

# **University of Victoria Retirees Association**

## **Inaugural Member Survey – 2022**

### **Key findings:**

- Survey respondents seem representative of UVRA members.
- Most respondents (63%) never studied at UVic, but those who did studied in a wide range of programs.
- Most respondents value UVic services such as email, libraries, computer help, parking, and athletic facilities, and most use more than one.
- Access to UVic services is not uniform across campus; departments vary widely in their practices. Some respondents have had email and library access revoked, while others were allowed to retain office and lab space after retirement.
- Many retired faculty continue to publish peer-reviewed research, present at conferences, supervise students, and give guest lectures at UVic, yet most receive no UVic support for these activities; only one respondent reported receiving an Internal Research Grant.
- Nearly 90% of respondents live within easy travel distance of UVic.
- Nearly half of respondents do not make annual donations to UVic, but even so, the total amount donated annually is probably at least \$100,000 and possibly much more, considering donations from UVRA members who did not respond to the survey.
- The total amount donated since retirement (by respondents) is probably about \$1 million, and possibly much more, considering donations from UVRA members who did not respond to the survey.
- More than half of respondents do not make annual donations to UVic's United Way campaign, but even so, based on the survey results, the total amount donated annually is probably at least \$50,000, and possibly much more, considering donations from UVRA members who did not respond to the survey.
- The United Way confirmed that in the latest campaign, known UVRA members contributed \$55,222, which validates the estimate from the survey. (The United Way can only attribute UVRA member donations to the United Way if they are made through the special link at UVRA's website.)

- Few respondents indicated that they have made a bequest to UVic, but even so, the total amount of (future) bequests from survey respondents is probably at least \$300,000. Considering past bequests from other UVRA members, and bequests from UVRA members who did not respond to the survey, the total amount is likely much higher.
- Most respondents (over 85%) do not perform paid work for UVic after retirement, but some continue to teach as sessionals or for Continuing Studies, or perform a variety of contract and temporary staff work.
- Almost half of respondents perform volunteer work for UVic including research, supervising students, guest lectures, and much more.
- Most respondents either are not performing research or spend small amounts of personal funds, but a few members are spending over \$100 or even over \$1,000 annually.
- Most respondents have not held external grant funds since retiring, but a few have held substantial awards, possibly amounting to hundreds of thousands of dollars annually.
- Respondents are active in a wide variety of community and professional organizations locally and around the world.
- Most respondents want a closer relationship between UVRA and UVic, and between UVic retirees and UVic. Suggestions included:
  - honoraria for supervising students
  - access to internal research grants (to cover research costs or publication fees)
  - access to travel grants (for research or to present results at conferences)
  - discounts on continuing studies courses
  - a UVic email newsletter for retirees
  - UVic admin periodically asking Chairs and Directors about the contacts they have with their own retirees

## Introduction

This survey was developed by the UVRA Survey Committee. Plans for this survey began in 2019. There are no plans for an annual survey, but results might need to be updated every two or three years.

With this survey, UVRA hoped to document:

- the many ways in which retirees currently enhance the academic and community goals of the University, including volunteer work and financial donations to UVic;
- potential new forms of engagement wanted by UVRA members; and
- potential support or assistance from UVic that could facilitate greater engagement by UVRA members.

This survey was based in part on surveys conducted by the emeritus faculty association at UBC, the results of which were instrumental in persuading the UBC President to offer financial support to retired faculty continuing their research and publications.

The survey was designed to include all UVRA members, both UVic retirees and others. (Unlike UVRA, the UBC Emeritus College membership includes only retired faculty; their survey was adapted for our broader membership.)

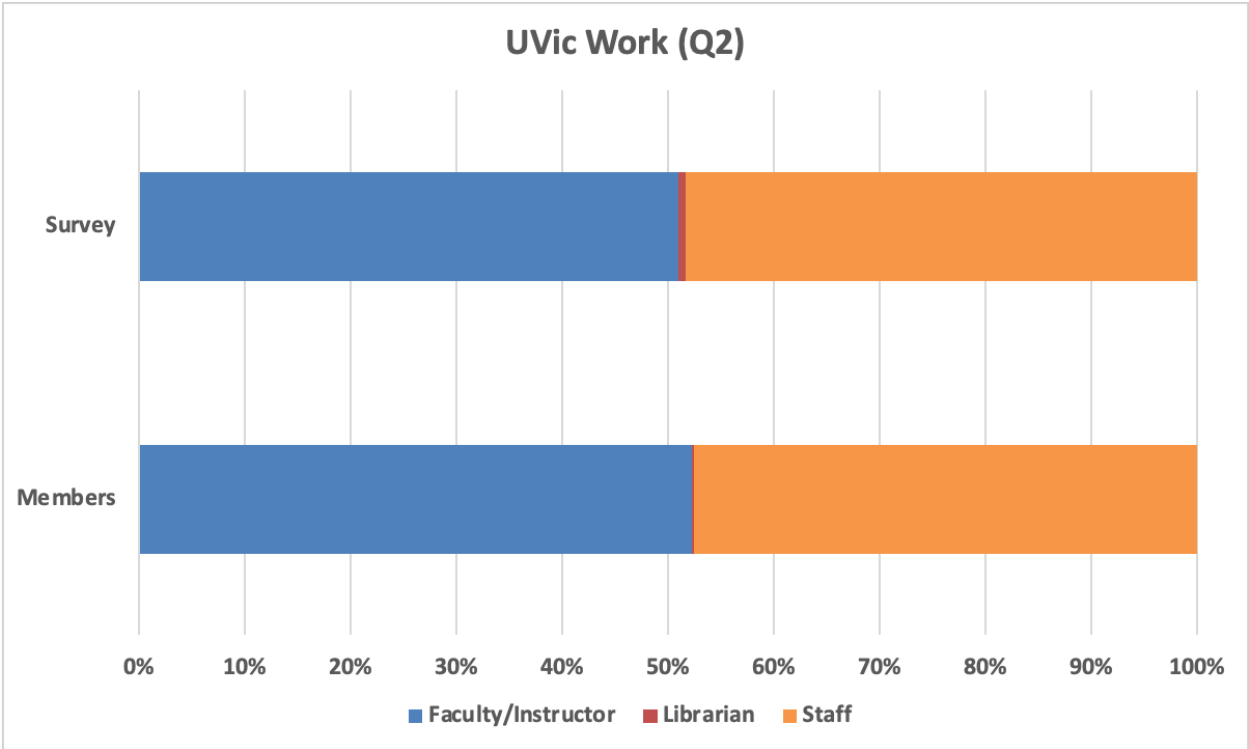
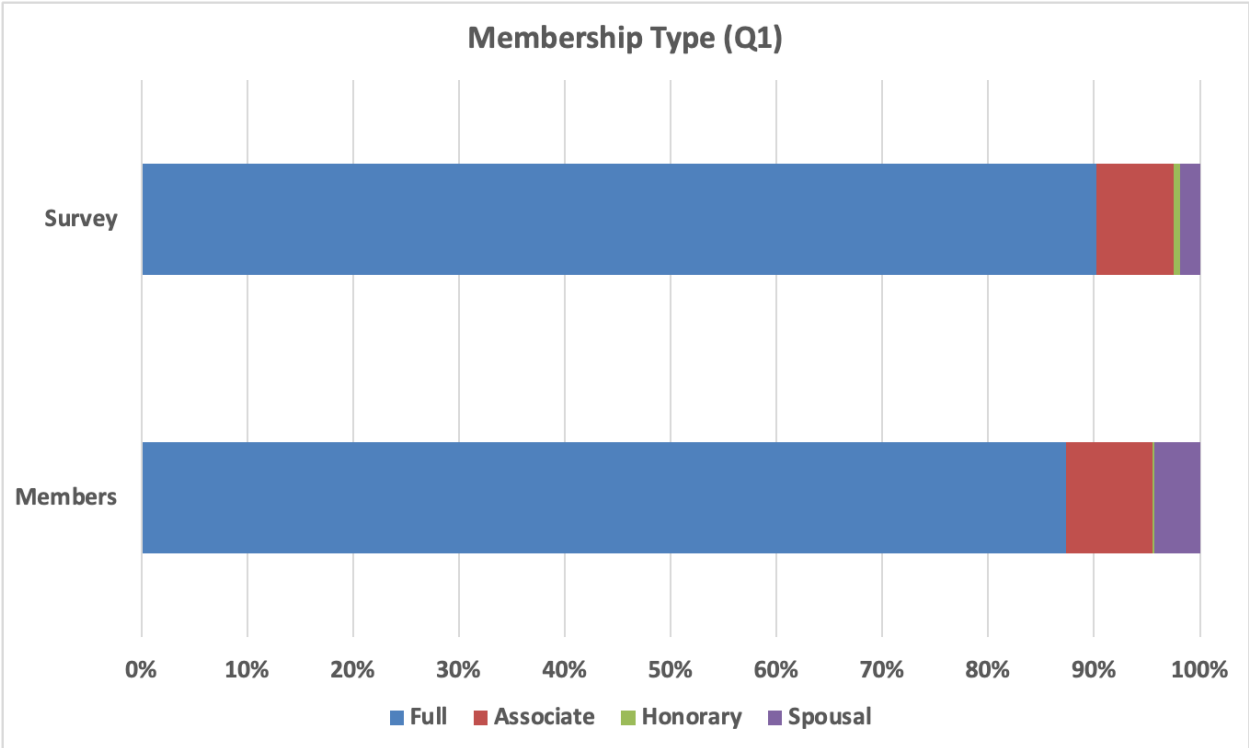
This survey opened Wednesday Feb 9, 2022, and closed at 11:59 pm, Monday Feb 28. We emailed the survey link to 691 members, and 326 responded, a response rate of 47.3%. For comparison, UBC's 2021 survey went out to 1,227 members and received 456 answers, for a response rate of 37.2%. We also received 78 comments in response to the final, open-ended question, asking for suggestions; 76 in the survey and 2 by email. So thanks to all who responded, and congratulations on a good response rate.<sup>1</sup>

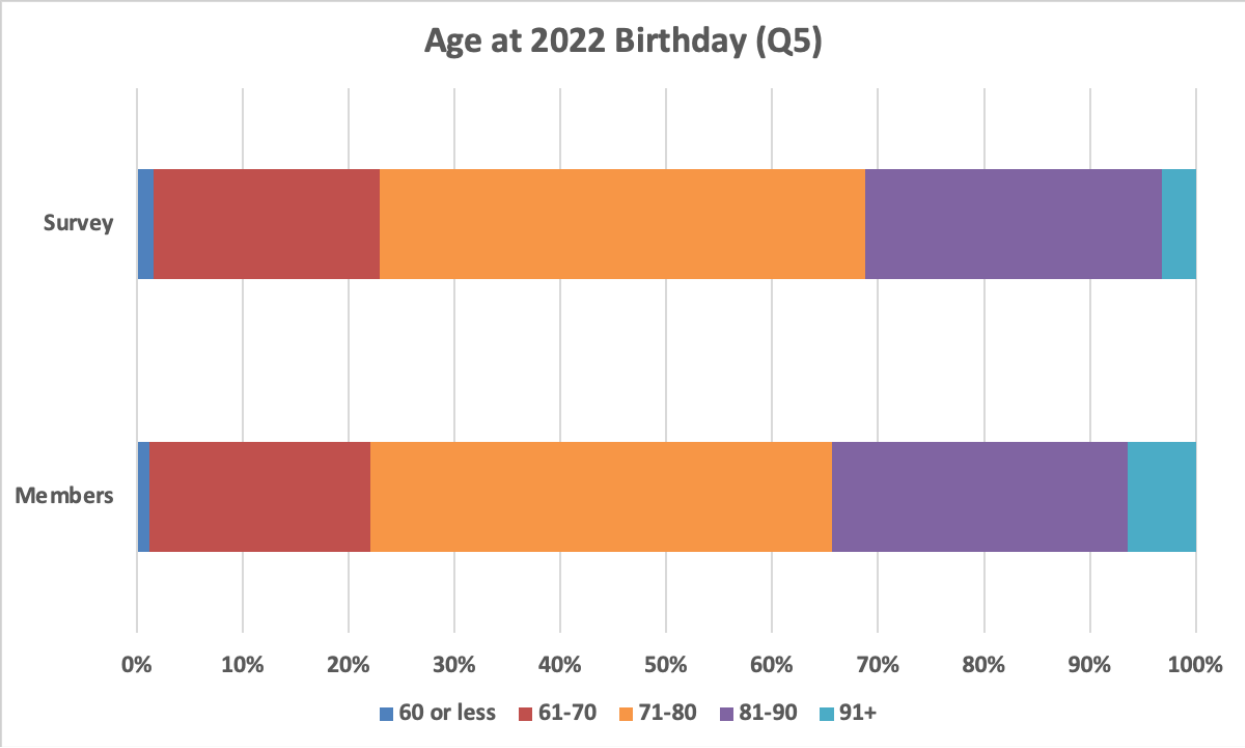
## Survey Responses

We have limited demographic information on our members, but, based on what we do have, survey respondents seem similar to our membership,. The following three figures compare our information on membership type, main work category at UVic, age, and year joined UVRA with that of our survey respondents, covered in Questions 1, 2, and 5 of the survey. These comparisons shows that our respondents are reasonably representative of the whole membership.

