Summary of Responses to the Pathways to Retirement Survey
(sent to approximately 150 long-term contract faculty; 50% response rate)

There was overwhelming support for a clear pathway to retirement (99%). A majority of respondents agreed that ongoing privileges after retirement were important, especially library-tech support and university email addresses, as well as continued connections to their departments such as mentoring. Two thirds of respondents held that the current options offered to tenured faculty would work well for them, while others had concerns about details.

The following reasons for adopting such a policy were mentioned multiple times in the comments:

- Equity with tenured colleagues who have been doing similar work.
- Continuity within programs (both for the sake of students and colleagues).

Though all agreed that such a program should be implemented, a number of concerns were raised about how to do so:

- Many expressed worries about how a "step-down" process could affect reappointments, since there is no system for renegotiation of contracts at the time of reappointment.
- Since teaching loads may be higher than for TT faculty, there would have to be some adaptation of these choices. There would need to be more flexibility in the options for any step-down option, to fit different teaching loads.
- Those whose salary comes from externally sponsored research (ex. Heller) fear losing out. People supported by grants are concerned that a step-down could affect their funding. Similar concerns were expressed for those whose positions combine teaching & administration and those with appointments split between two schools.
- TT faculty have experienced greater investment security during their careers (since being granted tenure). Does this require a different approach for those who have not felt able to invest?
- Some fear that conditions that have been granted on a case-by-case basis (like emerita/tus status) might no longer be on the table if everyone has the same options.

A few other questions were also brought up:

- A number of people noted that it was unclear whether health benefits were included in Option 3. They felt that this was an important benefit that would need to be addressed.
- Several thought that the retirement options should take into consideration length of service.
- Some asked if accrued sabbaticals would be counted.
- Those whose work is not traditionally considered "research" (artists, for example) would like to see a more inclusive wording regarding research funds.
- Some underscored the need for parking & office-space options in order to continue in mentoring/advising roles.

Conclusions: The Faculty Senate agrees that it is imperative that the Administration implement appropriate Pathways to Retirement for those members of the faculty who are outside of the Tenure System and also not covered by the collective bargaining agreement.

It is clear that any such new policy will need to be adapted in a fair and equitable manner to the wide variety of appointments to which it must apply (teaching/research/administration; sources of funding). In addition, there will need to be a clear roadmap for how any such process will be coordinated with the reappointment process so there is no sense (or appearance) that the choice to consider retirement might affect the length of reappointment.

The consensus is overwhelming that such a policy is long overdue, and should be acted upon swiftly.

Brandeis has been a leader in confronting issues of faculty equity in terms of shared governance and overall transparency. We can see the effects of this in the collegiality of a Faculty Senate that includes full-time and half-time faculty from outside as well as within the tenure system. The ongoing legacy of a "class-system" can still be felt, however, when we look at how we treat our faculty at retirement. Our long-term contract faculty are an integral part of every school and department, and have been some of our students' most valuable mentors. The university owes this large segment of our faculty its continued support as they approach this next stage in their careers.