



University Senate TRANSMITTAL FORM

Senate Document #:	09-10-39
PCC ID #:	N/A
Title:	Recommendation to Establish a Task Force to Study Age-Related Faculty Issues
Presenter:	Eric Kasischke, Chair, Faculty Affairs Committee
Date of SEC Review:	April 20, 2010
Date of Senate Review:	April 29, 2010
Voting (highlight one):	<ol style="list-style-type: none"> 1. On resolutions or recommendations one by one, or 2. In a single vote 3. To endorse entire report
Statement of Issue:	<p>The Faculty Affairs Committee has realized that the number of faculty who are 55 years and older is 45%. This could result in a number of issues that the University of Maryland will need to address. For example, the university may experience a period with a large number of retirements, necessitating an unusually high effort in recruitment and hiring, and the associated costs. We may be facing a situation where we have far more active faculty who are over 65, 70, and even 75 years of age. The effects of this change in age distribution of our faculty will impact institutional effectiveness and have broad implications on every aspect of the University community, from the ability to hire younger faculty to needs for accommodation that are not now available.</p>
Relevant Policy # & URL:	N/A
Recommendation:	The Faculty Affairs Committee recommends that the University Senate work with the Provost to formulate a joint Provost-Senate Task Force to study Age-Related Faculty Issues.
Committee Work:	The committee conducted a survey of retired faculty in the Fall 2009 semester. The results were reviewed and analyzed by the committee. They also consulted with the Office of Human Resources to gain statistical information on faculty demographics. The committee voted to approve the report on April 7, 2010.
Alternatives:	N/A

Risks:	There are no associated risks.
Financial Implications:	There are no financial implications.
Further Approvals Required: <i>(*Important for PCC Items)</i>	N/A

5 April 2010

Memo to: Elise Miller-Hooks, Chair, University Senate

From: Eric S. Kasischke, Chair, Faculty Affairs Committee (FAC)

Subject: Recommendation to establish a Task Force to study Age-Related Faculty Issues

At the request of member Denny Gulick, the Faculty Affairs Committee initiated a survey of emeritus faculty in the fall of 2009. The purpose of this survey was to determine if there was a need for the University to increase the resources being provided to emeritus faculty members who are still active in teaching, advising and mentoring of students (e.g., provision of office space, access to phones, access to computer resources, etc.). The survey revealed that the replying emeritus faculty members were generally satisfied with the level of services they were being provided. A theme that surfaced from the survey was that many emeritus faculty members were willing and able to provide greater service to the University, but that they did not know whether opportunities to become more involved were available. The FAC concluded that the University should investigate steps that could be taken to better engage our emeritus faculty, including identification of services provided to those who are actively engaged in the affairs of the university.

The discussions surrounding the survey of emeritus faculty led to the realization that we were only seeing the tip of a much larger iceberg. Our discussions initially focused on the fact that emeritus faculty represented a significant resource that, through additional steps, could be harnessed to the great benefit of the University. We realized that given the age structure of the University of Maryland's faculty, this untapped resource base is going to increase rapidly in the near future. In particular, information provided by the University's Department of Human Resources showed that a total of 711 tenured/tenure track faculty members out of a total of 1455 (49%) are age 55 years and older. .

Further discussions focused on the fact that an aging faculty is likely to create a number of issues that the University of Maryland will shortly face and need to address (it should be noted that the average age of our faculty is significantly higher than that of our peer institutes). For example, the university may experience a period with a large number of retirements, necessitating an unusually high effort in recruitment and hiring, and the associated costs. Alternately, the recent economic events might instead result in an increase in the age at which individual faculty members retire. We may be facing a situation where we have far more active faculty who are over 65, 70, and even 75 years of age. The effects of this change in age distribution of our faculty will impact institutional effectiveness and have broad implications on every aspect of the University community, from the ability to hire younger faculty to needs for accommodation that are not now available.

Based on this discussion, the Faculty Affairs Committee recommends that the University Senate approach the Provost to formulate a joint Provost-Senate Task Force to study Age-Related Faculty Issues. Some of the key questions that would be explored by this task force, including those associated with emeritus faculty, and are outlined below. Answering these questions would

provide the Task Force with the basis for making recommendations to the University for options on addressing questions and issues associated with its aging faculty as well as for more effectively engaging its emeritus faculty. At the same time, the Task Force should examine “best practices” with regard to aging and emeritus faculty at peer institutions, as well as the general literature on the subject, and use this information to inform their formulation of responses to the questions.

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?