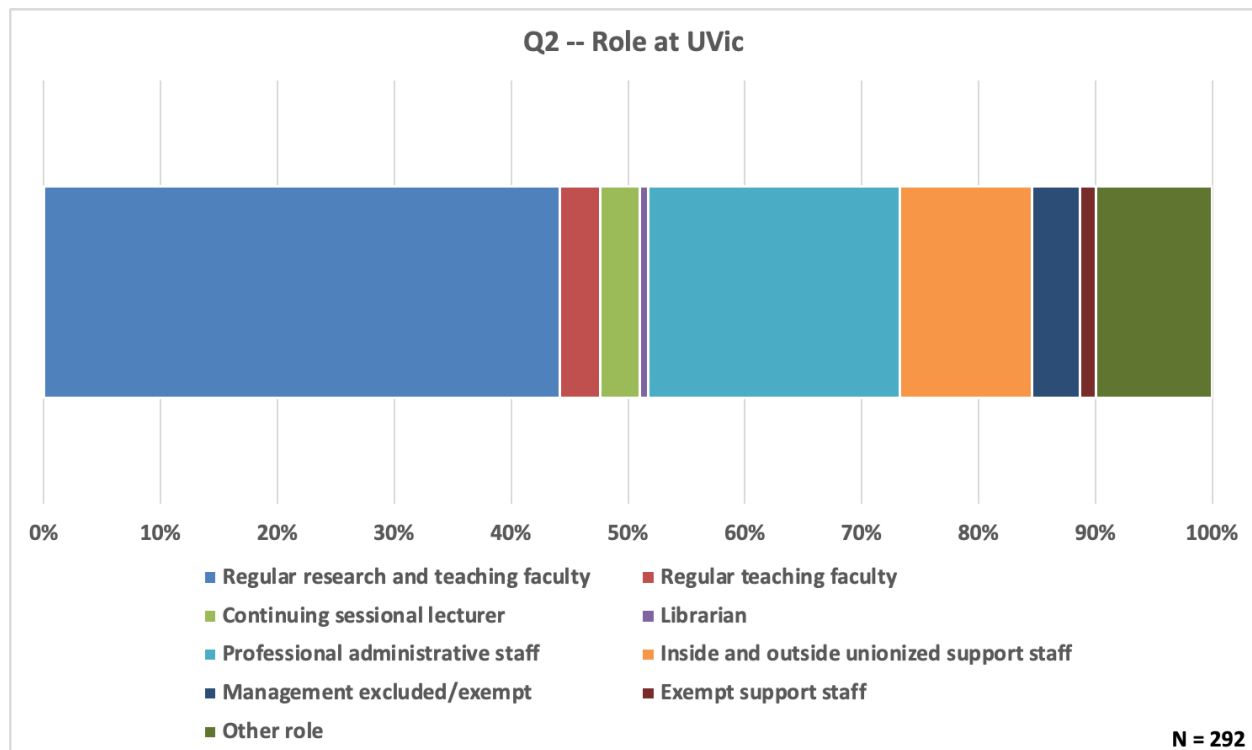
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<sup>1</sup> We did not send the online survey link to the 61 members with no email address, and we dropped 37 respondents who did not complete the introductory eight questions and answer at least two questions after that. 22 respondents answered only Q1; 3 answered Q1 and one later question; 9 answered only Q1-Q4; 1 answered only Q1, Q3, and Q4; 1 answered Q1-Q5; and 1 answered Q1-Q8.

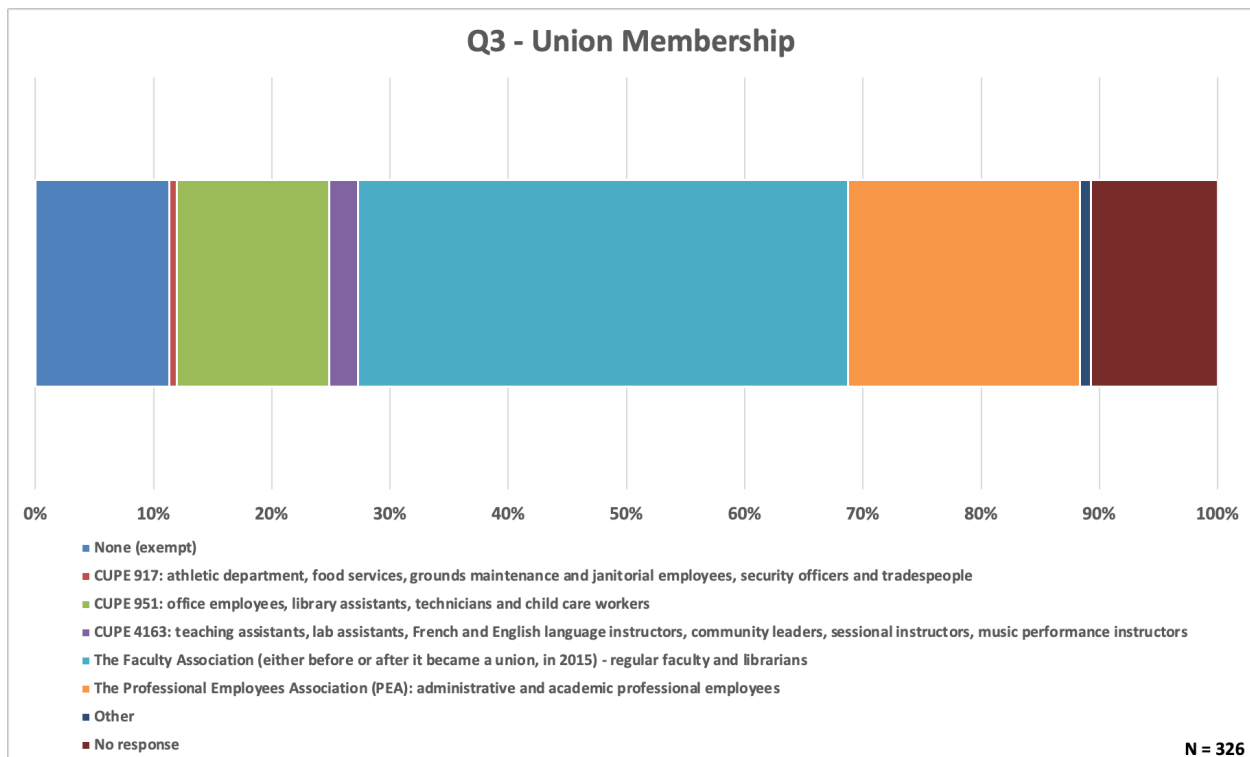




Question 2 asked in detail about the member's final role at UVic; we had to compress all teaching categories and all staff categories to make the above comparative graph, because UVRA does not collect detailed data on work at UVic. The graph below shows the full range of answers on last role at UVic, omitting 34 respondents who did not answer the question.



Question 3 asked about union membership in the member's final position at UVic, and the figure below shows the results for all survey respondents.

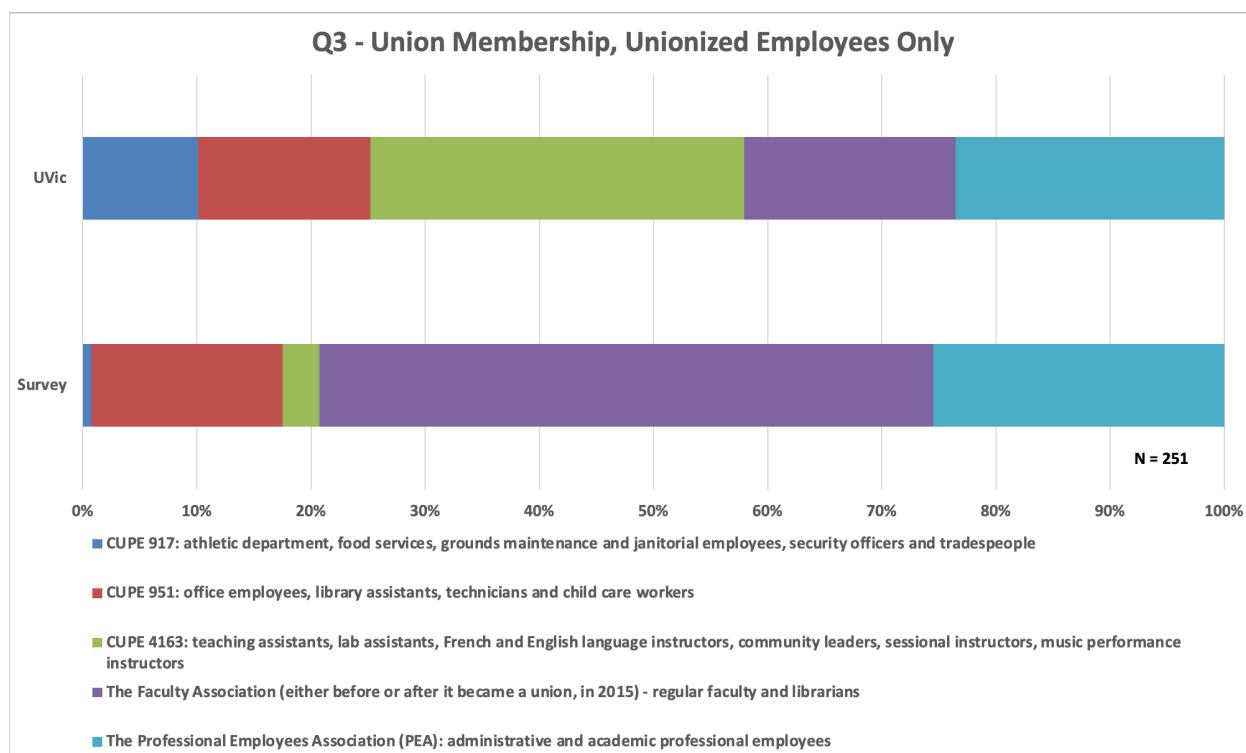


We do not have comparative information for the UVRA membership, as we do not collect union information. We did find information for UVic overall, for union members only<sup>2</sup> (no exempt staff), and the figure below compares that distribution with our survey results. Clearly CUPE 917 and 4163 have larger proportions of UVic unionized employees than of our survey respondents, and the Faculty Association is the reverse, having a much larger proportion of our survey respondents than of UVic unionized employees. However, there is no way to know whether UVRA's overall membership is more like UVic, or more like our survey.

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<https://www.uvic.ca/hr/pay-benefits/collective-agreements/index.php> and  
<https://4163.cupe.ca/about-us/>

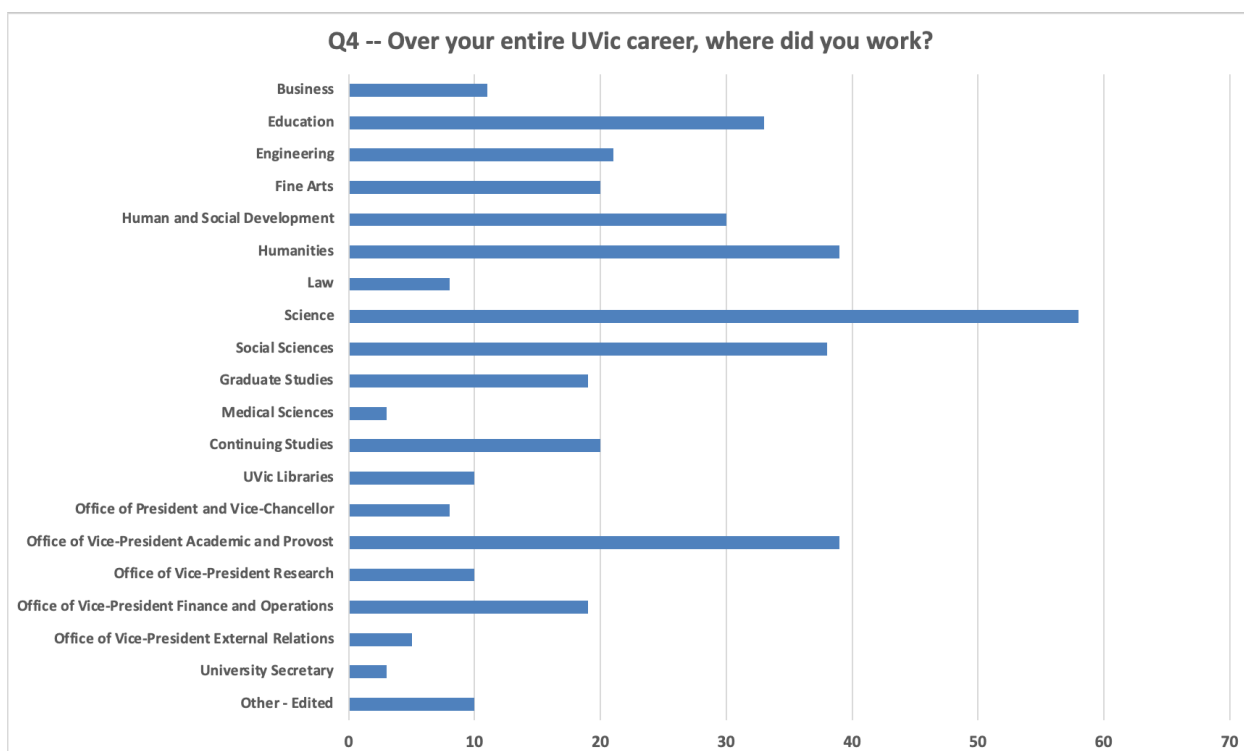


Question 4 asked where members worked at UVic over their entire career, so multiple answers were allowed. There were 404 responses from 291 respondents; an average of 1.4 each.

