



UNIVERSITY OF
MARYLAND
UNIVERSITY SENATE

1100 Marie Mount Hall
College Park, Maryland 20742-4111
Tel: (301) 405-5805 Fax: (301) 405-5749
<http://www.senate.umd.edu>

April 21, 2010

To: Nariman Farvardin
Senior Vice President for Academic Affairs & Provost

From: Elise Miller-Hooks 
Chair, University Senate

Subject: Recommendation to Establish a Task Force to Study Age-Related Faculty Issues (Senate Document #: 09-10-39)

The Senate Executive Committee (SEC) reviewed the Faculty Affairs Committee proposal entitled, "Recommendation to Establish a Task Force to Study Age-Related Faculty Issues" at its meeting on April 20, 2010. The SEC approved the committee's recommendation unanimously and would like your support in establishing a joint task force between the Senate and your office to take a more focused view at this issue.

As explained in the Faculty Affairs Committee's report, the average age of our faculty is significantly higher than that of our peer institutions. It is clear that an aging faculty is likely to create a number of issues that the University of Maryland will need to address. The committee feels that the task force should look at issues related to aging faculty but also those related to engaging our emeritus faculty. They have outlined a few key questions that the task force could be charged with exploring below.

Questions concerning an aging faculty

- What are the rates of retirement likely to be over the next two decades? Is this something that is likely to be discipline-specific?
- What impacts will an aging faculty have on the University's core mission of teaching, mentoring, research and service?
- How will an aging faculty and the rates of retirement impact recruitment of new faculty?
- Will the University need to consider development of new approaches and methods to accommodate an aging faculty that is more likely to need handicap access, parking, etc.?
- How will the costs of these accommodations influence our infrastructure and function?

Questions concerning emeritus faculty

- What are the "costs" and potential benefits of a rapid increase of emeritus faculty to the University?
- What beneficial roles can emeritus faculty play in the University's core mission and strategic plan goals? What additional services could be provided to the University community by emeritus faculty?

- What steps should the University take in to engage its emeritus faculty?
- What services and support should the University provide to active emeritus faculty?

The SEC would like to request that you work in with conjunction with the Senate to create and charge this important task force. Thank you for your attention to this request.