



THE CHRONICLE

of Higher Education

March 18, 2012

Aging Professors Create a Faculty Bottleneck

At some universities, 1 in 3 academics are now 60 or older

.....young Ph.D.'s are waiting in the wings for jobs. Institutions are also struggling to manage faculty renewal at a time when the position left behind by a retired faculty member might be lost to budget cuts.

Their work isn't just a way to earn a living, but instead a major part of their identity. And that can make it difficult for professors to give up their jobs.



Voluntary Retirement Option Plan for Tenured Faculty

- Voluntary participation
- Provides financial incentive tied to salary to those who choose to retire from UAH
- Eligibility
 - Tenured faculty (up to and including Deans)
 - Retirement eligible as of retirement date
 - 60+10 yrs service or
 - 25 yrs service
- >40% tenured eligible; >20% FT faculty eligible
- Launch date: August 31, 2012



Strategic Plan 2013

Steering Committee
Task Forces

Mission: Purpose

Vision: Desired end-state at some point in the future

Core Values: Guide behavior

Value Proposition: What is promised to be delivered; why we matter to constituents and customers

Goals: What is to be accomplished in order to reach our vision

Strategic Priorities: Define direction to accomplish goals

Strategic Objectives: Guide fulfillment of Strategic Priorities; results can be measured

Tactics: Actions required to meet Strategic Objectives

Updates

- VP Advancement: Bob Lyon
 - Branding
- Chief Compliance Officer: John Cates
- NIH Conflict of Interest Policy
- Interim VPR: Dean Smith
 - Assess organizational structure/effectiveness/resource deployment
 - Use of F&A funds
- VPR Search Committee

Vice President for Research Search Committee

First	Last	Title
Caron	St. John	Chair of the Search Committee; Dean, College of Business Administration
Marc	Bendickson	Chief Executive Officer, Dynetics
Jason	Cassibry	Associate Professor, Department of Mechanical and Aerospace Engineering and Propulsion Research Center
Anne Marie	Choup	Associate Professor, Department of Political Science
Letha	Etzkorn	Professor, Department of Computer Science
Karen	Frith	Professor, College of Nursing
Laurel	Long	Assistant Vice President for Human Resources
Chih	Loo	Associate Vice President, Budgets and Financial Planning
Shankar	Mahalingam	Dean, College of Engineering
Jim	Myles	Group Vice President, Aviation, DynCorp International
Dick	Rhoades	Director, Research Institute and Research Professor, College of Business Administration
Carmen	Scholz	Professor, Department of Chemistry
Gary	Zank	Professor and Pei-Ling Chair, Department of Physics; Director, Center for Space Plasma & Aeronomic Research

CIP	College	Degree	Program	Program Codes	Concentration
42.0101	Liberal Arts	MA	Psychology	MA PY	- None -
42.0101	Liberal Arts	MA	Psychology	MA PY	Industrial/Organizational PY
44.0401	Liberal Arts	MA	Public Affairs	MA PA	- None -
45.1101	Liberal Arts	BA	Sociology	BA SOC	- None -
51.3801	Nursing	BSN	Nursing	BSN NURSING	- None -
51.3801	Nursing	MSN	Nursing	MSN NUR	- None -
51.3801	Nursing	MSN	Nursing	MSN NUR	Acute Care Nurse Practitioner
51.3801	Nursing	MSN	Nursing	MSN NUR	Adult Health Nursing Specialist
51.3801	Nursing	MSN	Nursing	MSN NUR	Clinical Nurse Leader
51.3801	Nursing	MSN	Nursing	MSN NUR	Family Nurse Practitioner
51.3801	Nursing	MSN	Nursing	MSN NUR	Nursing Leadership Health
51.3818	Nursing	DNP	Nursing Practice	DNP NURP	- None -
40.0401	Science	MS	Atmospheric Science	MS ATS	- None -
40.0401	Science	PhD	Atmospheric Science	PHD ATS	- None -
26.0101	Science	BA	Biology	BA BYS	- None -
26.0101	Science	BA	Biology	BA BYS	Exercise Physiology
26.0101	Science	BA	Biology	BA BYS	Education
26.0101	Science	BS	Biology	BS BIOLOGY	- None -
26.0101	Science	BS	Biology	BS BIOLOGY	Exercise Physiology
26.0101	Science	BS	Biology	BS BIOLOGY	Education