We do not have comparative information for UVic. The high-level headings we used are fairly complete for UVic; almost everyone works in one of the departments we listed<sup>3</sup>. However, the initial number of “Other” responses (54) reflected both the diversity of employment at UVic, and the difficulty respondents (particularly those who did not work in academic departments) had in placing their employment among the various academic and administrative headings. Where we could see in the comment field that an “Other” response could be correctly placed among our listed options (N=44), we edited the data to reflect that. The figure below shows the edited results.

<sup>3</sup> Research Centres and the University Club were not on our list, but should have been. UVic’s high-level org chart is here: <https://www.uvic.ca/assets/docs/uvic-org-chart.pdf>.





Question 6 asked what year members started their career at the university they retired from, and the figure below shows the results. The largest group started their university careers in the 1980s.

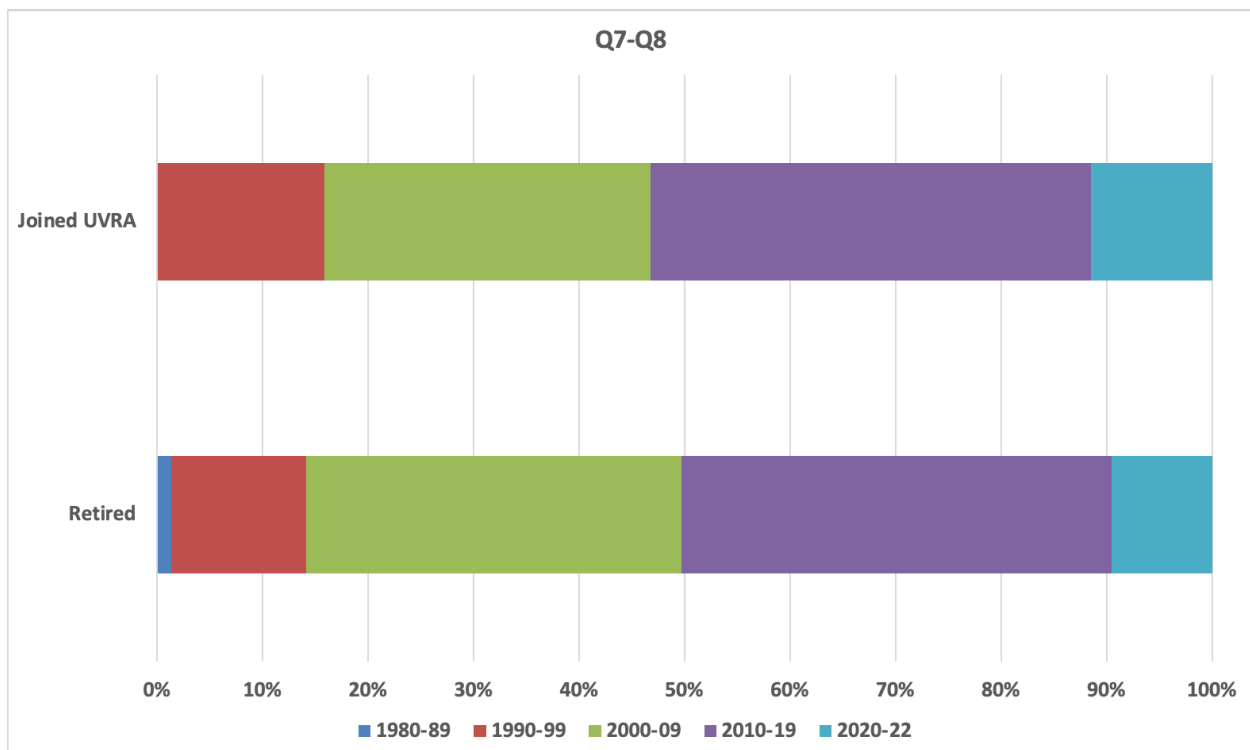
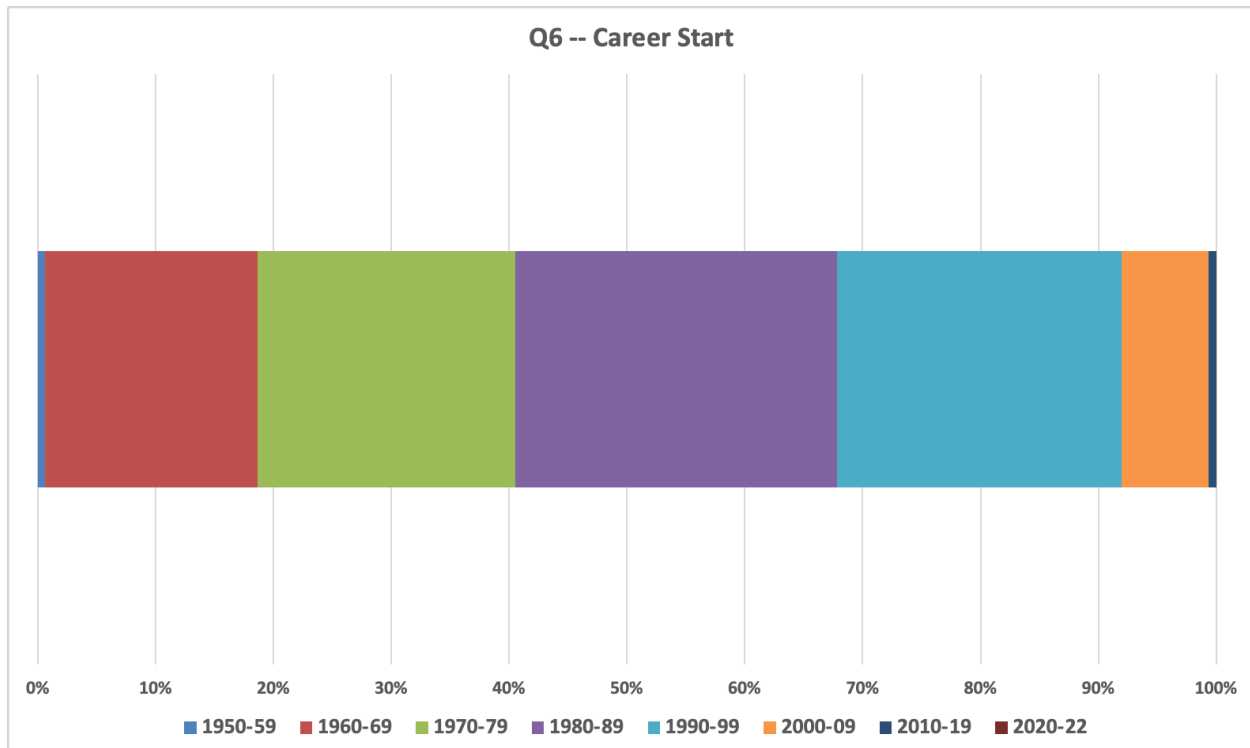
Questions 7 and 8 asked what year members retired, and what year they joined UVRA. The figure below shows the results. UVRA was founded in 1992/93. The largest group retired, and joined UVRA, in the 2010s.

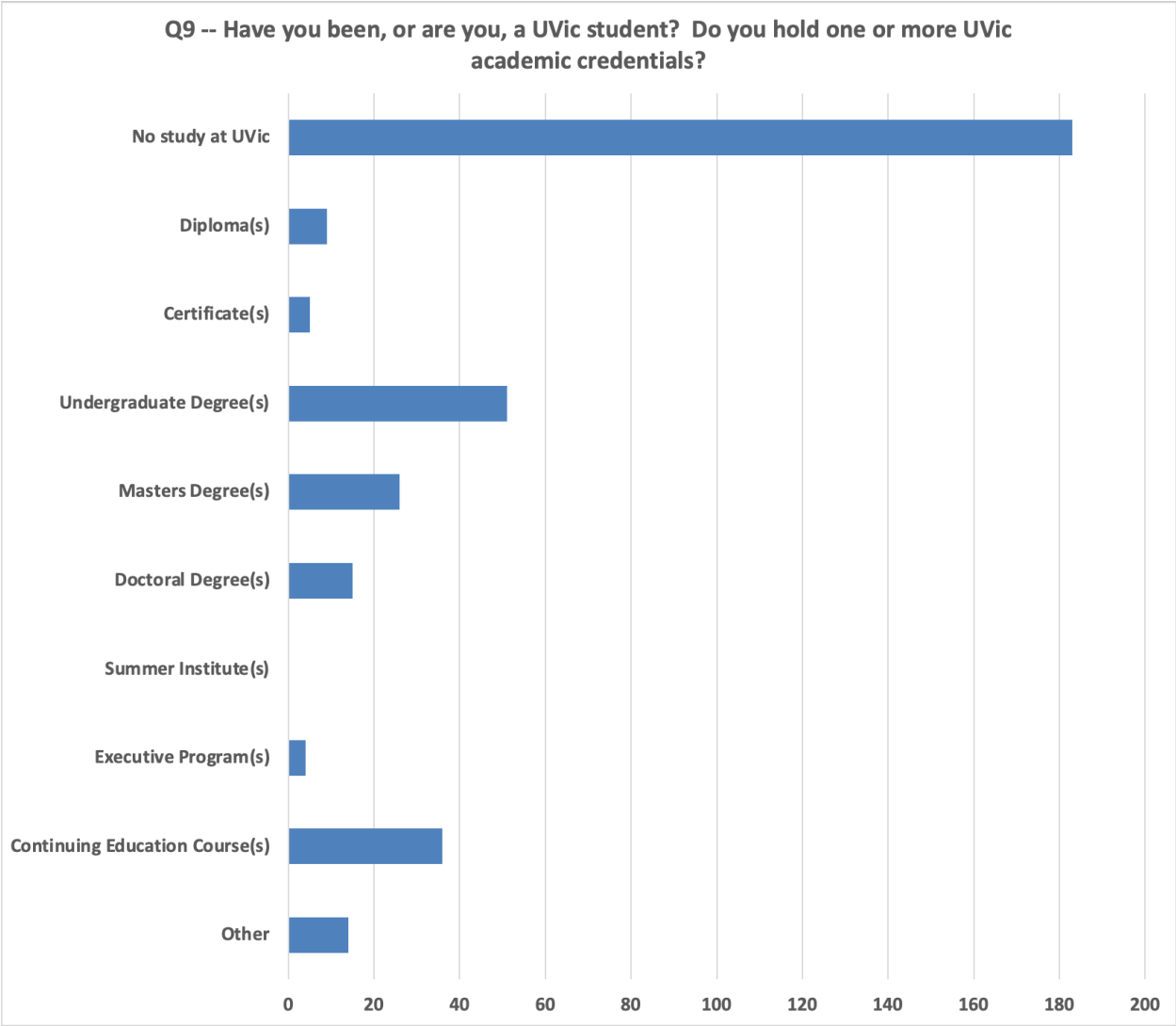
Question 9 asked whether members had studied at UVic, and what UVic credentials they hold. The figures below show the raw results, and the results crossed with the member's role at UVic in their final position. Multiple answers were allowed. (On the second graph, a bar for "All respondents" is included to allow a visual comparison with the distributions on the other bars.) There were 160 program choices from 106 respondents who studied at UVic; an average of 1.5 each.

