

## Senior Academic Career Planning

The Faculty of Medicine and Health Sciences recognizes that the transition to retirement for academic staff raises many questions. Planning for

**Clinical Faculty Members who opt for the C** **or a**  
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Tenured clinical faculty members who opt for one of these programs would ordinarily have a corresponding McGill University Reduced Load Appointment leading to retirement.

Tenured clinical faculty members who give up their PEM slot but wish to continue working academically on a full-time basis will be switched to a non-clinical tenured academic position. These members will be expected to maintain the expectations for performance of a full-time tenured faculty member in the Faculty of Medicine and Health Sciences and be active in all three spheres of academic duties (teaching, research, including graduate supervision, and administration).

Contract Academic Staff (Clinical) faculty members who opt for one of these programs would ordinarily have a part-time University appointment once they are working less than a 0.5 FTE in our affiliated teaching hospital(s).

**The Emeritus/Emerita Honorific**

The honorific "Emeritus/Emerita" designation shall be accorded to retired eligible Full Professors who, prior to their retirement from the University have held the rank of Full Professor for at least five years and are deemed to have satisfactorily maintained the standards for which they were appointed to that rank.

**Post-Retirement Appointments**

A post-retirement appointment is an option for academic staff who need a bit more time to wind down their research labs and or to continue graduate supervision after their official retirement date. Retired academic staff may continue as a co-supervisor of their graduate students, but another full-