

Mandatory Retirement - The End is Nigh!

Prepare For End of Mandatory Retirement

- Review and revise policies
- Inventory all terms of employment and benefits tied to age
- Consider BFORs and available evidence

End Of Mandatory Retirement

James W. Walker, Harriet L. Lazer



End Of Mandatory Retirement:

The End of Mandatory Retirement United States. Congress. House. Select Committee on Aging, 1983 **Ending Mandatory Retirement for Tenured Faculty** National Research Council, Division of Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, Committee on Mandatory Retirement in Higher Education, 1991-02-01 The proportion of older faculty is increasing nationwide This book offers guidance not only for dealing with the elimination of mandatory retirement in higher education but also for current retirement related issues facing all colleges and universities Ending Mandatory Retirement addresses such questions as Do the special circumstances of higher education warrant the continuation of mandatory retirement How would an increase in the number of older faculty affect individual colleges and universities and their faculty members Where there are undesirable effects what could be done to minimize them The book contains analyses of early retirement programs faculty performance evaluation practices pension and benefit policies tenure policies and faculty ages and retirement patterns The End of Mandatory Retirement James W. Walker, Harriet L. Lazer, 1978 Personnel management monograph commenting on effects of USA labour legislation raising the mandatory retirement age to 70 describes provisions of the amendments to the 1978 age discrimination law outlines management techniques relating to flexible and early retirement programmes cost accounting for pension schemes and old age benefits and performance appraisal of older workers and considers ageing processes and retirement planning Bibliography pp 207 to 215 **Elimination of Mandatory Retirement at Age 70** United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Compensation and Employee Benefits, 1977 *Prohibition of Mandatory Retirement and Employment Rights Act of 1982* United States. Congress. Senate. Committee on Labor and Human Resources, 1982 Prohibition of Mandatory Retirement and Employment Rights Act of 1982 United States. Congress. Senate. Committee on Labor and Human Resources. Subcommittee on Labor, 1982 *Hearing to Eliminate Mandatory Retirement* United States. Congress. House. Committee on Education and Labor. Subcommittee on Employment Opportunities, 1982 *Mandatory Retirement* United States. Congress. House. Select Committee on Aging, 1977 Age Discrimination in Employment Amendments of 1995 United States. Congress. Senate. Committee on Labor and Human Resources, 1996 **One Nation Divisible** Michael B. Katz, Mark J. Stern, 2006-03-16 American society today is hardly recognizable from what it was a century ago Integrated schools an information economy and independently successful women are just a few of the remarkable changes that have occurred over just a few generations Still the country today is influenced by many of the same factors that revolutionized life in the late nineteenth century immigration globalization technology and shifting social norms and is plagued by many of the same problems economic social and racial inequality One Nation Divisible a sweeping history of twentieth century American life by Michael B Katz and Mark J Stern weaves together information from the latest census with a century s worth of data to show how trends in American life have changed while

inequality and diversity have endured One Nation Divisible examines all aspects of work family and social life to paint a broad picture of the American experience over the long arc of the twentieth century Katz and Stern track the transformations of the U S workforce from the farm to the factory to the office tower Technological advances at the beginning and end of the twentieth century altered the demand for work causing large population movements between regions These labor market shifts fed both the explosive growth of cities at the dawn of the industrial age and the sprawling suburbanization of today One Nation Divisible also discusses how the norms of growing up and growing old have shifted Whereas the typical life course once involved early marriage and living with large extended families Americans today commonly take years before marrying or settling on a career path and often live in non traditional households Katz and Stern examine the growing influence of government on trends in American life showing how new laws have contributed to more diverse neighborhoods and schools and increased opportunities for minorities women and the elderly One Nation Divisible also explores the abiding economic paradox in American life while many individuals are able to climb the financial ladder inequality of income and wealth remains pervasive throughout society The last hundred years have been marked by incredible transformations in American society Great advances in civil rights have been tempered significantly by rising economic inequality One Nation Divisible provides a compelling new analysis of the issues that continue to divide this country and the powerful role of government in both mitigating and exacerbating them A Volume in the Russell Sage Foundation Census Series Hearing on Age Discrimination in Employment Act (ADEA) United States. Congress. House. Committee on Education and Labor. Subcommittee on Select Education and Civil Rights,1993

Mandatory Retirement : the Social and Human Cost of Enforced Idleness United States. Congress. House. Select Committee on Aging,1977

To Retire or Not? Robert L. Clark,P. Brett Hammond,2017-06-13 Colleges and universities across the country face huge challenges as their faculties age their budgets stagnate and mandatory retirement becomes a thing of the past In To Retire or Not the nation s foremost authorities on retirement policy and practice provide a critical assessment of academic labor markets and retirement patterns explaining how to adjust pension and other incentive programs to ensure proper replenishment of intellectual and human capital Case studies vividly illustrate how to predict the need for special retirement programs how to structure voluntary early out benefit plans and how age based retirement incentives work in practice Recent legal decisions are assessed and critiqued A recent amendment to the U S Age Discrimination in Employment Act ended mandatory retirement for tenured faculty at colleges and universities across the country This law let individual faculty members enjoy an economic benefit enjoyed by almost all other American workers they could choose to continue working past age 70 or sell the benefit back to their universities in exchange for earlier retirement At the same time however educational administrators were faced with a faculty bulge created by the expansion of the professorate in the 1960s and early 70s and the so called surplus army of Ph D s of the 1980s Colleges and universities everywhere are now faced with the higher costs of retaining senior professors

instead of hiring entry level replacements at lower salaries

Hearings, Reports and Prints of the Senate Committee on Human Resources United States. Congress. Senate. Committee on Human Resources,1977