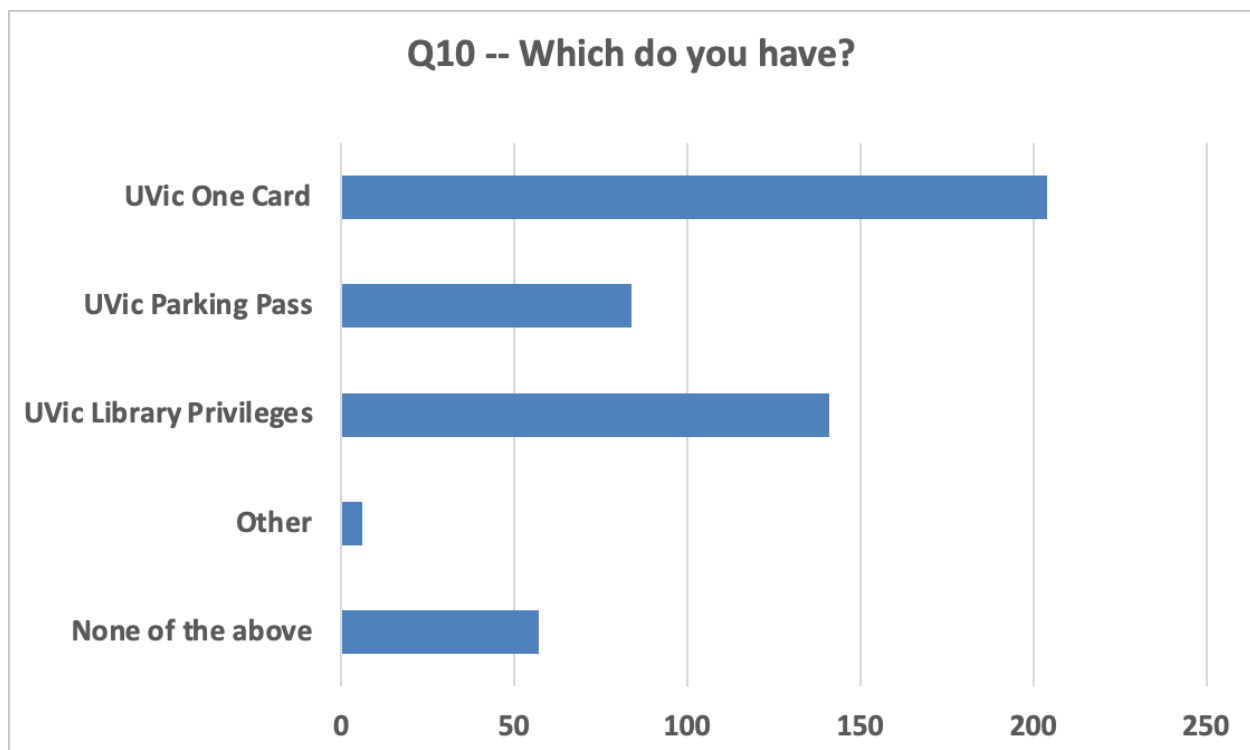
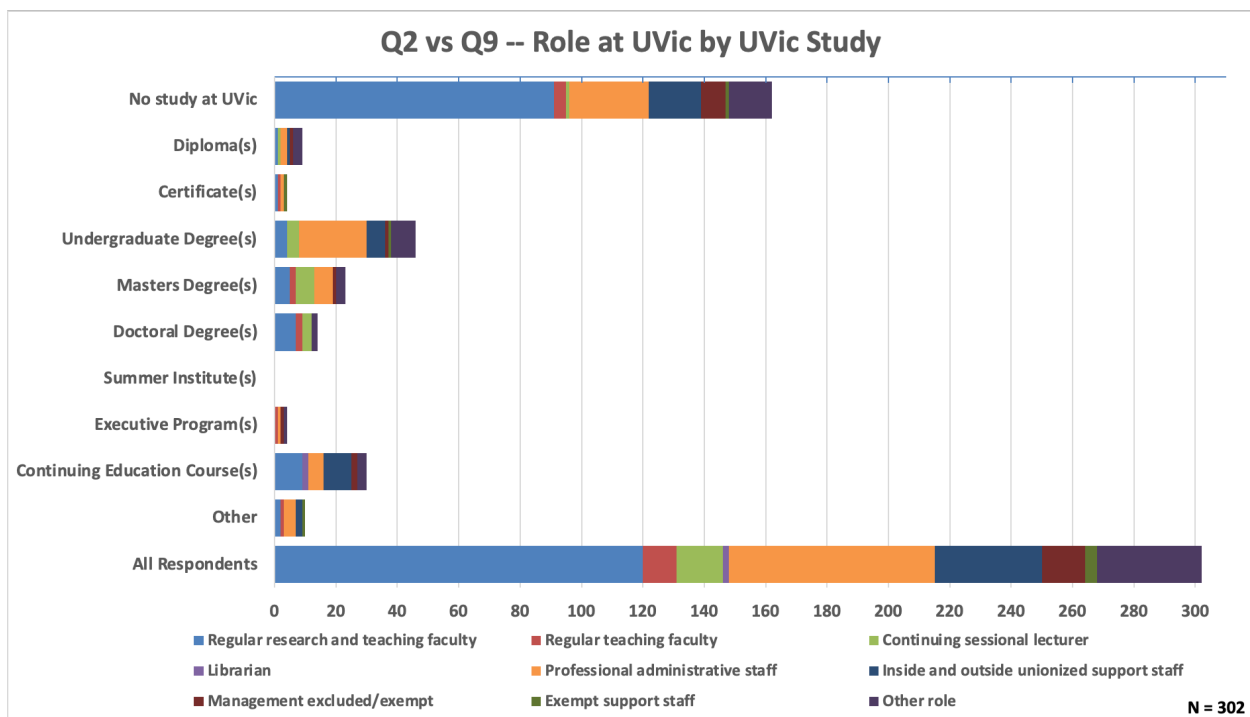
Most respondents (63%) never studied at UVic, but those who did studied in a wide range of programs, excluding only Summer Institutes.

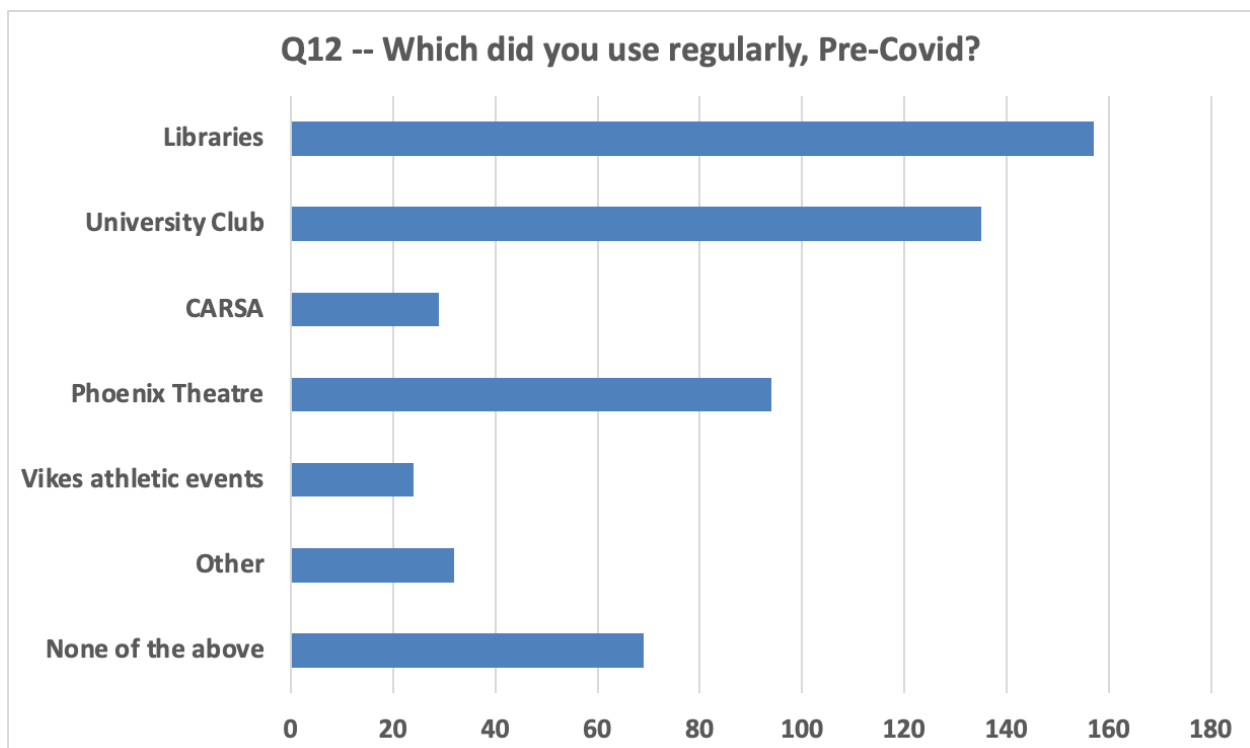
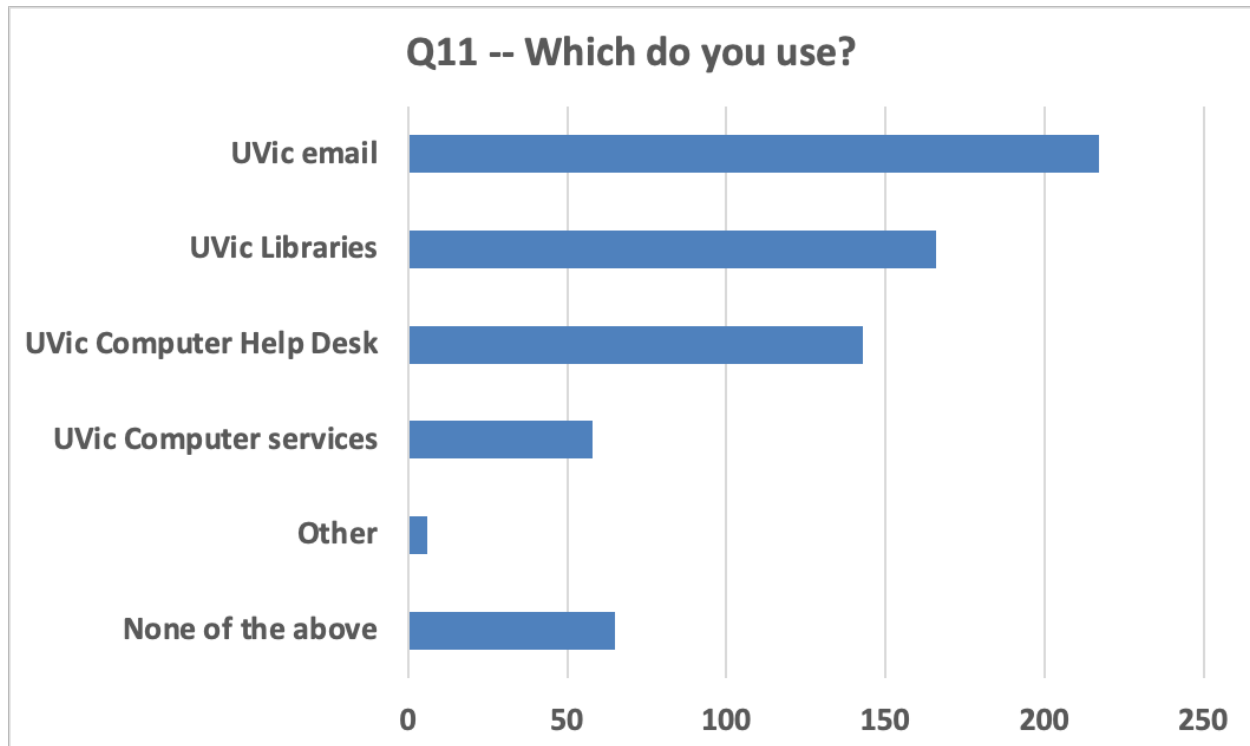
Questions 10, 11, and 12 asked about use of UVic services and privileges. We included the University Club and athletic facilities only on Q12, but many members wrote these in on Q10 and/or Q11. (We will probably re-work these questions on our next survey.) The figures below show the results. Most UVRA members who use UVic services use more than one; averages of 1.7 for Q10, 2.3 for Q11, and 1.9 for Q12.

One member commented on Q11 that they were not allowed to continue to use their UVic email, “for some reason that was never properly explained to me”.

