

# AAUP report

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS - INDIANA UNIVERSITY, BLOOMINGTON CHAPTER

Volume 1, Number 1

November, 1977

## ACTIVITIES--1977

Your local chapter has been very active so far this semester.

1. We have taken the position that in any plans to implement reorganization of IU, the unique strengths of the Bloomington campus must be prepared. We prepared a statement criticising the report of the Reorganization Task Force in light of this position. Our statement was distributed to the entire faculty by the Bloomington Faculty Council as circular B6-78 attached to the minutes of the September 20 meeting of the Faculty Council.

2. We introduced a motion at the September 20 meeting of the Bloomington Faculty Council which stated that in carrying out any recommendations on reorganization, no steps should be taken which would interfere with the Council's commitment to excellence at Bloomington. This motion was passed unanimously.

3. At least one officer or executive committee member has attended every meeting of the Bloomington Faculty Council to comment on proposals of interest.

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## WE INVITE COMMENT ON PENDING LEGISLATION ON MANDATORY RETIREMENT.

At present a congressional conference committee is considering a bill to raise from 65 to 70 the age of mandatory retirement for many employee benefit plans and seniority system provisions. This legislation could have important influence on higher education. The Senate version of the bill contains an amendment exempting institutions of higher education from its provisions, i.e., permitting retirement to be mandatory at these institutions between the ages of 65 and 70.

In simplest terms, the amendment seeks to insure turn-over in higher education faculties which would benefit younger persons (and their institutions), while the House bill would encourage retention of valued older faculty.

The Executive Board of AAUP-IUB has discussed going on record with the conference committee either supporting or opposing the amendment, but wishes to have a sense

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Please do not hesitate to call on the AAUP for assistance if you need it. We are here to serve you.

## ACTIVITIES (continued)

4. We expressed our agreement with the report of the North Central Accreditation visiting team that there was a danger of diversion of resources from Bloomington to Indianapolis.

5. We pointed out that once again the salary of the average faculty member rose less than the cost of living.

6. We opposed the plan of the main library to shorten its hours of service. Our opposition, plus the opposition of many others, has caused the library to stay open as usual, at least for the present.

7. We put out the first of several issues of AAUP News. This newsletter is distributed to all faculty and librarians on campus.

8. In a major effort this semester, we joined with the American Federation of Teachers (AFT) in circulating to faculty and librarians a petition supporting collective bargaining enabling legislation. We plan to ask other AAUP chapters in the state whether they wish to support a petition drive on their campuses.

If you have not signed the petition and wish to do so, call the chairperson of our Collective Bargaining Committee, Sheila Lindenbaum 7-1855.

In the next issue of AAUP News, we shall announce preliminary results of the petition drive.

9. We have begun a membership drive in order to strengthen our voice on campus.

## RETIREMENT (continued)

of the membership's feeling before doing so. The membership may feel that no chapter stand on either side of the issue is appropriate, since the retirement age at IU is 70 already. If you wish the Board to support either the House bill or the Senate version (amended), or to refrain from such support, please telephone Lichtenberg, or another Board member, promptly. Action by the conference committee is expected soon.

Below are excerpts from relevant documents which may help you to make up your mind. From Senate Report No. 95-493 ("Amending the Age Discrimination in Employment Act Amendments of 1977"), report of Sen. H. A. Williams, Jr., Chairman of the Subcommittee on Labor, Committee on Human Resources:

During the committee's consideration of this bill two amendments were proposed and accepted which recognize a special type of employer/employee relationship in educational institutions. The amendments permit limited exceptions to the ban on mandatory retirement for these employees.

Many colleges and universities maintain that for the foreseeable future the number of available faculty positions will be closely related to the number of retirements, thereby making it difficult to employ younger professors, particularly women

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Joseph Zinnes, Psychology

## RETIREMENT (continued)

and minorities. Moreover, the financial burden on already hard-pressed institutions of higher learning may be increased by this legislation, because it may require the retention of highly paid senior employees for additional years.

Concerns were expressed by the committee that although it is theoretically possible to discharge tenured faculty for cause, the difficulty of objectively evaluating the performance of such employee makes such good cause discharges difficult. The committee therefore adopted an amendment offered by Senator Chafee to permit colleges and universities to maintain compulsory retirement policies for faculty at age 65 or above who are serving under a contract of unlimited tenure or similar arrangement providing for unlimited tenure.

From a press release by Rep. Claude Pepper, October 11, 1977:

The outcry [of the Universities] overestimates not only the extent of forced faculty retirement at 65, but also the number of University jobs opened by forced retirement. In fact, most of the Universities which specify 65 as a normal age of retirement permit extensions to forced retirement, 60 is the most common retirement age. The major Universities which set 70 as the retirement age and consequently are unaffected by my bill, include all of New Jersey's two and four year state colleges, the University of New York, University of Wisconsin, University of Michigan, University of Kansas, Indiana University, Iowa State University, and Wayne State University. Mandatory retirement in California colleges and universities is banned entirely under a new law recently signed by Gov. Brown.

The bill's opponents also assume that, unlike workers in other occupations, professors spurn early retirement. Yet a 1976 Carnegie Commission on Higher education report projects that early retirement will increase the rate of retirement by 10% in 1976-1980, 30% in 1981-85, and 50% in 1986-90. And in 1976 a third of the TIAA-CREF (Teachers Insurance and Annuity Association and College Retirement Equities Fund) annuities were started at ages below 65.

The assumption that forced retirement opens large numbers of jobs for young scholars is equally unjustified. The labor Department estimates that between now and 1985, such factors as death and voluntary and involuntary retirement will open only an annual average of 3,615 University and non-

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## RETIREMENT (continued)

University jobs requiring a doctorate. However, because economic growth will open 140,000 jobs for Ph.D.'s between 1972 and 1985, even a total ban on mandatory retirement would not create a lost generation of scholars.

From D. B. Lichtenberg, President AAUP-IUB

At a meeting on October 29, the Executive Council of the Indiana Conference of AAUP voted unanimously to oppose exempting college professors from any legislation raising the mandatory retirement age to 70.

I agree with this position, as I am personally opposed to any legislation which would discriminate against professors between 65 and 70, compared to other Americans in that age group. I believe that there are other ways to get more young people on college faculties; for example, there should be financial incentives for early retirement, starting at age 60 instead of 65.

Late item:

On October 28, the General Secretary of the National AAUP, by telegram to the House-Senate conferees, opposed the Chafee amendment.