

# EMPLOYEE SUPPORTS & SERVICES

## Findings & Future Directions: UCalgary's Age-Friendly Assessment



### About the Assessment

- Timeline: July 2022 - March 2023
- Purpose: To assess strengths and gaps in UCalgary's age-friendliness
- Methods & Participants:
  - Inventory: Completed by 10 administrators to identify existing age-friendly campus practices and features
  - Survey: Completed by 1,953 faculty, staff, and students to understand their awareness, perceptions, and beliefs about age-friendliness and age-inclusivity on campus



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## Results Related to Employee Supports & Services

### VALUE AND RESPECT

Older faculty felt **less valued** as both mentors and instructors than younger faculty, and felt **less respected** by students.

Older staff felt **less valued** as advisors than younger staff.

**28.1%** of faculty perceived their academic unit to value the ongoing contributions of its retired faculty members.



**One-quarter** of faculty and staff perceived policies regarding merit raises, teaching assignments, and space allocation to be fair regardless of age.

### SERVICE RECOGNITION

Although some faculties and departments recognize the contributions of their longstanding faculty and staff, this recognition does not seem to be consistent across the institution.

### LATE-CAREER ENGAGEMENT AND RETIREMENT

Only **15.7%** of faculty felt the university promoted intergenerational relationships among faculty members.

**Fewer than a quarter** of faculty and staff were aware of the Retirees Association, possibly due to its name change from the Emeriti Association to be inclusive of all retired faculty and staff.

### CAREGIVING SUPPORT

FACULTY

STAFF



**49.4%**  
**20.8%**  
**10.7%**



**52.0%**  
**17.8%**  
**16.9%**

About half knew of available information on seeking leave for caregiving.  
Less than a quarter felt they had choices in scheduling due to caregiving.  
Few knew where to receive help on campus related to caregiving.

Faculty and staff emphasized the need for **flexible work schedules** to support caregivers and suggested that creating a formal caregiving policy and guidelines would be beneficial.

Also reported as absent were workshops and support groups for employees who are caregivers.



### ACTION PLAN

*The assessment findings informed an action plan to address identified gaps.*

*The goals shown here are part of that plan and focus specifically on employee supports and services.*

### GOAL 9

Older employees are valued and treated equitably.

### GOAL 10

Employees and students who are caregivers of aging parents or family members, or the primary caregiver or guardian for children, are supported.



aging@ucalgary.ca



obrieniph.ucalgary.ca/aging



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Ethics approval for this study was obtained from the University of Calgary Conjoint Health Research Ethics Board (REB22-0398).