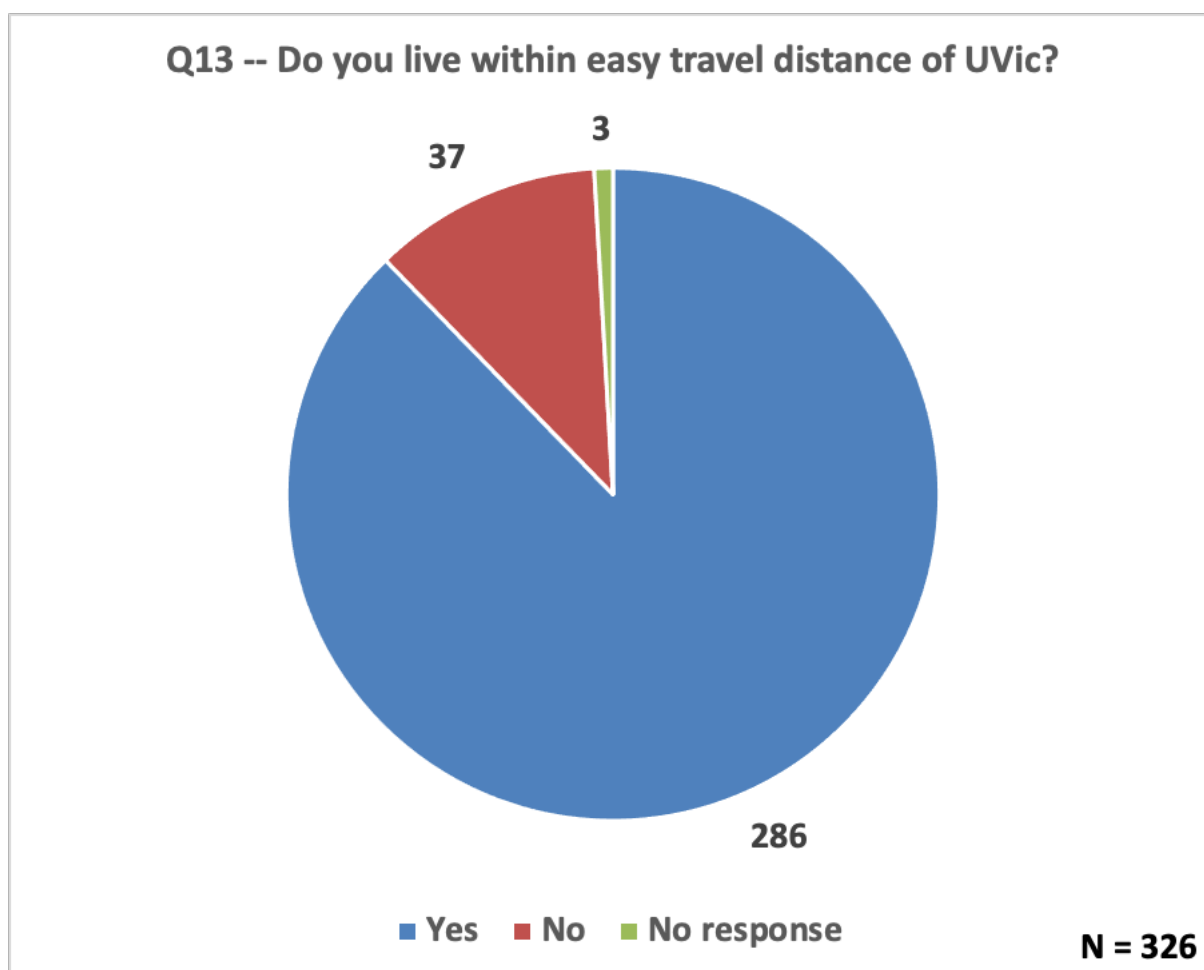








Question 13 asked whether members live within easy travel distance of UVic, and the graph below shows that nearly 90% do.



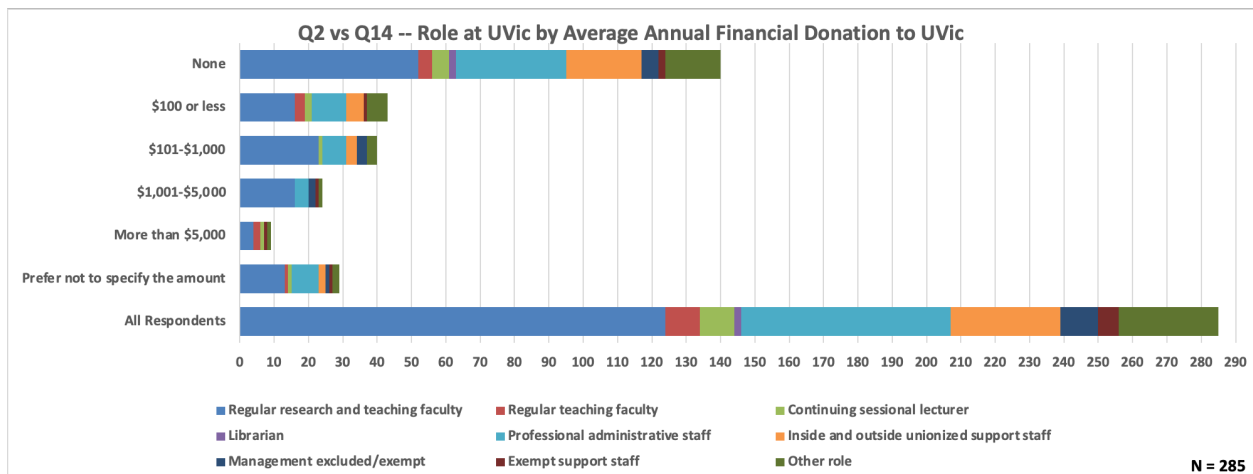
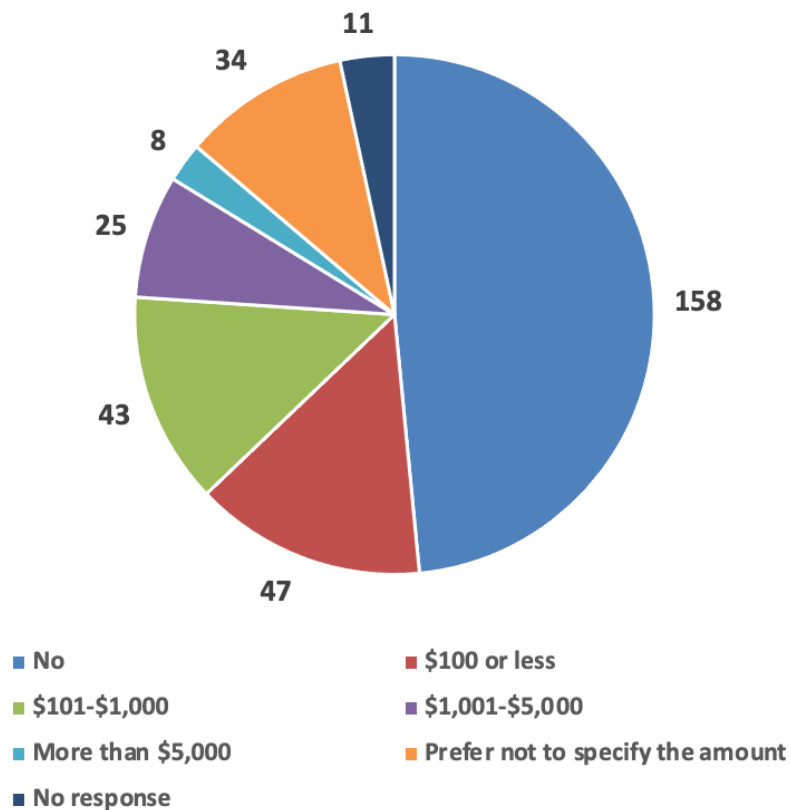
Question 14 asked whether members made financial donations to UVic since retiring, and requested the average annual donation for those who did. The first figure shows the raw results, and the second the results crossed with the member's role at UVic in their final position. (On the second graph, a bar for "All respondents" is included to allow a visual comparison with the distributions on the other bars.)

Nearly half of respondents do not make annual donations, but based on these answers, the total amount donated annually is probably at least \$100,000<sup>4</sup>. Considering donations from UVRA members who did not respond to the survey, this amount could easily be doubled. UVic does not track donations by retirees, so these estimates cannot be verified.

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<sup>4</sup> This was calculated by estimating low and high average donations for each answer category.

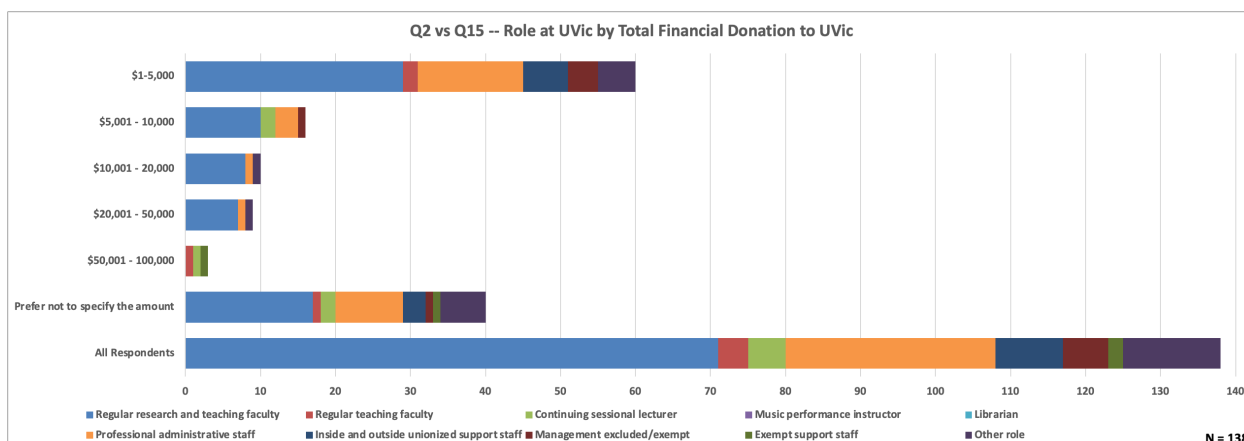
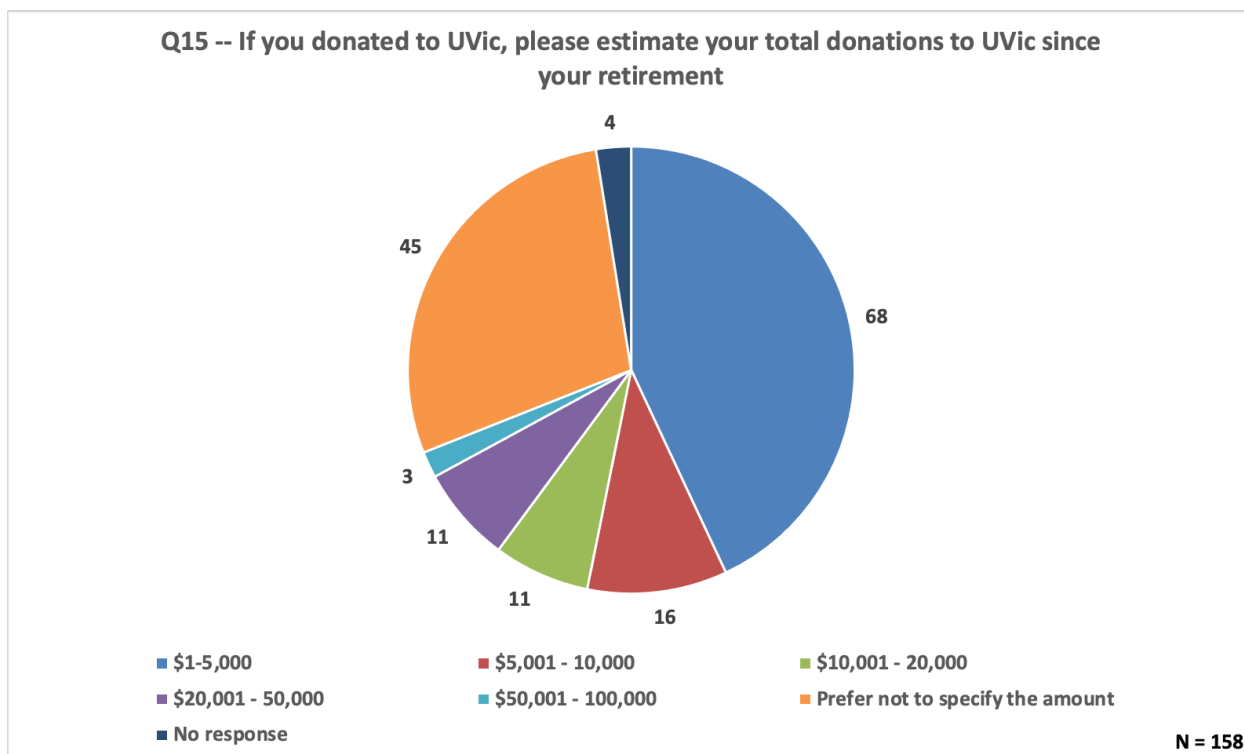
**Q14 -- Since retiring, have you made financial donations to UVic? If yes, what was your average donation per year?**



Question 15 was asked only to respondents who indicated that they have donated to UVic, and asked them to estimate their total donations to UVic since retirement. The first figure shows the raw results, and the second the results crossed with the member's

role at UVic in their final position. (On the second graph, a bar for “All respondents” is included to allow a visual comparison with the distributions on the other bars.)

Based on these answers, the total amount donated by respondents is probably about \$1 million<sup>5</sup>. Considering donations from UVRA members who did not respond to the survey, this amount could easily be doubled. UVic does not track donations by retirees, so these estimates cannot be verified.

