



UNIVERSITY OF MARYLAND

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April 29, 2011

MEMORANDUM

TO: Professor Linda Mabbs
Chair, University Senate

FROM: Wallace D. Loh *WDL*
President

SUBJECT: Report of the Task Force on Age-Related Faculty Issues

I have received the recommendations from the Task Force on Age-Related Faculty Issues. The Task Force identified a true need on the campus for a more focused retirement communication program and for a coordinated effort to re-engage emeriti faculty in the University's core mission and strategic plan. On the transmittal form, there is a resource section that includes what appears to be a requirement for the University to allocate one half-time position in the Provost's Office and a full-time position in University Human resources. I am sure you understand that all requests for additional staffing to implement initiatives must come from the affected units, through their administrators, to their vice presidents and be evaluated in the context of all resource requests and needs across divisions. In addition, the units themselves must have the flexibility to provide services in the way they deem most efficient. In some cases, it may be through an existing position or may require a new position; in others contractual services may be the best way to accomplish the required tasks.

I am approving the recommendations of the Task Force following conversations Chief of Staff Michele Eastman had with you and with Reka Montfort about flexibility in how the campus might choose to implement these important recommendations. In reading the body of the report, I was happy to learn that it includes this flexibility. Under current fiscal constraints, flexibility in how and how quickly the retirement communication program and the effort to engage emeriti faculty are provided is essential. I appreciate your flexibility in the implementation of this important report.