Age Discrimination in Employment Amendments of 1977 United States. Congress. Senate. Committee on Human Resources. Subcommittee on Labor,1977

Congressional Record United States. Congress,1984 The Congressional Record is the official record of the proceedings and debates of the United States Congress It is published daily when Congress is in session The Congressional Record began publication in 1873 Debates for sessions prior to 1873 are recorded in The Debates and Proceedings in the Congress of the United States 1789 1824 the Register of Debates in Congress 1824 1837 and the Congressional Globe 1833 1873

Locus of Authority William G. Bowen,Eugene M. Tobin,2017-05-30 Locus of Authority argues that every issue facing today s colleges and universities from stagnant degree completion rates to worrisome cost increases is exacerbated by a century old system of governance that desperately requires change While prior studies have focused on boards of trustees and presidents few have looked at the place of faculty within the governance system Specifically addressing faculty roles in this structure William G Bowen and Eugene M Tobin ask do higher education institutions have what it takes to reform effectively from within Bowen and Tobin use case studies of four very different institutions the University of California Princeton University Macalester College and the City University of New York to demonstrate that college and university governance has capably adjusted to the necessities of the moment and that governance norms and policies should be assessed in the context of historical events The authors examine how faculty roles have evolved since colonial days to drive change but also to stand in the way of it Bowen and Tobin make the case that successful reform depends on the artful consideration of technological financial and cultural developments such as the explosion in online learning Stressing that they do not want to diminish faculty roles but to facilitate their most useful contributions Bowen and Tobin explore whether departments remain the best ways through which to organize decision making and if the concepts of academic freedom and shared governance need to be sharpened and redefined Locus of Authority shows that the consequences of not addressing college and university governance are more than the nation can afford

The Age Demographics of Academic Librarians Stanley Wilder,2013-04-15 The Age Demographics of Academic Librarians A Profession Apart discusses the current demographics of librarianship in North America and examines how a huge retiree rate will affect the profession With the average age of librarians increasing dramatically since 1990 this book examines the changes that will have to take place in your library such as recruiting training and working with a smaller staff The Age Demographics of Academic Librarians provides you with insights on how to make your library s transition easier when several of your colleagues leave your library Valuable and intelligent The Age Demographics of Academic Librarians discusses trends through easy to read charts tables and comprehensive data analysis Exploring possible reasons for the anomalies of this trend this book explores several surprising facts such as 16 percent of the 1995 American Research Libraries population of librarians will retire by the year

2000 another 16 percent between 2000 and 2005 24 percent between 2005 and 2010 and 27 percent between 2010 and 2030 leaving the ARL lacking seasoned librarians the number of ARL cataloging librarians are decreasing but the number of reference librarians seems to be increasing 54 percent of all ARL librarians who have twenty or more years of professional experience have worked at only one library in the course of their careers Canadian ARL librarians are older than their United States counterparts in 1990 48 percent of ARL librarians were 45 years old or older in 1994 the number increased to 58 percent The Age Demographics of Academic Librarians provides you with valuable insight into the unusual shape and movement of the academic librarian age profile as well as some speculation on its possible effects so you can predict how it will affect your library in the future and help you prepare to take preventative actions

Amendments to the Age Discrimination in Employment Act of 1967 United States. Congress. House. Committee on Education and Labor. Subcommittee on Employment Opportunities, 1977

Faculty Retirement Jean McLaughlin, Lauren Duranleau, Claire Van Ummersen, 2023-07-03 Co published with ACE This book addresses the critical and looming issue of retirement in higher education as the cohort of boomer generation faculty come to the close of their careers On the one hand institutions need to replenish themselves and so need older employees to retire On the other mass retirements can decimate departments creating the need for mass hirings that will create another crisis in the future At the same time with the elimination of mandatory retirement many faculty are working on into and beyond their seventies because they feel they still have much to contribute because their identities are closely tied to their work because they wish to remain connected to their institutions or for financial reasons Given institutions legal constraints and planning exigencies and faculties varied motivations what are the options that can satisfy the needs of both parties This book presents a range of examples of how institutions of all types and sizes are addressing these dilemmas and how faculty members have helped create or shape policies that address their needs and allow them to continue to play meaningful roles at their institutions The contributors describe practices that address the concerns of those already nearing or in retirement propose approaches to creating opportunities to start these sensitive discussions and address financial planning at early career stages and outline strategies for developing clear structures and policies and communication so that individuals have a full understanding of their options as they make life changing decisions This book presents models from fifteen colleges and universities identified by the American Council on Education through a competition for having developed innovative and effective ways to help faculty transition into retirement It offers clear messages about the need for greater transparency in addressing retirement and transitions for better communication and for close coordination between human resources and academic administrators It offers a roadmap for HR personnel senior administrators department chairs and faculty themselves

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