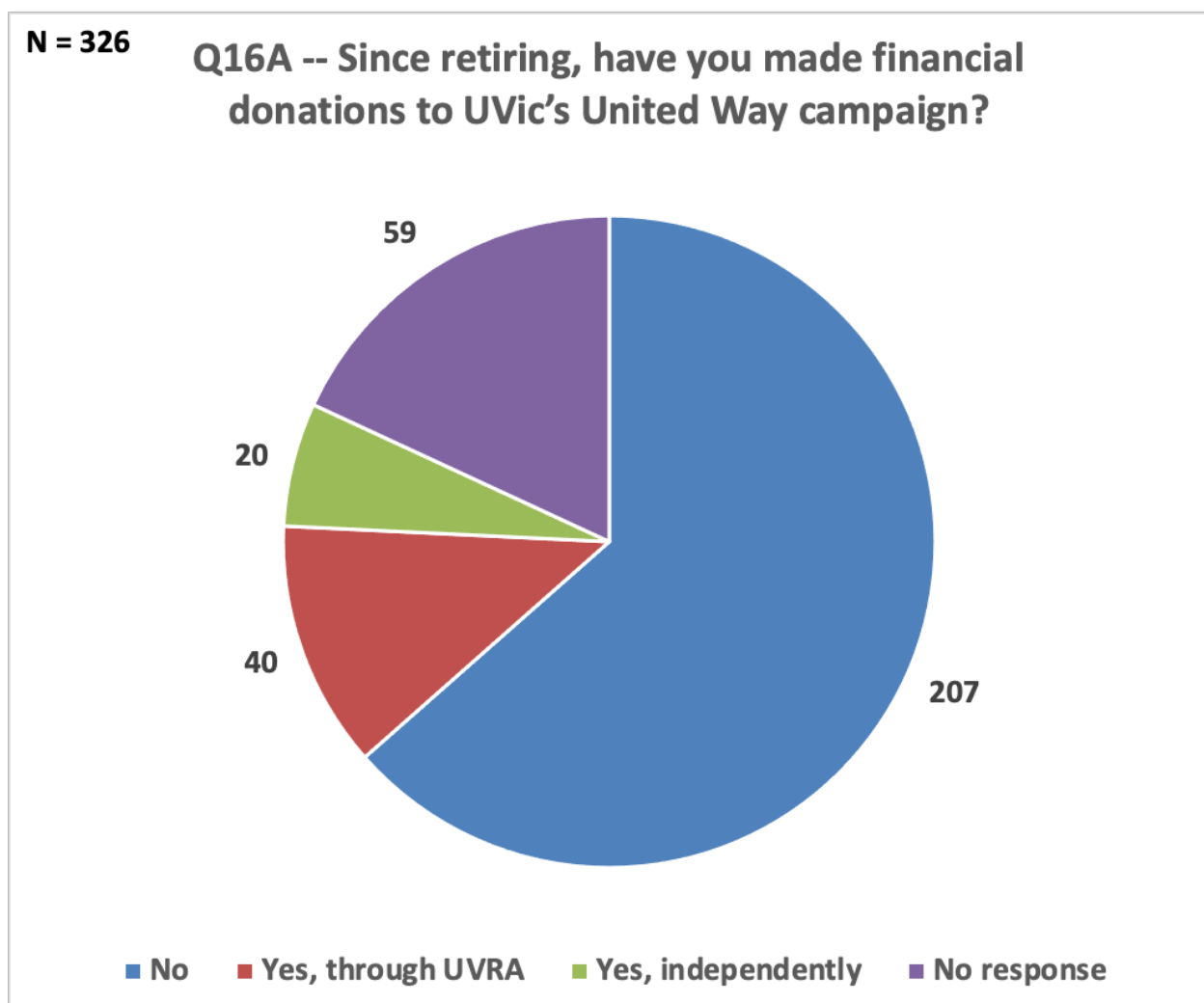


<sup>5</sup> This was calculated by estimating low and high average bequests for each answer category.



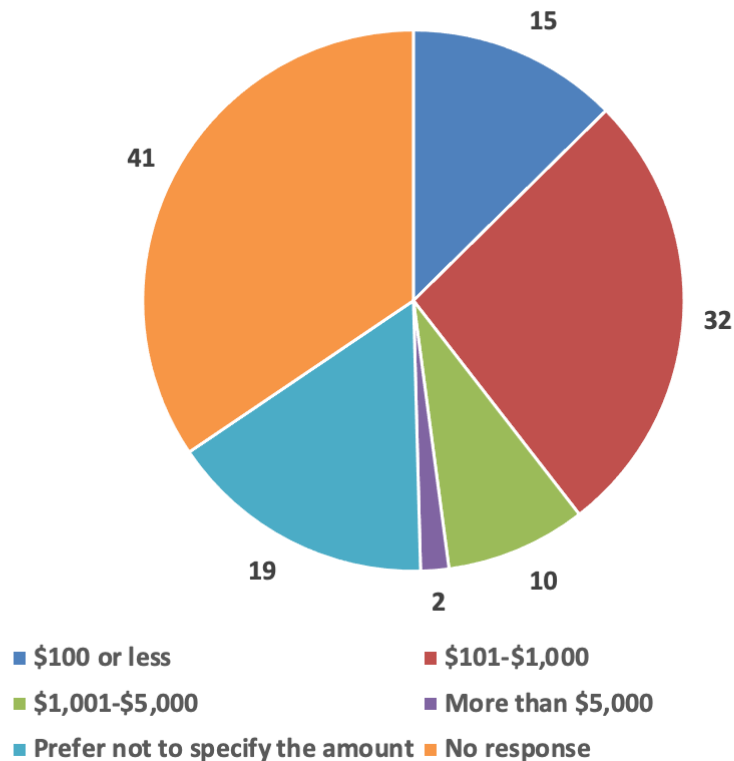
Question 16 asked whether members had made donations to UVic's United Way campaign, and requested the average annual donation for those who did. The figure shows the raw results, and the second the results crossed with the member's role at UVic in their final position. (On the second graph, a bar for "All respondents" is included to allow a visual comparison with the distributions on the other bars.)

More than half of respondents do not make annual donations, but based on these answers, the total amount donated annually is probably at least \$50,000<sup>6</sup>. Considering donations from UVRA members who did not respond to the survey, this amount could easily be doubled. The United Way confirmed that in the latest campaign, known UVRA members contributed \$55,222, which validates the estimate from the survey. (The United Way can only track United Way donations made through the special link at UVRA's website.)



<sup>6</sup> This was calculated by estimating low and high average donations for each answer category.

**Q16B -- Since retiring, if you made financial donations to UVic's United Way campaign, what was your average donation per year?**



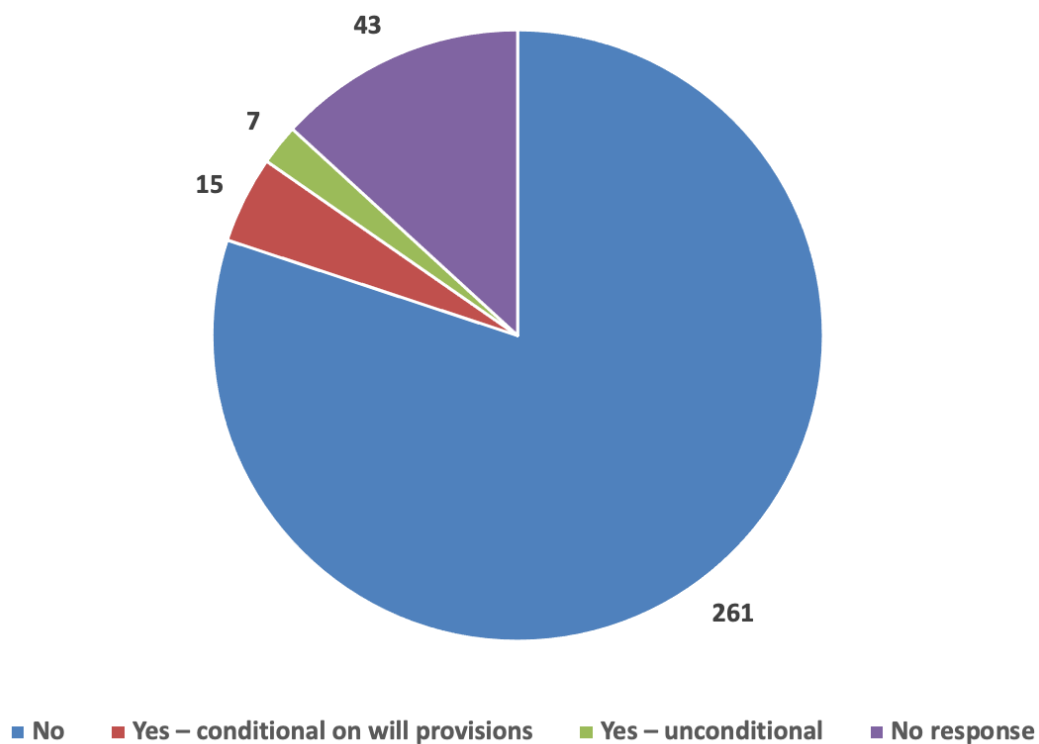
Question 17 asked whether members had included a bequest to UVic in their will, and if so, the amount and whether or not it was conditional on will provisions. The figures shows the results. Only 7% of respondents indicated “yes”; 80% answered “no” and 13% did not answer at all.

Based on these answers, the total amount of (future) bequests from survey respondents is probably at least \$300,000<sup>7</sup>. Considering past bequests from other UVRA members, and bequests from UVRA members who did not respond to the survey, this amount could easily be doubled, or possibly much more. UVic does not track bequests by retirees, so these estimates cannot be verified.

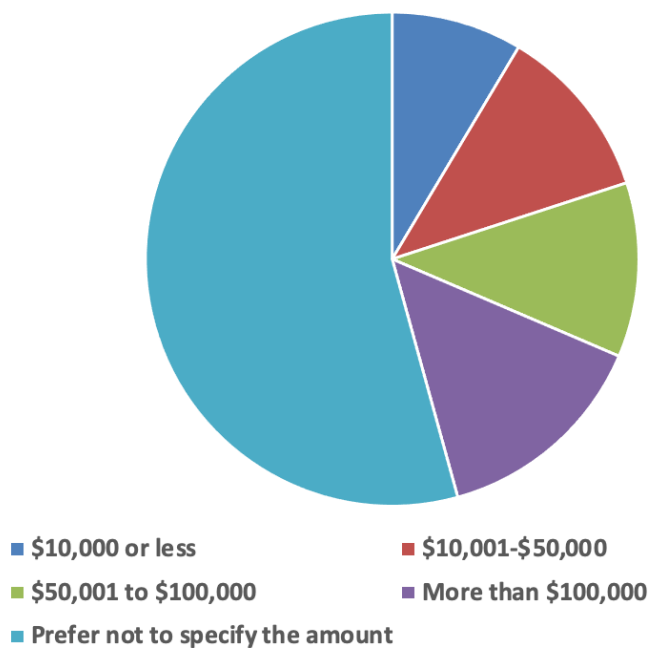
<sup>7</sup> This was calculated by estimating low and high average bequests for each answer category.

N = 326

Q17A -- Have you included a bequest to UVic in your will?

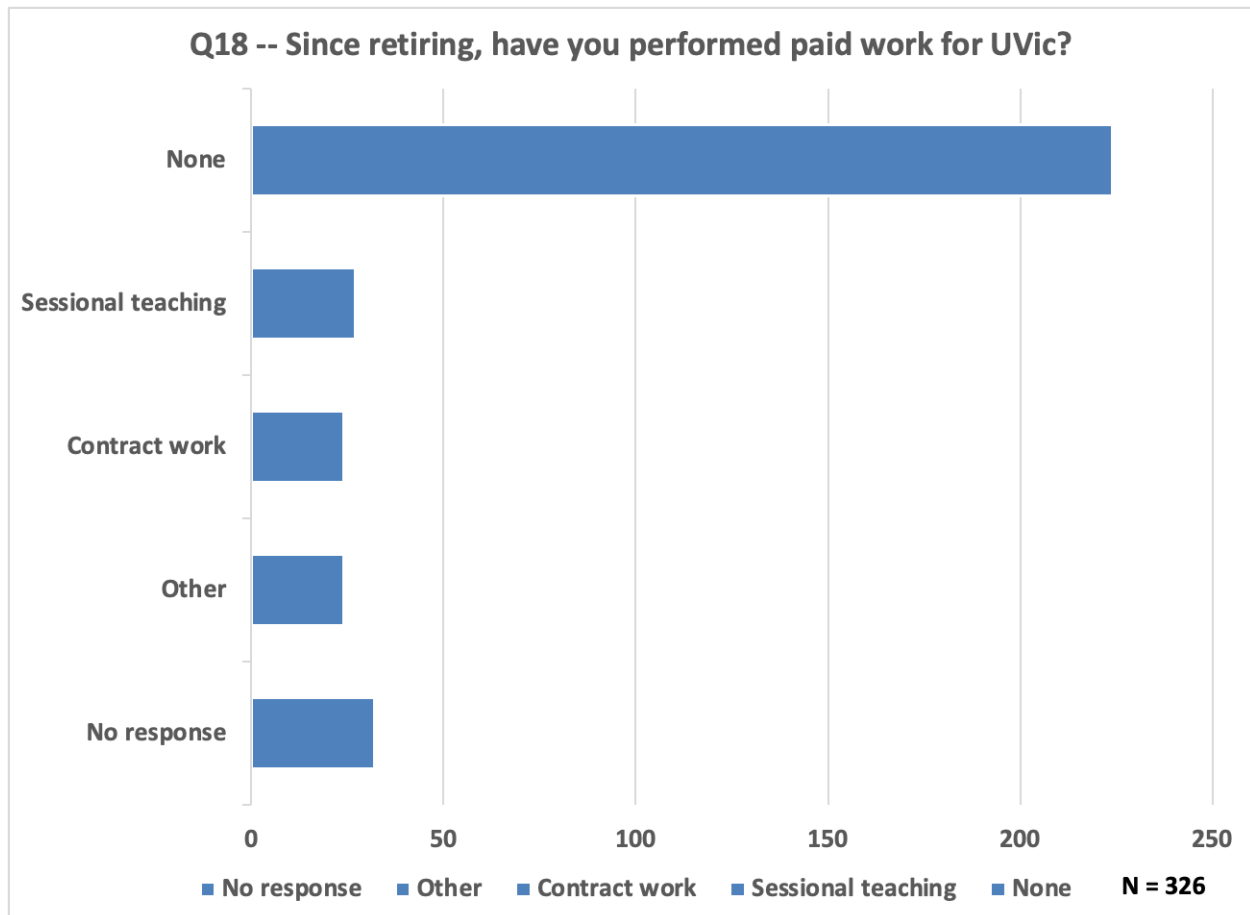


Q17B -- If you included a bequest to UVic in your will, what is the amount?

