



# **ENDING MANDATORY RETIREMENT FOR TENURED FACULTY**

**The Consequences for  
Higher Education**

**NATIONAL RESEARCH COUNCIL**

# End Of Mandatory Retirement Effects On Higher Education

**RC Schank**



## **End Of Mandatory Retirement Effects On Higher Education:**

**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**, 1989

**The End of Mandatory Retirement** Karen C. Holden, W. Lee Hansen, 1989 **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 *Hearing on Early Retirement in Higher Education* United States. Congress. House. Committee on Education and the Workforce. Subcommittee on Employer-Employee Relations, 1997 *Economic Challenges in Higher Education* Charles T. Clotfelter, Ronald G. Ehrenberg, Malcolm Getz, John J. Siegfried, 2008-04-15 The last two decades have been a turbulent period for American higher education with profound demographic shifts gyrating salaries and marked changes in the economy While enrollments rose about 50% in that period sharp increases in tuition and fees at colleges and universities provoke accusations of inefficiency even outright institutional greed and irresponsibility As the 1990s progress surpluses in the academic labor supply may give way to shortages in many fields but will there be enough

new Ph D s to go around Drawing on the authors experience as economists and educators this book offers an accessible analysis of three crucial economic issues the growth and composition of undergraduate enrollments the supply of faculty in the academic labor market and the cost of operating colleges and universities The study provides valuable insights for administrators and scholars of education

### **Generational Shockwaves and the Implications for Higher Education**

Donald E. Heller, Madeleine d'Ambrosio, 2009-01-01 This is a fascinating book Higher Education Review The Baby Boom generation did much to drive the transformation of American higher education that occurred in the 1960s That extraordinary impact has invited many to think about how succeeding generations have challenged and will continue to challenge the assumptions and practices of educational institutions This volume explores the significance of this generational perspective through observations from a variety of practitioners and observers of higher education With stances ranging from unbridled enthusiasm to measured skepticism about the significance of generational change these authors are sure to provide new insights to any thoughtful reader Michael S McPherson President The Spencer Foundation US Our industry is extremely people intensive so that understanding generational differences may be more important for us than for other industries This book carefully portrays these generational differences and explores their implications for higher education Catharine Bond Hill President Vassar College US Generational Shockwaves is a must read for all of us in higher education who spend so much of our time working to enhance the educational and social success of our students as well as the scholarly and teaching success of our faculty After reviewing this volume no one can continue to support what too many in higher education still practice a one size fits all approach to the challenges we confront Herman A Berliner Provost and Senior Vice President for Academic Affairs Hofstra University US This volume offers a sort of cultural seismography of higher education in the early 21st century This is the most comprehensive and thoughtful treatment I have seen of an inexorable and tectonic trend that will challenge the status quo in profound and unprecedented ways David W Leslie Chancellor Professor of Education Emeritus The College of William Mary US This volume part of the TIAA CREF Institute Series on Higher Education is based on a national conference convened by the Institute in November 2007 The generational issues that were the focus of the conference raise both risks and opportunities with the potential to profoundly affect our cultural environment both inside and outside academe Baby Boomers in their roles as students parents professors and administrators transformed the American higher education system As Boomers near retirement Generation X and the Millennials are building on those contributions and making their own impacts This volume sheds light on a current front burner issue in higher education managing the melding of generations each with its unique needs and approaches to teaching and learning The result of discussions among presidents provosts and other senior level leaders from the higher education community as well as the scholarship of leading academics this lucid and engaging volume addresses intergenerational shifts and their wide ranging implications for higher education including relevant risks and opportunities for consideration by campus leaders The type of institution represented

in these discussions ranges from small teaching focused institutions to community colleges and large comprehensive research institutions The authors offer senior leadership a deeper understanding of these generational challenges and opportunities and provide them with new and actionable information to enhance decision making and inform strategic planning They offer scholars new research questions to examine and provide insights to enhance effective reporting on higher education issues Higher education presidents chancellors provosts CFOs faculty researchers and policymakers will find this volume to be of significant value

**Freedom and Tenure in the Academy** William W. Van Alstyne, 1993 Van Alstyne presents an unhurried historical review of the extent to which academic freedom has been accepted into domestic constitutional law Two essays deal with the issue of tenure and academic freedom Ralph S Brown and Jordan E Kurland agree that tenure reinforces academic freedom but wonder if there is not a large price to be paid for such a system In a highly instructive review Matthew Finkin looks at academic tenure and freedom in the light of labor law Focusing on freedom of artistic expression Robert O Neil raises difficult questions about what kinds of art displays taxpayers can be expected to tolerate in the colleges and universities they support Rodney A Smolla looks at the ways in which hate speech and offensive expression on campuses engage wide First Amendment jurisprudence Judith Jarvis Thomson examines the vexed issue of selecting and valuing individual faculty members or disciplines with regard to ideology Michael W

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

Higher

Education in the Digital Age William G. Bowen, 2015-01-25 How online learning could help control the exploding cost of higher education Two of the most visible and important trends in higher education today are its exploding costs and the rapid expansion of online learning Could the growth in online courses slow the rising cost of college and help solve the crisis of affordability In this short and incisive book William G Bowen one of the foremost experts on the intersection of education and economics explains why despite his earlier skepticism he now believes technology has the potential to help rein in costs without negatively affecting student learning As a former president of Princeton University an economist and author of many books on education including the acclaimed bestseller *The Shape of the River* Bowen speaks with unique expertise on the subject Surveying the dizzying array of new technology based teaching and learning initiatives including the highly publicized emergence of massive open online courses MOOCs Bowen argues that such technologies could transform traditional higher education allowing it at last to curb rising costs by increasing productivity while preserving quality and protecting core values But the challenges which are organizational and philosophical as much as technological are daunting They include providing hard evidence of whether online education is cost effective in various settings rethinking the governance and decision making structures of higher education and developing customizable technological platforms Yet Bowen remains optimistic that the potential payoff is great Based on the 2012 Tanner Lectures on Human Values delivered at Stanford University the book includes responses from Stanford president John Hennessy Harvard University psychologist Howard Gardner Columbia University literature professor Andrew Delbanco and Coursera cofounder Daphne Koller

