

Text of President McCormick's March 25, 2009 Response to the [March 2007 Senate Report and Recommendations on Charge S-0415, Faculty Retirement Incentives](#):

I am writing in response to the Report and Recommendations on Charge S-0415, Faculty Retirement Incentives, as adopted by the University Senate in March, 2007. The members of the Faculty Affairs and Personnel Committee have my appreciation for their attention to this issue.

My administration is sensitive to the varying needs of individual faculty members as they consider retirement. Vice President Furmanski and I have encouraged the deans to work proactively with faculty when it appears they require assistance in reaching a decision about when to retire. Retirement incentives of various kinds have been an integral part of these discussions, and have been instrumental in helping deans and their faculty achieve mutually beneficial outcomes.

However, I strongly believe that neither a uniform system of retirement incentives, nor a "comprehensive" list of incentive options, would be appropriate for a faculty as large and heterogeneous as that at Rutgers. Such a structured system would not serve the best interests of individual faculty, or be beneficial to their units, which also have differing needs and resources. Rather, I encourage deans to continue to be open to retirement discussions with their faculty members as appropriate, and to consider individualized solutions and opportunities to best meet the needs of individual faculty members as well as their schools.