

**FoMD Transitional Retirement Implementation Program [TRIP 2.0]  
Oct 18 2020**

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.

The Faculty wishes to address the two major challenges of finding timely and viable retirement solutions for eligible academic staff while, at the same time, retaining the productivity, wisdom and mentorship expertise of those who are transitioning to retirement.

In order to address these challenges over the next 5 years, the Faculty of Medicine and Dentistry will provide eligible academic staff with the Transitional Retirement Implementation Program (“TRIP 2.0”).

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 **may further combine their FoMD RSA with a concomitant phased University of Alberta post-retirement appointment** in accordance with Article 18 of the Collective Agreement.

An eligible faculty member for TRIP 2.0 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 2.0 retiree will submit a 2- or 3- year Research/Scholarly Allowance Plan (RSA Plan) to their Department Chair (scenarios below) who will review and, if in agreement, provide to the Dean for approval. The application should include, where necessary, any requests for office/laboratory space, planned disposition of existing external funding, completion of graduate student supervision and an RSA Plan budget. The TRIP 2.0 retiree will be eligible to receive RSA Plan funds up to the maximum allotments noted in either of the two scenarios below, upon completion of a University Notice of Retirement Form and approved retirement.

**Retirement Scenarios for RSA Expenditure Plan**

[eligible retirement start dates beginning January 1, 2021]

**A.      2 Year Post-Retirement RSA Plan**

A TRIP 2.0 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 to year, but not normally beyond 12 months after the end date of the approved RSA Plan.

**B.      3 Year Post-Retirement RSA Plan**

A TRIP 2.0 retiree will receive 1/3 final academic salary for 3 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 an RSA equivalent to 1/6<sup>th</sup> of their final salary in year 2 and an RSA equivalent to 1/6<sup>th</sup> of their final salary in year 3.

Use of funds will be in accordance with University eligibility rules and unspent RSA Plan funds may carry over from year to year, but not normally beyond 12 months after the end date of the approved RSA Plan.