



UNIVERSITY OF KENTUCKY

**President's Commission
on Women**

203C Main Building
410 Administration Drive
Lexington, KY 40506-0032
(859) 257-3493
Fax: (859) 323-9804
E-mail: women@uky.edu
www.uky.edu/PCW

March 24, 2006

Dear Dr. Todd,

The President's Commission on Women voted to-day to send a letter to you requesting that the mandatory age requirement for administrators at the University of Kentucky be set aside. Among our benchmarks only Purdue and University of California at Los Angeles (UCLA) have similar policies. UCLA is reviewing their policy.

The policy in question is not only ageist it impinges differentially on women. Women frequently take time out from their careers to raise children and therefore, take on leadership roles at a later age. Other detrimental psychological issues for administrators who must step down at age 65 can include a loss of self-esteem, a diminished sense of value, an invasion of their privacy and resentment of the institution. The institution may lose the commitment, energy and skills of a valued employee.

We would greatly appreciate your attention in reviewing and revising this policy. Supporters of the policy comment that it is a way of removing individuals from important positions when they are not functioning in a productive fashion. We hope that a stringent evaluation system would replace this policy.

Sincerely,

A handwritten signature in cursive script that reads 'Dorothy'.

Dorothy Brockopp
Chair
President's Commission on Women

Cc: Scott Smith, Interim Provost

Michigan State University	NO	Repealed. Mandatory retirement policy for police officers only at, age 70.
North Carolina State University	NO	
Pennsylvania State University	NO	Repealed in 1992.
University of Arizona	NO	The current University President is retiring this year at age 70.
University of Florida	NO	
University of Georgia	NO	
University of Illinois	NO	
University of Iowa	NO	
University of Maryland	NO	
University of Michigan	NO	
University of Minnesota	NO	
University of North Carolina – Chapel Hill	NO	Current Chancellor is currently over 65.
University of Virginia	NO	
University of	NO	Repealed in 1994.

Washington		
University of Wisconsin	NO	
Texas A & M University	YES	65 – Texas is increasing to age 70. Policy does not specifically define “bona fide executive or high policymaking position”. Texas interprets the policy to apply only to highest level executives, such as Chancellors, Presidents, and Senior VPs. It does not include Deans. It has not been enforced in the past 7 years.
University of California – Los Angeles	YES	67 – Policy includes Deans. Selectively enforced. Most get a post-retirement continuing appointment. They also hire new executives who are over the age limit.
Ohio State University	YES	70 – Regular officers and employees. 65 – “Principle Administrative Officers”, defined as “President’s Planning Cabinet members, Exec dean of the colleges of the arts and sciences, Deans of colleges, Dean and directors of regional campuses and their designated staffs, Director of the university libraries, Chairs of academic departments, Directors of schools and academic centers, Director of athletics, Members of president’s planning cabinet shall identify to the president such other persons in their areas of responsibility who shall be considered principle administrative officials of the university.” The policy contains an option whereby Principle Officers may opt to remain until age 70, but it may be in another capacity. The policy states, “nothing herein shall preclude such an officer from being retained in the employment of the University in some other capacity until the mandatory retirement date next following the attainment of age 70, and it is the express intention of the Board that such persons shall be retained in the employment of the University where practicable if they so desire until they reach the normal retirement date next following the attainment of age 70.” Ohio originally responded that they did not have a mandatory retirement policy, but legal counsel later advised me of a 1959 Board Resolution. Interestingly, the counsel’s email stated, “I apologize for the delay, but it seems this was an obscure concept on my campus”.
Purdue University	YES	65 – “Executives” are defined as “President, Executive VPs, VPs, Chancellors, Deans of Academic Schools and the Dean of Libraries, and Director of Agricultural Experiment

		Station, Cooperative Extension Service, and Intercollegiate Athletics."
University of Kentucky	YES	65 – "Executives" are defined as "President, Senior VPs, VPs, Deans of the Academic Colleges, the Director of Athletics, and the General Counsel." Considering a change or repeal.

- 15 Universities do not have a mandatory retirement policy for executives.
- 4 Universities have mandatory retirement policies for executives.
 - Texas – currently age 65, but revising policy to age 70. Deans are not included.
 - UCLA – age 67. Deans are included.
 - Ohio – age 70 for regular employees and officers. Age 65 for Principal Administrative Officers. Includes Deans. Ohio's Policy gives the Principle Administrative Officers an option to remain at the university in some other capacity until age 70, if the Principle Administrative Officer so desires.
 - Purdue – age 65. Deans are included.

2/6/2006

event the retiree dies prior to the attainment of age 65.

2. An employee who is taking early retirement but is not eligible for benefits as provided for in Section IV.B shall be permitted to retire with entitlement to all other University benefits.

B. Normal Retirement

The normal retirement date for all employees of the University of Kentucky employed on or after July 1, 1964, and those employed prior to that date who attain age 56 after June 30, 1964, is hereby established as the end of the University's fiscal year in which the employee attains age 65 or, upon administrative approval at least three months in advance, during the month in which the employee attains age 65.

C. Mandatory Retirement

1. General

With the exceptions described in Sections III.C.2 and III.C.3, no mandatory retirement date is applicable to employees of the University of Kentucky.

2. ~~Executives~~

~~The mandatory retirement date, as an executive, for all employees of the University of Kentucky employed in bona fide executive or high policy making positions for two or more years prior to the attainment of age 65 and who are entitled to an immediate nonforfeitable annual retirement benefit from the University which equals or exceeds the amount per year specified by federal statute is hereby established as the end of the University's fiscal year in which the employee attains age 65. For purposes of this regulation, "bona fide executive or high policy making position" means the President, Provost, Senior Vice Presidents, Vice Presidents, Deans of the academic colleges, the Director of Athletics, and the General Counsel.~~

2. Law Enforcement Officers

The mandatory retirement date for all law enforcement officers of the University of Kentucky shall be at the end of the University's fiscal year in which the employee attains age 70.

D. Disability Retirement

1. Prior to Normal Retirement Date

An employee with an extended period of service to the University may, at the discretion of the President, be permitted to retire prior to age 65, upon the employee's