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Ending Mandatory Retirement For Tenured Faculty The Consequences For Higher Education

Robert L. Clark, P. Brett Hammond



Ending Mandatory Retirement For Tenured Faculty The Consequences For 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 *Ending Mandatory Retirement for Tenured Faculty* National Research Council Committee, National Research Council, Committee on Mandatory Retirement in Higher Education, 1991-12-01

Hearing on Early Retirement in Higher Education United States. Congress. House. Committee on Education and the Workforce. Subcommittee on Employer-Employee Relations, 1997 *Higher Education: Handbook of Theory and Research* John C. Smart, 2006-05-11 Published annually since 1985 the Handbook series provides a compendium of thorough and integrative literature reviews on a diverse array of topics of interest to the higher education scholarly and policy communities Each chapter provides a comprehensive review of research findings on a selected topic critiques the research literature in terms of its conceptual and methodological rigor and sets forth an agenda for future research intended to advance knowledge on the chosen topic The Handbook focuses on twelve general areas that encompass the salient dimensions of scholarly and policy inquiries undertaken in the international higher education community The series is fortunate to have attracted annual contributions from distinguished scholars throughout the world **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

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 Case for Tenure Matthew W. Finkin, 1996 At a time when some institutions of higher learning are questioning the need for academic tenure and numerous state legislatures are considering its abolishment Matthew W Finkin presents a thorough and unapologetic case in defense of tenure Finkin has culled materials from a variety of sources economic analyses judicial opinions investigative reports institutional studies speeches and personal essays to survey the entire system of tenure from probationary appointment to retirement or dismissal for cause To these viewpoints he adds his own commentary to illuminate what tenure means and to clarify what it does and does not protect He places the need for tenure not only in historical perspective but also in the highly charged context of the contemporary campus In suggesting the origins of the concept of academic tenure for example Finkin excerpts the 1915 Declaration on Academic Freedom and Tenure That

document characterized the university as an intellectual experiment station where new ideas may germinate and where their fruit though still distasteful to the community as a whole may be allowed to ripen until finally perchance it may become a part of the accepted intellectual food of the nation or of the world

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 **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 The American University Ronald G. Ehrenberg,1996-12-31 Over the past decade America s research universities have been accused with increasing frequency and passion of a wide variety of sins Universities do not devote enough attention to undergraduate education the charge goes or they pursue unnecessary research or they award doctoral degrees that focus too narrowly and take too long to complete What have these institutions done to provoke such criticism and why has financial support from both public and private sectors eroded In *The American University* distinguished scholars and administrators address these issues and suggest ways in which research universities can respond to current and future challenges The challenges are complex and the contributors are willing to redefine fundamental objectives to rebuild public trust Each essay addresses one of the issues on which the future of American research universities may pivot What responsibilities does a university have to enhance social mobility Why have the research partnerships between government and academia broken down How comprehensive and how effective is undergraduate and graduate teaching What are realistic prospects for the humanities and social sciences at the university and what are the prospects for science and technology New and Forthcoming Books National Academy Press (U.S.),1992

Recruitment, Retention, and Retirement in Higher Education Robert Louis Clark,Jennifer Ma,2005-01-01 This book

provides tools and insights for university and college administrators to use when evaluating changes in retirement policy and it presents valuable information in the form of case studies concerning changes in retention policies and retirement policies

Lisa M Dickson Industrial and Labor Relations Review This volume a collection of papers presented at the 2004 TIAA CREF Institute conference on higher education contains many excellent chapters

John Heuer Journal of Pension Economics and Finance This book enlightens the reader about two important policy issues health care provision and retirement plans by addressing both broad macro issues and specific concerns of higher education administrators Such content is both valuable and practical for the concerned higher education researcher and administrator

Marc Kaulisch The Review of Higher Education Attracting and retaining highly qualified faculty is essential to maintaining productivity at institutions of higher education Colleges and universities are at a critical juncture in their history as they attempt to achieve their teaching and research goals This volume examines some of the most pressing employment and compensation issues confronting academic administrators Contributors discuss topics such as ageing of faculty changing economic conditions and shifts in faculty employment patterns rapid increases in health care costs and trends in retiree health insurance and adoption of phased and early retirement programs The volume also includes a series of case studies on how individual universities are confronting these challenges Institutions in these case studies include Syracuse University the University of North Carolina the University of California institutions in the Association of New American Colleges and other colleges and universities included in several surveys and research projects This timely volume will appeal to academic administrators at colleges and universities in the US and internationally as they face the common challenges of rising employment costs faculty aging and global competition Researchers interested in the future of higher education economics and the academic labor market in general will find this a valuable addition to their library

