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SR-89-90-94 (FPC)

Marshall University

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FACULTY PERSONNEL COMMITTEE
Recommendation

SR-89-90-94 (FPC)

To approve sending the attached letter as the official response from the Marshall University Faculty regarding mandatory retirement for faculty members.

FACULTY SENATE PRESIDENT:

APPROVED BY SENATE: Kathryn Leigh DATE: 3/29/90

DISAPPROVED BY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:

READ: Don Hitzel DATE: 4/6/90

SR-89-90-94(FPC)

DRART

FACULTY SENATE LETTERHEAD

OK

March 30, 1990

Mr. Ralph E. Gomory, Chairman
Committee on Mandatory Retirement
in Higher Education
National Research Council
Commission on Behavioral and Social
Sciences and Education
2101 Constitution Avenue
Washington, D.C. 20418

Dear Mr. Gomory:

The Faculty Senate and the Faculty Personnel Committee of Marshall University would like to offer our comments relative to mandatory retirement for faculty members.

1. The termination in 1993 of the provision for compulsory retirement at age 70 will be welcomed. Such a provision represents discrimination on the basis of age and occupation. It makes no more sense than to require mandatory retirement (at any age) for Aerospace Engineers, Corporate Executives, or members of Congress.
2. At present, some organizations offer financial incentives for early retirement. If any group of employees is forced to retire by law, this removes, or lessens the need for an employer to offer such incentives. This could remove a financial bargaining item from the workplace, and could result in financial injury to the employee group.
3. It is important for many people, perhaps of particular importance to highly educated faculty members, to be able to continue to make a contribution to society in their later years. Mandatory retirement robs people of this very important personal feeling. In many societies, past and present, both age and education are highly respected, even revered.
4. In any mandatory retirement policy there are positive and negative aspects. This is true regardless of the occupation of the people involved. We feel that the negative aspects greatly outweigh the positive aspects.

Sincerely yours,

Kathryn H. Chezik
President, Faculty Senate

SR-89-90-94
William J. Radig
Chairman, Faculty
Personnel Committee