



**LUNDS**  
UNIVERSITET

Vice-Chancellor

REGULATIONS

Reg. no STYR 2020/1925

18 December 2020

## **Lund University regulations on the activities of retired professors**

*Approved by the vice-chancellor on 18 December 2020.*

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 and thus continue to offer their unique skills built up during their professorships. Continued activities after retirement from teaching, research or external engagement may be possible if the relevant head of department deems this to be beneficial for the department'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 approving continued activities 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/emera is a title available to all professors who resign from an indefinite term post when they reach retirement age.

### **Emeriti continuing their activities**

#### *Application and agreement*

A professor who so wishes may, upon application, be allowed to continue their activities after having left their appointment to enter retirement. The application must be submitted to the relevant head of department in good time 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.

Such an agreement is required to continue working at Lund University and to be covered by insurance.

#### *Teaching*

The retired professor may be given the opportunity to participate in teaching at any level of study (first, second or third cycle) for a limited term. A retired professor who is not employed may not have responsibility for courses or undertake examination (take decisions on grades).

#### *Research*

The retired professor may be given the opportunity to continue research activities. The general principle here is that the research is to be paid for by external funding.

#### *Supervision within third-cycle education*

Nothing is to prevent retired professors from *supporting* the supervision of doctoral students. However, a retired professor may not be the principal supervisor.

#### *Management assignments*

Management assignments of an executive nature are not to be given to a retired professor.

#### *Resources and work space*

A retired professor who receives approval for continued employment must be registered in the Lucat directory and given the authorisations deemed appropriate by the manager in charge during the agreed period of activity.

Retired professors may be given 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 retired professor 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 for retired professors, responsibility for the work environment falls on the University, in accordance with the current delegation rules. Working retired professors are to contribute to a good work environment.

#### *Agreement, reassessment and termination*

An agreement is to be reached for a maximum of 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 are to 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 of the faculty/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.

#### *Entry into force and transitional provisions*

The present regulations enter into force on 1 January 2021, thereby replacing previous regulations (Reg. no STYR 2019/2108). Retired professors who have a fixed-term appointment as a post-retirement professor on 1 January 2021 will remain a post-retirement professor for the duration of their appointment, which may thereafter be renewed if there are special grounds. If there are special grounds, an appointment may be renewed for a maximum of one year, but no longer than 31 December 2022 and with maximum contracted hours of 20 per cent. The time limitation of general fixed-term employment is then to be used. The special grounds must be justified in writing. A title other than post-retirement professor is to be assigned no later than 1 January 2023 and is to correspond to the main activity in which the retired professor is to engage.