*Handbook of Research Abstracts on the "uncapping" of Academic Mandatory Retirement* ,1990 Labor Literature ,1978 **Labor Literature, Index of Periodical Articles** ,1978 **Labor Literature** United States. Department of Labor. Library,1978 **Faculty Retirement in the Arts and Sciences** Albert Rees, Sharon P. Smith, 2014-07-14 In 1986 the Age Discrimination in Employment Act ADEA was amended to abolish mandatory retirement for tenured faculty members in colleges and universities effective January 1 1994 Will this uncapping of the retirement age adversely affect the vitality of academic departments or the prospects of advancement for younger scholars In a definitive study of faculty retirement in the arts and sciences Albert Rees and Sharon Smith seek to answer this question Basing their conclusions on original data collected from thirty three colleges and universities they do much to resolve an issue that is a frequent subject of discussion in the academic world and in the press Rees and Smith reveal that the ending of mandatory retirement will have much smaller effects than those generally anticipated so small that there is no justification for efforts to have Congress continue exempting faculty members from the ADEA past 1994 the date that the exemption is now due to expire In addition to their data on retirement patterns the authors make use of surveys of senior faculty and retired faculty to explore attitudes toward retirement Originally published in 1991 The Princeton Legacy Library uses the latest print on demand technology to again make available previously out of print books from the distinguished backlist of Princeton University Press These editions

preserve the original texts of these important books while presenting them in durable paperback and hardcover editions The goal of the Princeton Legacy Library is to vastly increase access to the rich scholarly heritage found in the thousands of books published by Princeton University Press since its founding in 1905 The New Generation Gap in the American Faculty Elizabeth Faue Barkley,1993 **The Law of Higher Education, A Comprehensive Guide to Legal Implications of Administrative Decision Making** William A. Kaplin,Barbara A. Lee,Neal H. Hutchens,Jacob H. Rooksby,2019-04-01 Your must have resource on the law of higher education Written by recognized experts in the field the latest edition of The Law of Higher Education Vol 1 offers college administrators legal counsel and researchers with the most up to date comprehensive coverage of the legal implications of administrative decision making In the increasingly litigious environment of higher education William A Kaplin and Barbara A Lee s clear cogent and contextualized legal guide proves more and more indispensable every year Two new authors Neal H Hutchens and Jacob H Rooksby have joined the Kaplin and Lee team to provide additional coverage of important developments in higher education law From hate speech to student suicide from intellectual property developments to issues involving FERPA this comprehensive resource helps ensure you re ready for anything that may come your way Includes new material since publication of the previous edition Covers Title IX developments and intellectual property Explores new protections for gay and transgender students and employees Delves into free speech rights of faculty and students in public universities Expands the discussion of faculty academic freedom student academic freedom and institutional academic freedom Part of a 2 volume set If this book isn t on your shelf it needs to be The Law of Higher Education, 2 Volume Set William A. Kaplin,Barbara A. Lee,2013-07-25 Make sure you have a copy on your bookshelf The Law of Higher Education Fifth Edition is the most up to date and comprehensive reference research source and practical legal guide for college and university administrators campus attorneys legal counsel and institutional researchers addressing all the major legal issues and regulatory developments in higher education In the increasingly litigious environment of higher education William A Kaplin and Barbara A Lee s clear cogent and contextualized legal guide proves more and more indispensable every year Over 3 000 new cases related to higher education have been decided since the publication of the previous edition and scores of changes to higher education law are made each year Every section of the fifth edition contains new material including those related to Hate speech and free speech rights of faculty in public universities Sharing of research with international colleagues Intellectual property and peer to peer file sharing Student suicide Campus safety Police and administrators right to search students residence hall rooms Governmental support for religious institutions and religious autonomy rights of individual public institutions Collective bargaining and antidiscrimination laws Nondiscrimination and affirmative action in employment admissions and financial aid Family and Medical Leave Act and workers compensation FERPA Family Educational Rights and Privacy Act **The American Faculty** Jack H. Schuster,Martin J. Finkelstein,2008-12-15 Higher education is becoming destabilized in the face of extraordinarily

rapid change The composition of the academy's most valuable asset the faculty and the essential nature of faculty work are being transformed Jack H Schuster and Martin J Finkelstein describe the transformation of the American faculty in the most extensive and ambitious analysis of the American academic profession undertaken in a generation A century ago the American research university emerged as a new organizational form animated by the professionalized discipline based scholar The research university model persisted through two world wars and greatly varying economic conditions In recent years however a new order has surfaced organized around a globalized knowledge based economy powerful privatization and market forces and stunning new information technologies These developments have transformed the higher education enterprise in ways barely imaginable in generations past At the heart of that transformation but largely invisible has been a restructuring of academic appointments academic work and academic careers a reconfiguring widely decried but heretofore inadequately described This volume depicts the scope and depth of the transformation combining empirical data drawn from three decades of national higher education surveys The authors portrait at once startling and disturbing provides the context for interpreting these developments as part of a larger structural evolution of the national higher education system They outline the stakes for the nation and the challenging work to be done

**The Constitution of Japan--the Fifth Decade**  
,1990



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