

University Senate Meeting
September 11, 2006

Statement from Provost Subbaswamy¹ regarding UK's current age-65 rule:

Federal law prohibits discrimination based on age. Rules which mandate the termination of "high level" administrative appointments solely based on attaining a certain age (with no other considerations) run up squarely against this law. For instance, if you run a provost search, and your best candidate is 64 years old, the search committee will in all likelihood not hire this individual because the individual could only serve for one year. Of course, search committees can hide behind considerations of "fit" for the university, etc., but fundamentally, it is age discrimination. By having a rigorous, systematic, summative evaluation process in place, one can make reappointment decisions based on performance, not age.

An important consideration, as pointed out by the Women's Commission, is that the 65-rule unintentionally hinders the progress of women into high level appointments because child-rearing responsibilities usually delay the beginning of women's administrative careers. Accordingly, I propose that as in many other educational institutions, we eliminate the rule which prohibits administrative appointments based solely on age.

¹ Received 8/24/06 via email from Assistant Provost for Program Support Richard Greissman.