Regulations on the activities of retired professors

Approved by the vice-chancellor on 19 December 2019.

In accordance with Chapter 2, Section 5 of the Swedish Higher Education Act (1992:1434), Lund University stipulates the following.

Lund University welcomes retired professors to continue their activities at the University. Because of the experience, contact network and often unique knowledge that they possess, their retirement is usually a loss for the department, faculty and University. Continued activities in teaching, research or external engagement are generally consistent with the requirement that the activities of higher education institutions shall be of high quality. For example, a retired professor can be a resource when engaging with wider society, as a mentor or sounding board, and as a disseminator of information about the University’s activities.

However, in view of the requirement for efficient use of available resources, careful consideration is necessary when deciding how the University should best utilise the knowledge and experience of retired professors. In addition to strategic considerations, attention must be paid to available premises and financial conditions as well as the professor’s expected contribution to the development of the organisation. Furthermore, it is important that professors who are interested in continuing their activities respect that the organisation has passed on to a new generation.

Different faculties have different age structures and conditions, and therefore shall have the opportunity to adopt either a more generous or a more rigorous stance on the matter of retired professors’ opportunity to continue their activities. Heads of department who are considering either approving continued activities for an emeritus/a, or recommending fixed-term employment after retirement, must thus adhere to the guidelines or practices established within their faculty. However, the following applies to the entire University.

Emeritus/emerita

Professor emeritus/emerita is a title available to all professors who resign from an indefinite term post when they reach retirement age.
Emeriti continuing their activities without employment

Application and agreement
A professor emeritus/a, who so wishes and on application, may be allowed to continue their activities. The application must be submitted to the relevant head of department no later than three months before the planned retirement. If the head of department intends to approve the continued activities, an agreement on the conditions for this must be reached between the head of department and the retired professor, in accordance with the enclosed template.

Teaching
The retired professor may be given the opportunity to participate in teaching at any level of study (first, second or third cycle).

Research
The general principle is that continued research is to be paid for by external funding. When applying for research grants, a retired professor may be included as one of the applicants, but the main applicant shall, as a rule, be an employee.

Supervision within third-cycle education
Nothing is to prevent emeriti from participating in the supervision of doctoral students. However, an emeritus/a should normally not be the principal supervisor.

Management assignments
Management assignments of an executive nature are not to be given to an emeritus/a.

Resources and work space
Emeriti must be registered in the Lucat information system and should also have access to a computer, telephone, fax machine, copying machine and office supplies.

Emeriti should also have access to a work space. The head of department is to assess whether or not this is possible and if a work space is available at the department.

Insurance
A working emeritus/a is covered by a collective insurance policy for visitors who participate in the University’s activities and who have a Swedish personal identity number (special personal injury protection).

Work environment responsibilities
Although there is no employee/employer relationship, responsibility for the work environment falls on the University, in accordance with the current delegation rules. Working emeriti shall contribute to a good working environment.

Agreement, reassessment and termination
An agreement is to be reached for a maximum of one year, and may be extended by one year at a time. Extensions must also be agreed, in accordance with the guidelines above.
The head of department and the retired professor are jointly to reach an agreement on the terms that shall apply. The terms may change during the agreed period if there are special reasons; otherwise, any changes to the terms should only be addressed at the time of the next extension, if relevant. The changed terms must also be signed by both parties.

In the event of a dispute regarding the content and application of the agreement, or a disagreement between the parties about the changed terms, the matter shall be submitted to the dean/equivalent for assessment. If the parties are unable to reach a solution within two months of the submission of the matter, the agreement shall be deemed to have been terminated. The submission is to be in writing.

**Emeriti continuing their activities under a new appointment**
The dean is to determine whether employment after retirement shall occur at the faculty. In cases where an emeritus/a is continuing their activities and has the necessary financial means, the relevant head of department may consider them for fixed-term employment. However, it is not possible to appoint a retired professor to visiting professor. It is also not possible to appoint a professor for a fixed-term period, in accordance with the Swedish Employment Protection Act (LAS). If the faculty wants to appoint a retired professor, they may be offered a position as post-retirement professor, in accordance with LAS. The following shall apply to appointments.

**Employment agreement**
An employment agreement must be entered into for a maximum of one year at a time. Appointments shall be based on merit and skills; therefore, special reasons must exist in order for the position to be offered to a retired professor without prior information about the vacancy.

**Title**
The title shall be post-retirement professor to emphasise that it is not a “traditional” teaching post, but rather an employment that is entered into after retirement.

**Rate of employment**
The rate of employment should normally be 20% of a full-time post. However, the rate may be higher, if there are special reasons.

**Basis for the time limitation**
The time limitation shall be based on general fixed-term employment (LAS Section 5 first paragraph, point one, or LAS Section 5, first paragraph, point 2).

**Employment terms**
Villkorsavtal/Villkorsavtal-T continue to apply.

**Entry into force**
The present regulations enter into force on 1 January 2020, thereby replacing previous regulations (LS 2009/542).