Current Awareness (Weighted by Age)

1. Not aware
2. Somewhat aware
3. Very aware

U of A policy of mandatory retirement at age 65 (n=751)

Univ. Academic Pension Plan (UAPP) (n=750)
Current Awareness (Weighted by Age)

- Prior to survey, aware that UAPP has a max of 35 years of personable service (n=749)
- Aware of Information Sessions on Retirement & Pension offered on campus (n=751)
- Attended an information session on either Retirement or Pensions (n=751)
- Prior to survey, aware of Fed Maximum Pensionable Salary (MPS) cap (n=751)
q7 Expect U of A salary to exceed MPS in career (Weighted by Age) (n=750)

1 Yes 49%
2 No 33%
3 Not Sure 18%
q18 Higher salaries and better benefits today are much more important to me than a higher pension when I retire. (n=748)

q16 The UAPP, as I understand it, is likely adequate to meet my retirement needs. (n=748)

q27 I would support the introduction of a SRP benefit if the funding of such a program needed to be obtained from other existing benefits. (n=737)

q22 Existing performance evaluation systems for acad. staff do a good job of addressing "unproductive" acad. staff, so the quality of acad. work would be maint. if m retirement is eliminated. (n=749)

q21 Mandatory retirement should be kept. However, the retirement age should be increased. (n=744)

q10 Under the current retirement and pension policies at the U of A, I would seriously consider moving to another univ. prior to 65 to obtain later retirement or additional pensions (n=752)

q30 I think the UAPP benefits is so limited that I am considering moving to another University in order to obtain better pension benefits. (n=745)
q24 Mandatory retirement should be kept (as it is now), but there should be the opportunity to be considered for short-term employment contracts after age 65. (n=749)

q25 Faculty on post-retirement contracts should be subject to annual FEC review and be awarded merit increments & across-the-board percentage increases. (n=744)

q8 I have given a great deal of thought to my retirement and pension benefits. (n=749)

q13 Assuming continuing competence, Academic Staff should have the right to determine when they retire, whether it is at 65 or beyond. (n=751)

q11 Eliminating mandatory retirement might adversely affect the quality of academic work at the Univ., since it will inhibit the Univ. abilities to renew through hiring new acad. Staff. (n=750)

q14 My interest in my current work is high enough that I expect to be doing my current work after age 65, whether I am with the U of A or not. (n=748)

q20 Notwithstanding the legality and institutional benefits of mandatory retirement, I believe such a policy is unfair. (n=749)

q29 I believe that a SRP should not be introduced because it only enhances pension benefits for those already making high salaries. (n=746)
q28 A SRP should not be introduced if it means a reduction in my compensation package. (n=745)

q17 It is important to me that my pension should be based on the entire salary earned and not just the portion of it below the MPS. (n=747)

q12 Mandatory retirement should not be eliminated if it means reductions in other areas of my compensation package. (n=743)

q23 Extending the age of retirement will make it more difficult to create and competitively fund positions for new acad. staff, since existing acad. staff will work longer & positions not avail for new hires. (n=748)

q15 The ability to take early retirement, prior to age 65, is very important to me. (n=749)

q26 There is a need for a SRP for the U of A to be competitive with other top tier Canadian univ. that offer this benefit. (n=747)

q9 Changes to mandatory retirement pensions are necessary for both recruitment and retention to keep U of A competitive with other top tier Can. univ. (n=749)

q19 The introduction of a SRP would make the U of A a more attractive place for academics to work. (n=746)
5. C. be comparable with t t univ, to retain talented ac staff

8. F. continue to provide opp. for early retire. at 55 and after

4. B. be comparable with t t univ, to recruit talented a staff

3. A. improve its system for evaluating academic staff.

6. D. constantly be renewed by new academic staff

10. H. provide the opportunity mto work beyond the age of 65.

9. G. introduce a SRP in addition to the existing UAPP pension

7. E. improve the opportunity for staff to achv 35y of pen.srv

Statement

Ranking of Options (Weighted by Age) (based on n=676)

Top 3 □ Middle □ Bottom 3

Percent

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Chart18
5. C. be comparable with t t univ, to retain talented ac staff

8. F. continue to provide opp. for early retire. at 55 and after

3. A. improve its system for evaluating academic staff.

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10. H. provide the opportunity mto work beyond the age of 65.

