

# Policy on Relations of Retired Librarians with the University

Approved by Library Negotiations Committee - March 9, 1999

Approved by the Board of Governors - March 27, 2002

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The academic status of librarians implies the expectation that librarians will be welcome and contributing members of the University community even after formal retirement has occurred. While this places no obligation on any librarian following retirement, the University's treatment of librarians should be consistent with this expectation. This includes a formal acknowledgement of affiliation with the University and the Library for the purpose of research grant applications. While retired librarians may enjoy certain privileges and the use of library space, it must be recognized that the severe competition within the University for all available space and other resources has consequences for retired librarians. It may not be possible for either the University or its library system to be as generous as may be wished in providing space or other work support to librarians beyond formal retirement. Given the potentially wide range of needs of retired librarians for space, each case would be considered on its merit.

## GUIDELINES

### 1. GENERAL ASSURANCE OF WELCOME

Retired librarians will be encouraged to participate in the intellectual and social life of the Library and the University to the extent that each librarian desires.

### 2. ACCESS TO SERVICES AND FACILITIES

Every retired librarian will have an ID card that allows full use of the libraries, the sports facilities and other similar facilities on at least the same basis as employed librarians. Any more favourable arrangements that have been extended to University retirees generally shall be included as additional benefits. Parking privileges on the campus for retirees will be available in accordance with the policy of Parking & Transit Services, and retired librarians can continue to maintain an e-mail account with the University under current CIS or FHS policy.

### 3. ALLOCATION OF SPACE

The first priority for the use of library space is for the provision of library services to the University community, and in light of this, the needs of users and employed librarians will have priority over those of retired librarians. It is assumed that retired librarians will normally maintain their affiliation with the University Library system principally through the library or area in which they were employed prior to retirement. It therefore follows that each library will attempt to provide, on the basis of specific need, work space for a retired librarian in that library or area. Any such arrangement would be negotiated between the retiree and the University Librarian or Director of the Health Sciences Library & Computing Services, as appropriate, and reviewed annually.

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