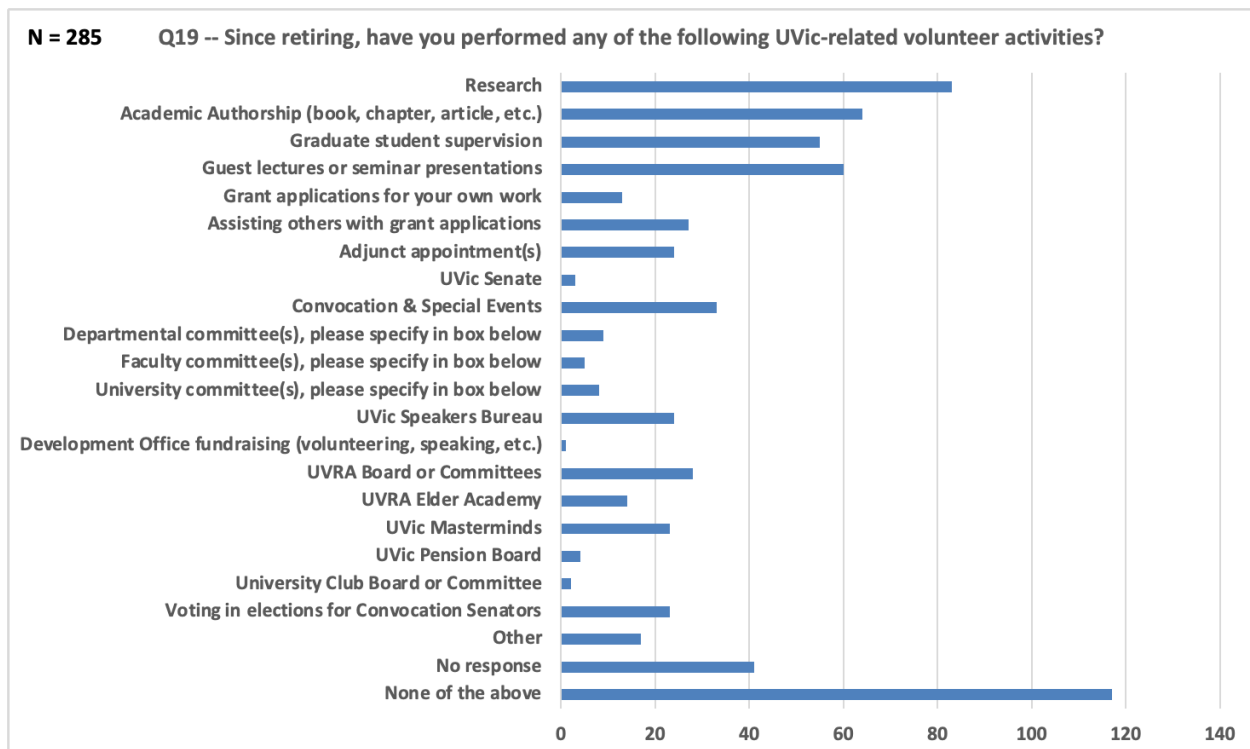


N = 35

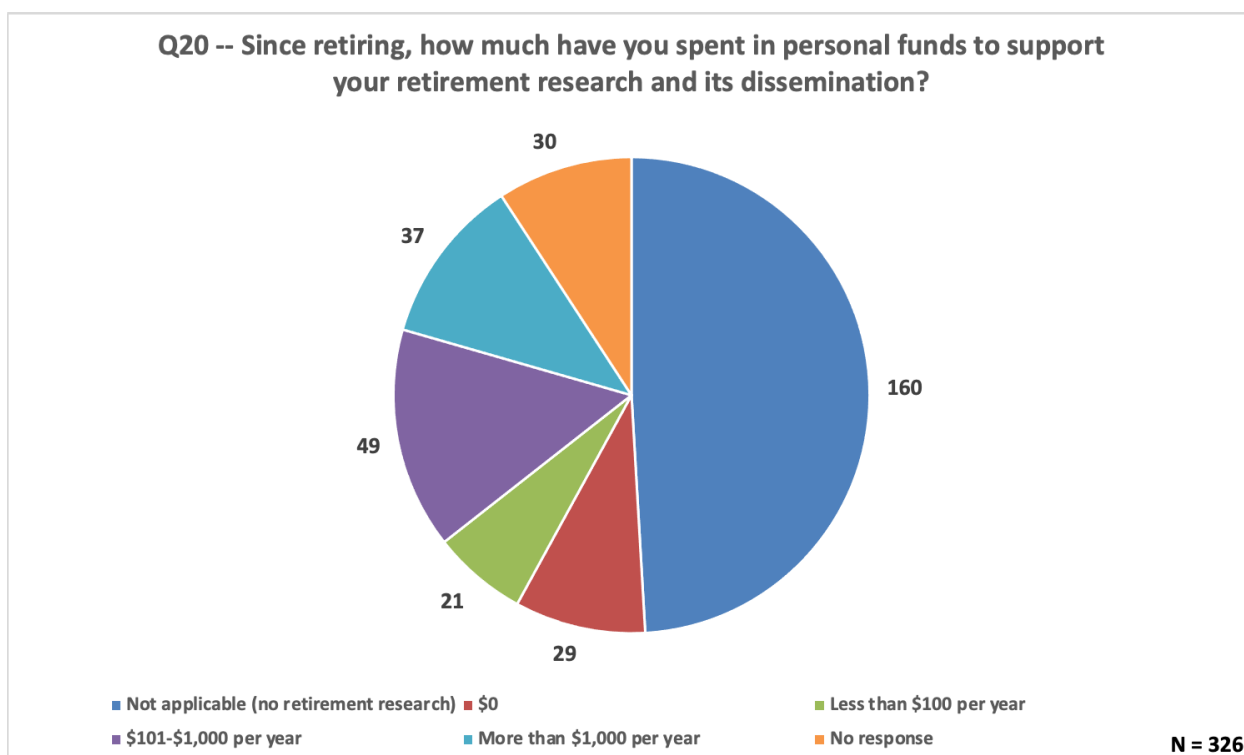
Question 18 asked whether members had performed **paid** work for UVic since retiring. The figures shows the results. Most (75%) have not, and 10.7% skipped the question, but some members continue to fill a variety of paid positions at UVic. (Multiple answers were allowed, but only five members indicated more than one type of paid work in retirement.)



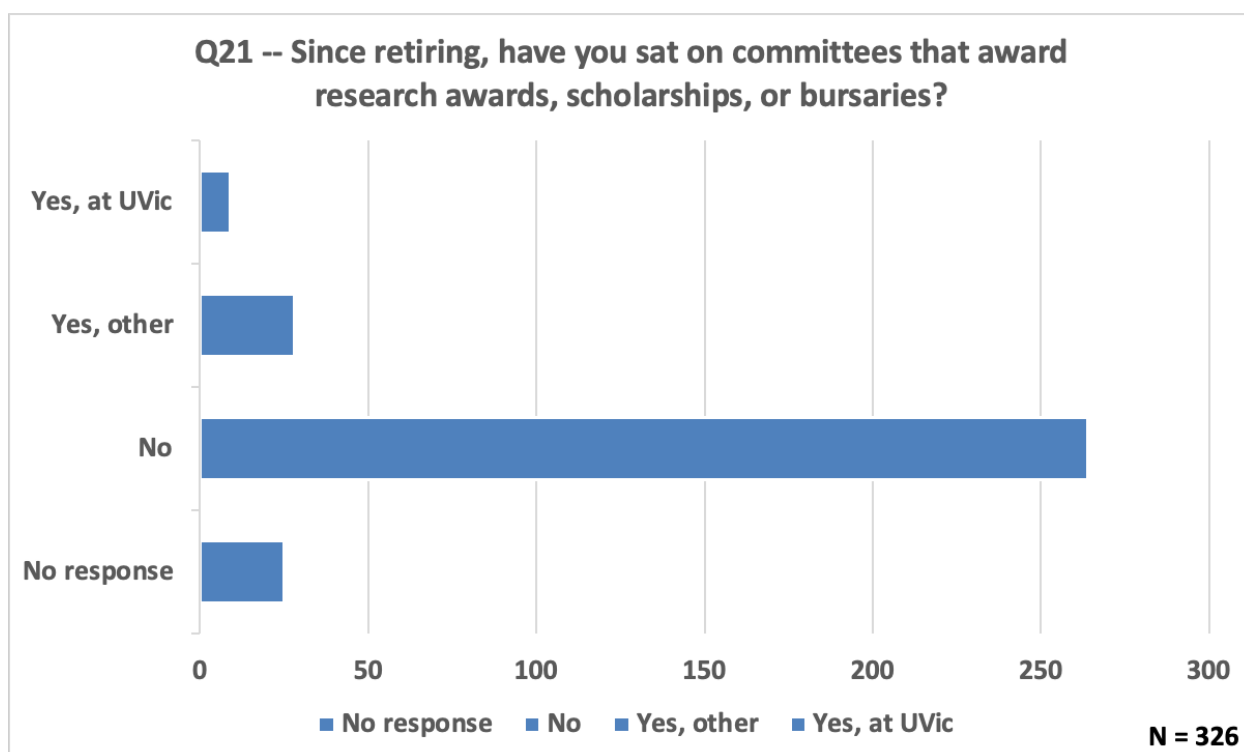
Question 19 asked about UVic-related volunteer activities, and the figure shows the results. Some respondents (41%) reported “None of the above”, and 41 (14.4%) skipped the question, but many members performed at least one, or were involved in several. (Multiple answers were allowed; respondents averaged 1.8 responses.)



Question 20 asked about personal spending on academic research during retirement, and the figure shows the results. Most members either are not performing research or spend small amounts of personal funds, not surprising since only a little over 50% of our members retired from teaching positions. But a few members are spending over \$100 or even over \$1,000 annually.

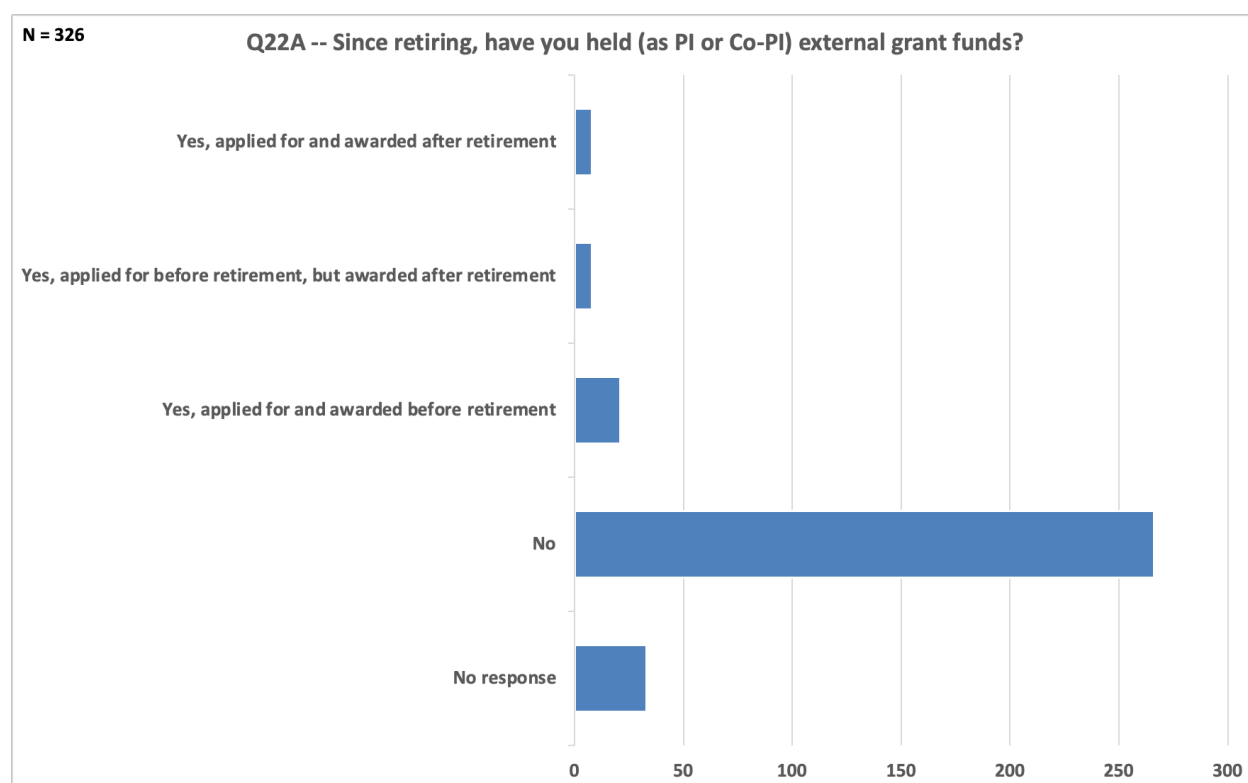


Question 21 asked about (usually unpaid) work on committees that award research awards, scholarships, or bursaries, and the figure shows the result. Most members are not involved in such work, but a few are.