The Stars Are Not Enough Joseph C. Hermanowicz, 1998-10-15 Based on sixty interviews with physicists at universities across the United States The Stars are Not Enough offers a detailed and intimate account of the worlds in which scientists work Joseph C Hermanowicz looks at a range of scientists from young graduate students to older professionals well into their careers The result is a colorful portrait of a profession and its diverse cast of characters These deeply personal narratives reveal dreams of fame and glory in which scientists confess their ambitions of becoming the next Newton or Einstein However these scientists also discuss the meaning of success and failure We hear their stories of aspiration and anxiety disappointment and tragedy hope and achievement we are privy to their doubts and to what they consider to be their limitations and weaknesses As the scientists age in their professions the specter of failure often visits them and they have to accept something less than scientific immortality or even the Nobel Prize Ultimately these stories give us more than an inside look at the details of careers in science they also examine ambition by uncovering the forces that drive people in their professions and by describing how these forces persist or fade over time Ambition for greatness often ignites a career and often sustains it Yet as Hermanowicz s study reveals greatness eludes

nearly all people in their heroic quests for extraordinary achievement The Stars Are Not Enough offers a fascinating account that will appeal to anyone interested in how people's dreams blossom and evolve Interim Report to Congress on Age Discrimination in Employment Act Studies United States. Employment Standards Administration, 1981 **The Racial Crisis in American Higher Education** William A. Smith, Philip G. Altbach, Kofi Lomotey, 2012-02-01 Why is it that as we enter the twenty first century the nation's predominantly white colleges and universities continue to be settings where people of color feel unwelcome and marginalized The contributors to this volume dissect a variety of structural and attitudinal factors that are prevalent in the higher education community organizational constructs and value orientations which seem to hark more to the past than to the future They comment on the political social and economic factors that have shaped academic culture and buttressed its quietly efficient maintenance of racially discriminatory practices The American system of higher education is often regarded as the best in the world Smith Altbach and Lomotey have edited a volume that implicitly asks how much better still it could be if it embraced people of color and provided them with a supportive and nurturing environment one which encouraged them to reach their fullest creative and intellectual potential Indeed this will probably be the most significant challenge that the academy faces in the twenty first century William B Harvey Vice President and Director Office of Minorities in Higher Education American Council on Education Washington D C **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 News Report National Research Council (U.S.), 1990 **Policy and Politics for Nurses and Other Health Professionals** Donna M. Nickitas, Donna J. Middaugh, Nancy Aries, 2010-03-26 *NACUBO Business Officer* National Association of College and University Business Officers, 1998 **Economics in America** Angus Deaton, 2024-10-22 From the Nobel Prize winning economist and New York Times bestselling coauthor of *Deaths of Despair and the Future of Capitalism* candid reflections on the economist's craft When economist Angus Deaton immigrated to the United States from Britain in the early 1980s he was awed by America's strengths and shocked by the extraordinary gaps he witnessed between people *Economics in America* explains in clear terms how the field of economics addresses the most pressing issues of our time from poverty retirement and the minimum wage to the ravages of the nation's uniquely disastrous health care system and narrates Deaton's account of his experiences as a naturalized US citizen and academic economist Deaton is witty and pulls no punches In this incisive candid and funny book he describes the everyday lives of working economists recounting the triumphs as well as the disasters and tells the inside story of the Nobel Prize in economics and the journey that led him to Stockholm to receive one He discusses the ongoing tensions between economics and politics and the extent to which economics has any content beyond the political prejudices of economists and reflects on whether economists bear at least some responsibility for the growing despair and rising populism in America Blending rare personal insights with illuminating perspectives on the social challenges that confront us today Deaton offers a disarmingly frank critique of his own

profession while shining a light on his adopted country's policy accomplishments and failures

Immerse yourself in the artistry of words with Crafted by is expressive creation, Immerse Yourself in **Ending Mandatory Retirement For Tenured Faculty The Consequences For Higher Education** . This ebook, presented in a PDF format (Download in PDF: *), is a masterpiece that goes beyond conventional storytelling. Indulge your senses in prose, poetry, and knowledge. Download now to let the beauty of literature and artistry envelop your mind in a unique and expressive way.

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