligible for internal grant programs, access to laboratories, research facilities)</b>	
Acadia University	Academics – no formal arrangement
University of Alberta	Academics – policy of University is to support subject to space & resource availability; most Faculties support; Arts will not support if Faculty resources are needed
University of British Columbia	Not reported
BC Colleges and Institutes (Langara College – similar to all BC colleges)	Not applicable
Concordia University	Academics – no formal policy; depends on department & individual
Dalhousie University	Academics – available on individual basis
University of Guelph	Academics – can continue research if department can provide space & facilities; departments will administer research funds. University Emeriti professors automatically have this.
Lakehead University	Academics – same support as pre-retirement for external grants, but subject to availability of university resources; limited unspecified support for internal grants, usually less than pre-retirement
Laurentian University	Academics – very little opportunity, only in Sciences
University of Manitoba	Academics – support for research, external grant or contract applications, internal grant programs available on individual basis as arranged with unit head or dean
McMaster University	Academics – available in some units, but not others
Memorial University	Academics - No information provided
L'Université de Moncton	-
University of New Brunswick	Academics – Honorary Research Professors, Honorary Research Associate, Adjunct Professor or Professor Emeritus may apply for external contract & grants; University provides advice & support service for applications etc; internal research funds not currently available for retirees, but proposal is pending
Ontario Colleges of Applied Arts & Technology (Seneca College response)	No.
University of Ottawa	-
University of Prince Edward Island	Academics - No
L'Université du Québec (Rimouski response)	Academics - No
Queens University	Academics – Yes, but limited amount, arranged on individual/department basis
University of Regina	Academics – No
Ryerson University	Academics – No
Saint Mary's University	Academics – a few faculty are involved in research
University of Saskatchewan	Academics – No University policy discourages applications, some applications are supported, both as sole investigator and joint with regular faculty
Simon Fraser University	Academics - at department option
University of Toronto	Academics – external no problem for most; departments sometimes refuse to sign off on space availability; internal very rare
Trent University	Academics – minimal support
Wilfrid Laurier University	Academics – access to research granting agencies through research office, but preference to younger active researchers; sometimes can negotiate research space with department; access to hire graduate students
University of Victoria	Academics – depends on department
University of Waterloo	-
University of Winnipeg	Academics – Yes, but reduced. No lab access, no interest shown, no reports of publications by retirees
University of Windsor	Academics – Yes. Several continue to engage in funded research
York University	Academics – Senior Scholars eligible for office and lab space, can apply for external research support with approval of University; Senior Scholars eligible for annual \$1000 for research expenses for 6 years after retirement date



**University/College Non-medical Retiree Benefits (CURAC Member Survey - May 2006)**

<b>16. Office and Laboratory Space (individual or shared)</b>	
Acadia University	Academics – not available
University of Alberta	Academics – decisions are by Faculty Deans after consulting with department; depends on needs & resources of departments; most Faculties do best, particularly for Emeriti; exception is Arts, space problem + Dean opposed.
University of British Columbia	Academics – depends on department; lab space usually depends on grants
BC Colleges and Institutes (Langara College – similar to all BC colleges)	No
Concordia University	Academics – no formal policy; depends on department & individual
Dalhousie University	Academics – available on individual basis
University of Guelph	Academics – at discretion of department; University Emeriti professors automatically have this.
Lakehead University	Academics – negotiated at the department level; availability is major factor
Laurentian University	Academics – very little, mainly in the Sciences
University of Manitoba	Academics – Emeriti provided office space; also to Senior Scholars if available; lab space available to those who have received research grants
McMaster University	Academics – not normally available
Memorial University	Academics - No information provided
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – yes, on temporary basis, subject to availability; needs of non-retirees given preference
Ontario Colleges of Applied Arts & Technology (Seneca College response)	No.
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – No.
L'Université du Québec (Rimouski response)	Academics – shared office for retired professors
Queens University	Academics – no university policy, arranged at department level, usually shared
University of Regina	Academics – very limited space available
Ryerson University	Academics – available to Emeriti, depending on department
Saint Mary's University	Academics – shared office space available to Professors Emeriti
University of Saskatchewan	Academics – No campus-wide policy on either; decided at Faculty or department level; those with research grants have advantage
Simon Fraser University	Academics – at department option
University of Toronto	Academics – newly negotiated agreement promises this; no experience yet re compliance
Trent University	Academics – no consistent policy; negotiated through unit heads
Wilfrid Laurier University	Academics – if available, negotiated on individual basis
University of Victoria	Academics & Staff – depends on department
University of Waterloo	-
University of Winnipeg	Academics & Staff – No, except for desk in a group room or lab for a very few Senior Scholars
University of Windsor	Academics – office & lab space very limited, occasionally available depending on department, usually shared office space
York University	Academics & Staff – Senior Scholars entitled to office and lab space if available; faculty teaching in undergrad program entitled to office (individual or shared)