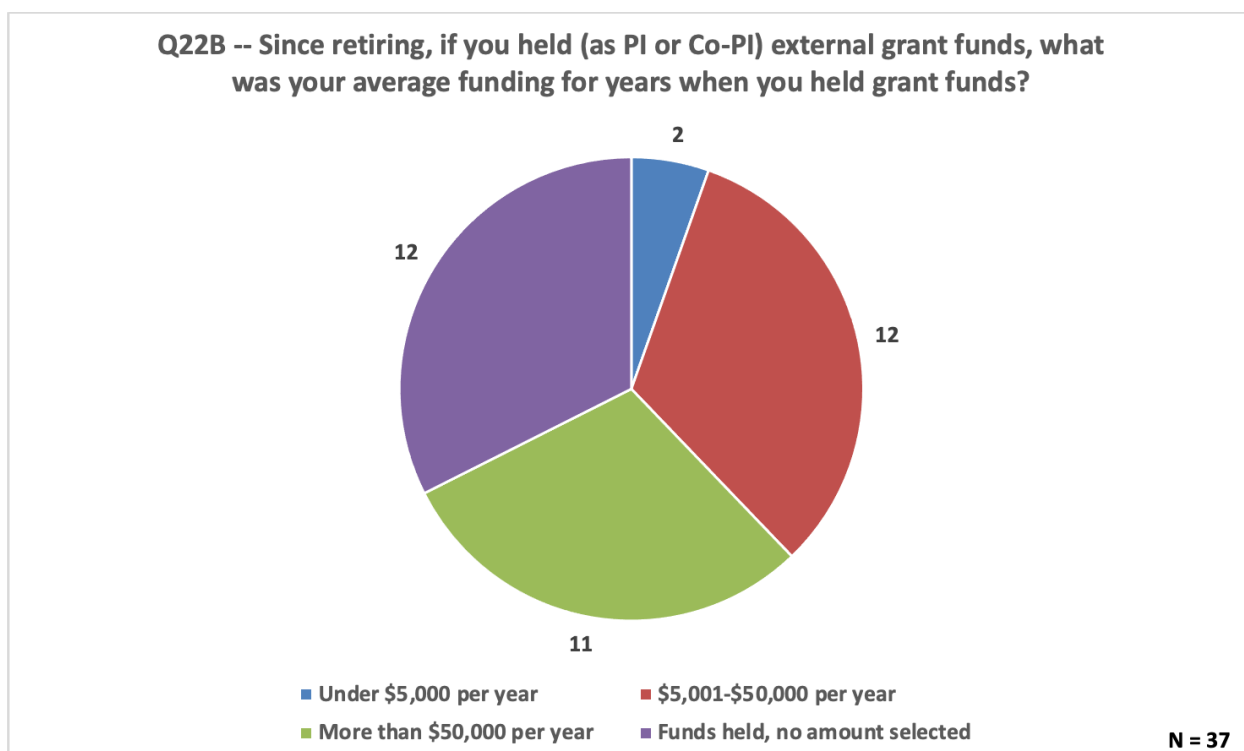


Question 22 asked whether members had held external grant funds since retiring, and the annual average amount for those who had. The figure shows the results. As with similar questions regarding academic work, most have not, but a few have held substantial funds.

Based on these answers, the total amount reported by UVRA members, if all held in the same year, would probably be at least \$800,000<sup>8</sup>. Considering donations from UVRA members who did not respond to the survey, this amount could easily be doubled, or more. Actual annual amounts would be lower, as these funds were not all held at the same time. (A future survey might do well to ask about overall retirement funds held, rather than the annual average.) We do not have any ability to verify these figures, but have contacted UVic to see whether they have any records on emeriti holding external grant funds.

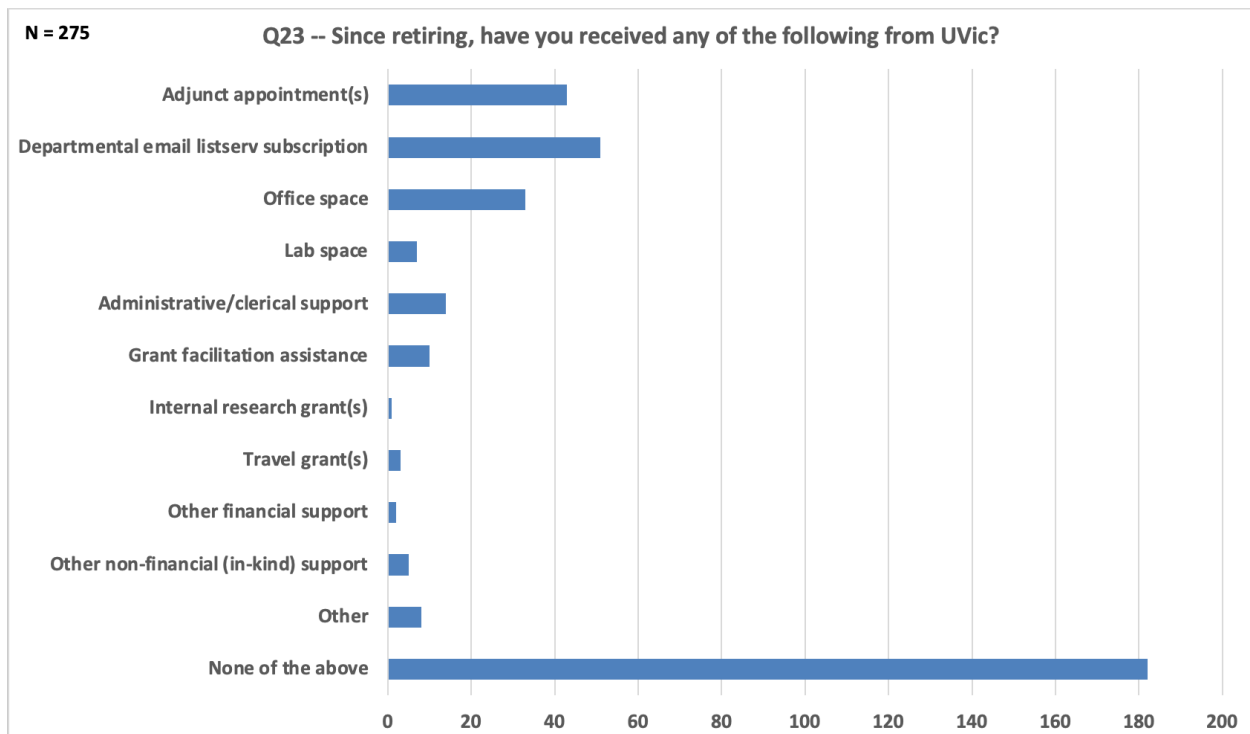


<sup>8</sup> This was calculated by estimating low and high average donations for each answer category.

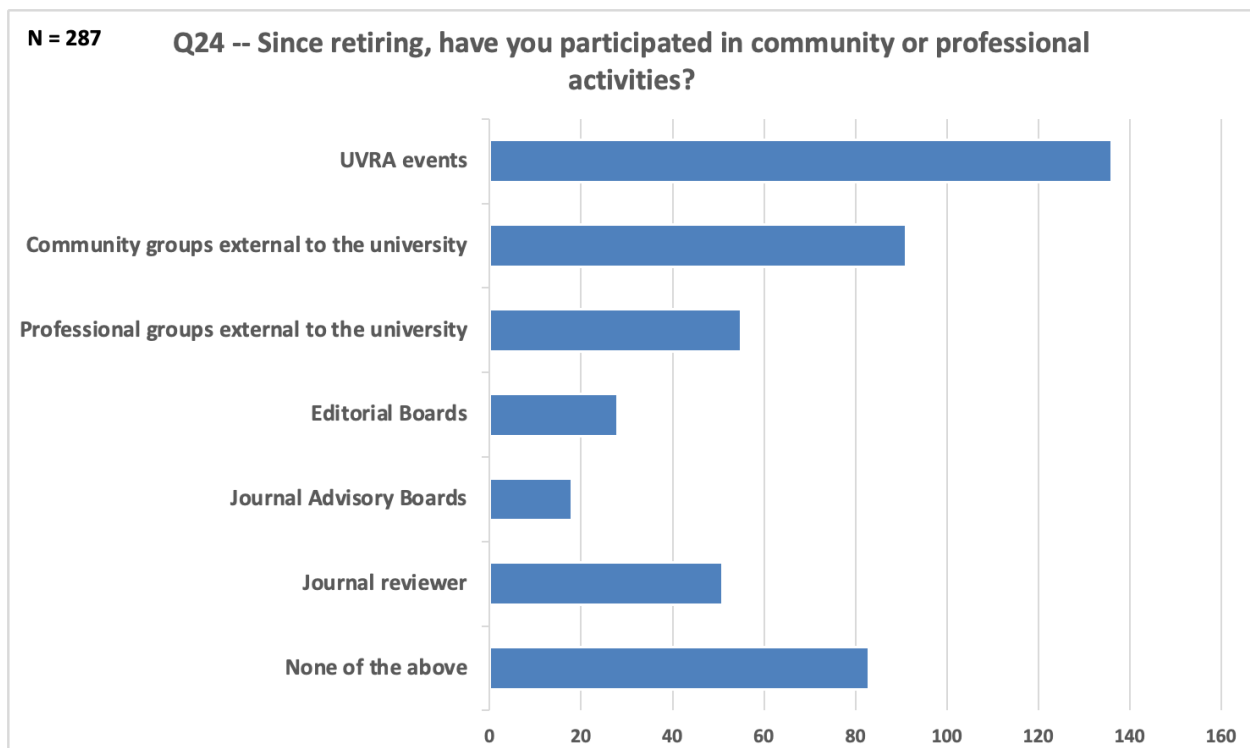


Question 23 asked what assistance or services members had received from UVic after retiring. Multiple answers were allowed. The figure shows the results. Most members (182) reported receiving no services or skipped the question (51), but the 93 who received any listed service reported an average of 1.9 per person. Only one person received an internal research grant (IRG), which perhaps explains the answer to Q20 above, that some members are spending significant personal funds to support their research. (Most UVic departments do not allow emeritus professors to apply for IRGs.)





Question 24 asked about community or professional activities in retirement. Multiple answers were allowed. Most members answered the question, reporting hundreds of activities (often several activities were noted in the comment field). The figure shows the results.



Question 25 asked for longer comments from members regarding the relationship between UVic and UVRA members, including suggestions for specific activities or supports from UVic. Most members skipped this question, but 76 answered in the survey and 2 sent comments email, for a total of 78.

Most want closer connections with UVic; two were concerned at the possible loss of UVRA independence.

Many retired faculty continue to publish peer-reviewed research, present at conferences, supervise students, and give guest lectures at UVic, yet most receive no UVic support for these activities; only one respondent reported receiving an Internal Research Grant.

Many retirees (both faculty and staff) value UVic email, libraries, computer help desk or departmental computer support, but access is not uniform or guaranteed. Some retirees report being required to give up their netlink ID, library access, and computer help – but many retained these. Some (but not all) retirees are required to seek annual sponsorship from their departments to retain email and library access.

Access to athletic facilities also varies, as does access to services such as FAST, VPN, and campus WIFI. Faculty web pages are sometimes maintained, and sometimes taken down on retirement.

It appears that there is no central policy, so departments handle this in widely varying ways. For the sake of fairness, clearly there should be a central policy that applies to all retirees.

Suggestions included:

- honoraria for supervising students
- access to internal research grants (to cover research costs or publication fees)
- access to travel grants (for research or to present results at conferences)
- discounts on continuing studies courses
- a UVic email newsletter for retirees
- UVic admin periodically asking Chairs and Directors about the contacts they have with their own retirees

Question 26 asked whether respondents wanted to be contacted to receive survey results or as follow-up to their responses. Multiple answers were allowed. The figure shows the results. At this time we do not intend any follow-up contacts, but will be sending the final survey report out to those who requested it.

