

Faculty of Medicine & Dentistry
Transitional Retirement Implementation Program
April 1, 2024

The Faculty of Medicine and Dentistry wishes to provide a suite of options for academic faculty members and faculty service officers (“eligible academic staff”) considering retirement. Specifically, eligible academic staff may be concerned about how their retirement decision affects their ability to wind down research/scholarly activities in a gradual way.

Some eligible academic staff have expressed interest in a mechanism to support the wind-down of their research and scholarly activities in preparation for their retirement. In order to provide this support the Faculty of Medicine & Dentistry has created the Transitional Retirement Implementation Program (TRIP).

TRIP provides the following benefits as these individuals transition to retirement:

- Timely and viable retirement solutions
- Retention of productive, wise experts
- Retention of mentorship for community

By application to the Dean, eligible academic staff who wish to retire and wind down their research/scholarly activities during a post-retirement period will be considered for funding support in the form of a time-limited research/scholarly allowance (herein termed RSA). The retiree must combine FoMD RSA with a 2 year concomitant phased University of Alberta post-retirement appointment in accordance with Article 18 of the Collective Agreement.

An eligible faculty member for TRIP will normally be in a base-funded, non-contingent academic position, and their eligibility for retirement will be determined in accordance with the Collective Agreement and subject to applicable University policies and procedures, including eligibility for Professor Emeritus status for academic faculty members.

A potential TRIP retiree will submit a 2 year Research/Scholarly Allowance Plan (RSA Plan) to their Department Chair who will review and, if in agreement, provide it to the Dean for approval.

The RSA Plan should include the following as applicable:

- Ensure all outstanding expenses and financial obligations are covered
- Plan for office and laboratory clean up and close out including timeline and budget
- any requests for office and/or laboratory space to be used in the post retirement phase
- planned disposition of existing external funding
- completion of graduate student supervision
- and an RSA Plan budget. The TRIP-retiree will be eligible to receive RSA Plan funds, upon completion of a University Notice of Retirement Form and approved retirement.

A 2 Year Post-Retirement RSA TRIP retiree will receive 1/2 final academic salary for 2 years in accordance with Article 18 of the Collective Agreement and, in addition, they will receive an RSA equivalent to 1/3rd of their final salary (where final salary is defined as rank-based salary but not including ongoing salary/market supplements retained by FoMD) in year 1. They will receive a further RSA equivalent to 1/3rd of their final salary in year 2. Use of funds will be in accordance with University eligibility rules and unspent RSA Plan funds may carry over from year 1 to year 2. Any unspent funds at the end of the phased post retirement period will be returned to the faculty.

Please see [FAQs](#) for additional information