



October 22, 2023

**To:** Prof. XXX, Faculty XXX

**From:** Prof. Naama Brenner, Executive Vice President for Academic Affairs

Dear Prof. XXX

Re: Addressing Faculty Member's Request to Postpone Retirement Date

In December 2012, the National Labor Court determined that an employee who wishes to continue working beyond the mandatory retirement age, is entitled to request it from their employer. The employer must examine the request on an individual basis and exercise proper discretion in its consideration. This does not imply that the employer is obligated to comply with the request, but rather to consider it thoughtfully, taking into account all relevant circumstances. Your retirement date is approaching (end of the 2023-2024 academic year), and on behalf of the Technion administration, I would like to inform you about the decision-making procedure in the event that a faculty member requests to act in accordance with the aforementioned court ruling. This letter is not intended to encourage or discourage faculty members from requesting a postponement of the retirement age. Rather, its purpose is to provide clarification, so as to increase transparency and to ensure uniformity in such processes.

Process for Submission and Review of a Request to Postpone the Retirement Date for up to Two Years (Age 70):

1. Shortly before the start of the academic year, the Academic Staff Office will publish the final deadline for submitting requests for postponement of retirement age. This announcement will be sent to all senior faculty members who are due to retire within the year.
2. The faculty member's request should include: (a) an academic curriculum vitae; (b) a concise description (up to two pages) of research achievements, teaching contributions, and overall contribution to faculty life throughout their years of service at the Technion; (c) a description of the research program and its funding sources for the requested period; (d) a description of the teaching and mentoring plan for the requested period (undergraduate and graduate students).
3. The dean of the academic unit\* will forward the faculty member's request to the Office of Academic Staff, accompanied by a letter that (a) will address the expected contribution of the faculty member to the faculty (in research, teaching, student mentoring, etc.), and (b) will analyze the implications of postponing retirement on the availability of resources allocated to the faculty, e.g. recruitment of new faculty members, allocation of administrative staff and laboratory engineers, allocation of scholarships for graduate students, and allocation of physical space.



[\*If the request for postponement of retirement concerns a faculty member serving as dean of a faculty, the actions described in clause 3 will be carried out by the Senior Executive Vice President.]

Postponement of retirement to take sabbaticals or to receive an exemption from teaching will not be approved.

Before submitting the request, faculty members interested in this option should examine the economic aspects of retirement postponement. The Retirement Department in the Human Resources Division can assist with this matter (Ms. Lena Landman-Grushko, [lenalg@technion.ac.il](mailto:lenalg@technion.ac.il), Phone: 04-8293091).

The Office of Academic Staff will attach unit-specific data to the request file (allocated positions, authorized positions, retirement projections for the next three years). For clarification: retirement postponement will not be based on unit-specific positions, but rather on positions allocated specifically for this purpose annually by the Budget Committee. Two positions were allocated for the retirement cycle of those retiring from the Technion by the end of the 2023-2024 academic year.

The Executive Vice President for Academic Affairs will examine the requests and bring them, along with her recommendations to approve or reject them, to the decision of the Standing Committee. Each case will be considered individually, taking into account the systemic implications of postponing the retirement date. The decision of the Standing Committee to deny a faculty member's request to postpone retirement will be final. The decision of the Standing Committee to approve a retirement postponement request requires approval by the Technion Council.

Please submit the required documents as a PDF file (one file per applicant) to the Office of Academic Staff via email: [michal.wa@technion.ac.il](mailto:michal.wa@technion.ac.il), by January 1, 2024.

I wish you a productive and successful academic year.

Sincerely,

Prof. Naama Brenner

CC: Dean of the Faculty