Executive Vice President for Academic Affairs
משנה לנשיא לענייני אקדמיים

October 2026

To: Prof. XXX, Faculty XXX
From: Prof. Oded Rabinovitch, Executive Vice President for Academic Affairs

Subject: Addressing Faculty Member's Request to Postpone the 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 this 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.

In the spirit of that ruling, the Technion has established a procedure whereby faculty members who wish to do so may submit a request to defer retirement age for a period of up to two years. As your retirement at the end of this academic year approaches, I would like to inform you about the decision-making process for such requests will be conducted. I emphasize that this letter should not be viewed as an intention to encourage or discourage an initiative to request deferral of retirement age, but rather as a clarification aimed at increasing the transparency and uniformity of the process.

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 request of the faculty member shall 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 Academic Staff Office, accompanied by a letter that (a) addresses the expected contribution of the faculty member to the faculty (in research, teaching, student mentoring, etc.), and (b) analyzes the implications of postponing retirement on the availability of resources allocated to the faculty – 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.]

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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, Phone: 04-8293091).

The Academic Staff Office will attach unit-specific data to the request file (allocated norms, authorized norms, retirement projections for the next three years). For clarification: retirement postponement will not be based on unit-specific norms, but rather on norms allocated specifically for this purpose annually by the Budget Committee. Three norms were allocated for the retirement cycle of those retiring from the Technion by the end of the 2026-2027 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 Academic Staff Office via email: michal.wa@technion.ac.il, by January 1, 2027.

I wish you a productive and successful academic year.

Sincerely,

Prof. Oded Rabinovitch

CC: Dean of the Faculty

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