**University/College Non-medical Retiree Benefits** (CURAC Member Survey - May 2006)

<b>17. Institutional Support of Retirees' Association (e.g. financial support; administrative support such as staff, assistance with mailings; provision of office, meeting or lounge space)</b>	
Acadia University	Academics – lounge space available
University of Alberta	Academics - University provides Emeriti association with house + utilities, maintenance etc & campus mail service; \$4000 p.a. to pay student office assistant; room in library with computer equipment, also used for meetings
University of British Columbia	Academics – Emeriti Association is division of Alumni Association; access to meeting space, Emeriti pay \$2500 p.a. support, pay own mailing costs
BC Colleges and Institutes (Langara College – similar to all BC colleges)	No
Concordia University	Academics & Staff – yes; office space provided + some financial support
Dalhousie University	Academics & Staff – yes; office & meeting space provided, but have to pay liability insurance for office
University of Guelph	Academics & Staff – University subsidizes cost of newsletter mailing to all retirees; hosts an annual luncheon
Lakehead University	Academics – “association” is committee of Faculty Association; Committee gets free parking and access to meeting space
Laurentian University	Academics – small office with outdated computer & printer, access to small lounge, University pays printing, mailing costs, office supplies & telephone
University of Manitoba	Academics & Staff - University pays CURAC fee, printing & mailing of semi-annual newsletter, staff helps organize annual retiree reception & association AGM
McMaster University	Academics & Staff – office space and telephone; funds to support association for administrative group (unions provide funding on behalf of other groups)
Memorial University	Academics & Staff – University provides office space, furnishings, mail service, computer equipment
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – meeting space; some ad hoc financial support
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Academics & Staff – Alumni department mails newsletters, arranges meetings, parking, snacks; College is hosting OCRA annual meeting, paying costs
University of Ottawa	-
University of Prince Edward Island	Academics & Staff – Access to room with computer facilities
L'Université du Québec (Rimouski response)	Academics & Staff – office, telephone, internet connection, assistance in preparing newsletter for publication; free parking for president & secretary
Queens University	Academics & Staff – office & access to meeting space, computer for start-up
University of Regina	Academics & Staff – access to meeting space
Ryerson University	Academics – None
Saint Mary's University	Academics – None
University of Saskatchewan	Academics & Staff – small office with utilities, underwrites postage costs for member mailings, parking permits for 3 office volunteers; retiree lounge
Simon Fraser University	Academics & Staff – office, use of mail services, \$2000 annual support
University of Toronto	Academics – office and meeting room
Trent University	Academics & Staff – access to meeting space; \$300 per year for mailings
Wilfrid Laurier University	Academics & Staff – newsletter mailing, office, telephone, furnishings, computers, meeting space
University of Victoria	Academics & Staff – office; access to meeting space
University of Waterloo	-
University of Winnipeg	Academics & Staff – No, except for access to meeting rooms
University of Windsor	Academics – office; computer
York University	Academics & Staff – office; access to meeting rooms; administrative support as time of Retirement Planning Centre staff permits (Association contributes \$2000 annually to Centre budget)

## University/College Non-medical Retiree Benefits (CURAC Member Survey - May 2006)

<b>18. Other</b>	
Acadia University	Academics – President of University is including retirees more; association is hopeful that more benefits will be made available
University of Alberta	Academics – University's official policy on Emeriti in decline in recent years; e.g. most recent policy luke-warm re encouragement of research compared to earlier
University of British Columbia	None reported
BC Colleges and Institutes (Langara College – similar to all BC colleges)	None reported
Concordia University	None reported
Dalhousie University	None reported
University of Guelph	None reported
Lakehead University	None reported
Laurentian University	None reported
University of Manitoba	Academics & Staff – Retiree Identification Card provided by University
McMaster University	None reported
Memorial University	None reported
L'Université de Moncton	-
University of New Brunswick	Academics & Staff – Retirees retain University ID card; also may be in on-line directory. University-funded joint retirees/University committee on future of relationship recently established; survey underway on existing/desired links desired by retirees.
Ontario Colleges of Applied Arts & Technology (Seneca College response)	Access to College affinity Master Card
University of Ottawa	-
University of Prince Edward Island	None reported
L'Université du Québec (Rimouski response)	None reported
Queens University	Association just beginning to establish formal senior administrative contact
University of Regina	None reported
Ryerson University	None reported
Saint Mary's University	Academics – faculty may join retiree association in last 5 years before retirement; faculty union becoming interested in post-retirement issues
University of Saskatchewan	Academics & Staff – retiree situation may be influenced by retirement age being 67, rather than 65
Simon Fraser University	None reported
University of Toronto	None reported
Trent University	None reported
Wilfrid Laurier University	None reported
University of Victoria	Academics & Staff – employee & family assistance program (counseling) available at no cost
University of Waterloo	-
University of Winnipeg	Academics & Staff – University interferes with retiree association; withholds names of members, fails to send out newsletter to all members, opens some association mail
University of Windsor	Academics – Official Joint Consultative Committee formed Dec. '04, includes President, VP Academic, Director of Human Resources and retiree association representatives; effective in achieving a "strategic" plan
York University	Academics – retired faculty may receive secretarial support subject to demand by full-time faculty on this support. No specific secretarial support for retirees