



University Senate CHARGE

Date:	August 1, 2010
To:	James Gilbert Chair, Joint Provost/Senate Task Force on Age-Related Faculty Issues
From:	Nariman Farvardin, Senior Vice President for Academic Affairs & Provost Linda Mabbs, Chair, University Senate
Subject:	Impact of an Aging-Faculty Population on the University of Maryland
Senate Document #:	09-10-49
Deadline:	March 1, 2011

Provost Farvardin and the Senate Executive Committee (SEC) request that the Task Force on Age-Related Faculty Issues review concerns related to the increasing average age of tenured faculty at the University of Maryland

During the 2009-2010 academic year, the Senate's Faculty Affairs Committee raised the issue of an aging faculty population at the University.(see attached report). They note that an incline could have a major impact on the University's academic and research missions. We ask that you review the impact of an aging faculty population on our institution and investigate how to engage our emeritus faculty as a valuable resource. Specifically, we would like you to review the following:

Issues Related to Aging Faculty:

1. Project possible overall rates of retirement over the next two decades and potential differences by discipline.
2. Analyze and compare the average age of our faculty with that of our peer institutions.
3. Review what impact an aging faculty will have on the University's core missions of teaching, mentoring, research and service.
4. Review the impact of retirement rates on opportunities to hire new faculty and make suggestions on possible policy changes related to recruiting new faculty.

5. Consider whether the University needs to develop new accommodations for an aging faculty (i.e. handicap access, parking, etc.) and the approximate costs of such accommodations.

Issues Related to Emeritus Faculty:

1. Determine the “costs” and potential benefits of a rapid increase of emeritus faculty to the University.
2. Determine what beneficial roles emeritus faculty can play in the University’s core mission and strategic plan goals.
3. Determine what steps the University should take to engage its emeritus faculty.
4. Determine what services and support the University should provide to active emeritus faculty.

We ask that you submit your report and recommendations to the Senate Office no later than March 1, 2011. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.