9. G. introduce a SRP in addition to the existing UAPP pension

7. E. improve the opportunity for staff to achv 35y of pen.srv
<table>
<thead>
<tr>
<th>Priority Rank: 1st (n=718)</th>
<th>A. improve its system for evaluating academic staff.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Priority Rank: 2nd (n=708)</td>
<td>B. be comparable with t t univ, to recruit talented a staff</td>
</tr>
<tr>
<td>Priority Rank: 3rd (n=608)</td>
<td>C. be comparable with t t univ, to retain talented ac staff</td>
</tr>
<tr>
<td>Priority Rank: 6th (n=667)</td>
<td>D. constantly be renewed by new academic staff</td>
</tr>
<tr>
<td>Priority Rank: 7th (n=675)</td>
<td>E. improve the opportunity for staff to achv 35y of pen.srv</td>
</tr>
<tr>
<td>Priority Rank: 8th (n=680)</td>
<td>F. continue to provide opp. for early retire. at 55 and after</td>
</tr>
<tr>
<td></td>
<td>G. introduce a SRP in addition to the existing UAPP pension</td>
</tr>
<tr>
<td></td>
<td>H. provide the opportunity to work beyond the age of 65.</td>
</tr>
</tbody>
</table>

Percent

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
q32r  Gender: (Weighted by Age) (n=747)

- Male: 63%
- Female: 37%
q33 Level of employment: (Weighted by Age) (n=745)

- Full time: 99%
- Part time: 1%
q38 Annual University Salary (Weighted by Age) (n=747)

- Between $50,000 & $74,999: 31%
- Between $75,000 & $99,999: 36%
- Between $100,000 & $124,999: 20%
- Between $125,000 & $149,999: 6%
- Between $150,000 and over: 2%
- Less than $50,000: 5%
- Between $74,999 & $50,000: 6%
Currently participate in the UAPP (n=747)

Anticipate having 35 pensionable years at the U of A by the time reached (n=748)

In addition to the U of A pension, are you eligible to receive additional pension income (excluding CPP) (n=748)

Taken or taking steps to augment the U of A pension, so you will have adequate retirement income (n=746)
q43 Appointment Status (Weighted by Age) (n=680)

1 Faculty 66%
2 APO 15%
3 FSO 3%
4 Librarian 4%
5 Full Time Temporary Academic: Teaching 3%
6 Full Time Temporary Academic: Administrative/Professional 4%
7 Research/Trust 5%
q43y/n: Have tenure (Weighted by Age) (n=495)

1 Yes 75%
2 No 25%
Faculty or Portfolio (Weighted by Age) (n=722)

- **Agriculture, Forestry, and Home Economics**: 6%
- **Engineering**: 8%
- **Medicine and Dentistry**: 22%
- **Business**: 3%
- **Education**: 6%
- **Science**: 17%
- **Arts**: 11%
- **Library**: 4%
- **University Administration**: 8%
- **Extension**: 1%
- **Faculté Saint-Jean**: 1%
- **Rehabilitation Medicine**: 2%
- **Physical Education and Recreation**: 2%
- **Pharmacy and Pharmaceutical Sciences**: 2%
- **Native Studies**: 0%
- **Nursing**: 3%
- **Law**: 2%

(Chart15)
q45 Single (Weighted by Age) (n=720)

1 Yes
20%

2 No
80%
**Age Ranges (Weighted by Age) (n=752)**

1. **29 or younger**
   - 1% (2)
2. **30-39**
   - 21% (2)
3. **40-44**
   - 17% (5)
4. **45-49**
   - 17% (4)
5. **50-54**
   - 18% (6)
6. **55-59**
   - 15% (6)
7. **60-64**
   - 9% (7)
8. **65 or above**
   - 1% (8)

Total: 100%