

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%



52.0%

About half knew of available information on seeking leave for caregiving.



20.8%



17.8%

Less than a quarter felt they had choices in scheduling due to caregiving.



10.7%



16.9%

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.

