

## FACULTY TRANSITIONS

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## Why are we here?

- Create awareness of nature of faculty transitioning
- Need for faculty transitioning support
- Faculty Senate endorsement if not sponsorship of further study, policy recommendations and/or proposal for services

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## Why don't faculty retire?

	Expressed Reasons
<b>Economic</b>	<ul style="list-style-type: none"> <li>• Unsure whether they'll have enough to retire comfortably</li> <li>• Want to maximize SS payments</li> <li>• Need to continue health benefits</li> </ul>
<b>Personal/ Professional</b>	<ul style="list-style-type: none"> <li>• Want to stay busy and professional</li> <li>• Love the work too much to give up</li> <li>• Want continued access to and affiliation with institution</li> </ul>

Fidelity Insurance study: Many expressed multiple reasons

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### What are the phases of retirement planning?

1. Preretirement—the "preparation and planning stage," which is typically within 5 years of retirement but does start earlier.
2. Retirement—from within 6 months of retirement to 6 months after retirement and represents the "action stage."
3. Postretirement—the "maintenance stage."

LaBauve & Robinson's model (1999)

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### What impacts faculty decision-making?

Faculty cope with:

- their unique situation,
- their personal qualities (self category),
- the support available, and
- the strategies used to plan the transition (ACE, 2010).

Goodman and Pappas (2000) applied the Schlossberg 4S Transition Model

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### What are faculty needs?

ACE (2010) indicates that aside from financial security and health concerns, the greatest needs of retired faculty are "acceptance and recognition and the opportunity to exercise skills, intellect, and social commitments for positive accomplishments" (p. 7).

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### Why is there a need for institutional support?

- Trends in retirement funding – recession of 2008
- Trends in faculty retirement
- Trends in workforce – recruitment of older workers
- Changing faculty demographics

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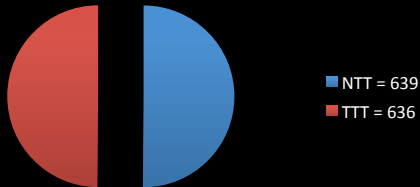
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UTSA

### Total Faculty by Group

N = 1291



NOTE: Some NTT are eligible for retirement; data has not been requested

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UTSA

### Tenure-Track/Tenured (N=636)

	Age Range	Years of Service Range
Assistant Professor	28 to 66	.5 to 39
Associate Professor	28 to 67	.5 to 39
Full Professor	41 to 83	.5 to 40

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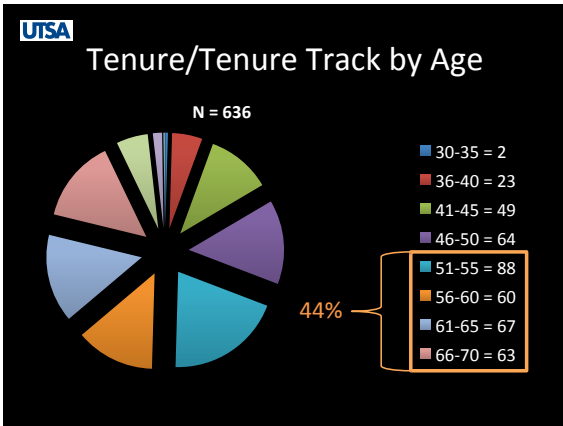
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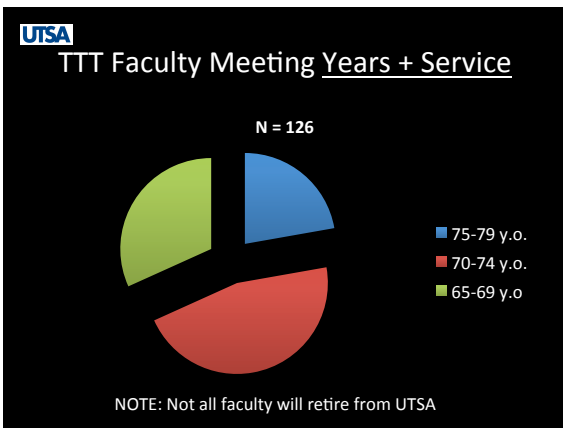
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### Research informs us...

- Many faculty retire before Social Security begins
- Many faculty cannot afford to retire and thus intend to work indefinitely
- Institutions may be burdened to support large numbers of senior faculty
- However, losing a large number of senior faculty can cause problems for junior faculty, administrative needs, and leadership
- Conversely it can be more cost wise to keep existing employees rather than hire new ones
- For those considering post-faculty work, translating academic expertise, abilities, knowledge and skills to non-academic contexts may be challenging

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### Why should I care?

- Trends indicate many of us will rely on or choose post-retirement employment
- Other institutions offer a variety of services
- Opportunity to proactively contribute to university policy/services

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### What does UTSA offer?

- Financial planning services and information
- Voluntary Separation Incentive Program (VSIP) 2011 – 2012

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### What are best practices?

- Optional Phased Retirement (or Phased Employment)
- Faculty Retirement Cohorts
- Faculty Emeritus Centers
- Post-career Advising
- Use of Retired Faculty Expertise

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QUESTIONS?

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