

Early retirement plan considered generous

CORY BIRDWHISTELL
staff writer

Except for increased workload, perhaps young faculty have nothing to fear. The plan to reduce the number of faculty begins with those 59 and above.

Yet even then, senior faculty may choose whether or not to accept the early retirement offer.

Robyn Parsons, director of Human Resources, says, "We looked at the early retirement plans of 25 colleges and universities, and with two exceptions ours was the most generous." She then expressed her opinion that Guilford's plan is more generous than even these. Guilford's plan, she emphasized, allows a three-year transition for the faculty, while the others do not.

"This makes the transition easier. . . it gives the faculty time to ease out gradually, to plan for a second career or other opportunities. As well, it gives the college time to plan for replacements or reallocations."

The offer requires that faculty be 59 years of age by December 1, 1997. They must also have taught here for at least 10 years.

The first year, faculty who accept the offer will teach half their normal course load and receive 80 percent of their salary.

They will receive half their salary the second year for teaching a third of their normal course load.

The third year, there are two options.

They may either receive 50 percent of their salary and teach no courses or receive 1/52nd of their 1996-97 salary for each year worked, whichever is greater. Of the 21 faculty members (to include professional librarians with faculty status) who have been teaching more than 26 years, this second option is more lucrative.

They will continue to receive health and dental insurance benefits until they are 65 years old.

Professor Charles Almy comments, "It's not a golden parachute, but a Guilford parachute. For Guilford it's a good deal."

Drafted by the Benefits Committee, which is comprised of faculty, administration and staff, the plan was presented to the Strategic and Long Term Planning Committee (SLRP) on Sept. 9, 1996. SLRP approved it to go before the Board of Trustees.

There, it was approved by the Teachers, Officers and Curriculum Committee and sent to the full Board. The Board accepted it.

Cyril Harvey, professor and former Academic Dean, says, "I think it makes a lot of institutional sense. We have a strong young faculty and it doesn't make sense to lose someone who will benefit the college for 20 more years to save someone who will for two more years. This will encourage the leadership abilities of mid-range faculty. There are a lot of reasons to believe this is the best strategy."

You Want Money or NOT?!

Hey Club Treasurers:

* Have requisition forms in to Molly or Brady by late Monday/early Tuesday

* Keep receipts OR ELSE!

* If you don't clear an advance, you can't be reimbursed or get another advance

Any Questions?

contact Molly Martin, Senate Treasurer
x3701

Declining enrollment forces faculty reduction

CORY BIRDWHISTELL
staff writer

Envision a smaller, younger core Guilford faculty.

To some in the community, the prospect elicits grave concern. To others, it incites opportunity.

President Don McNemar announced his intention to reduce the number of faculty members at August's opening faculty meeting. This announcement, made in light of declining student enrollment and an initiative to reform the college's curriculum, wrought little surprise.

"It is a hard thing for a new president to do," McNemar admitted, "but people have recognized we need to make a change."

Last weekend the Board of Trustees took a major step toward bringing this change to fruition. The full Board approved a plan to offer voluntary early retirement to the 21 faculty members who are 59 or more years old. They have until the end of December to decide whether to accept the offer.

After that point, the college will decide what further action, if any, will need to be taken.

"Part of this effort is to have a faculty that matches the current student size and to invest in people who are here," McNemar explains.

Adele Wayman, the clerk of the faculty, says, "The guiding idea behind this is to make sure the core of the faculty and student enrollment are in balance."

Once in balance, McNemar predicts, resources will be available to allocate raises for faculty. They have not received raises in two years. In addition, funds for faculty development will increase—a necessary feature of curriculum revision.

Wayman notes, "Faculty have been generally positive given the difficulty of this issue. They are aware of the institutional perspective."

Cyril Harvey, professor of geology and former academic dean, believes the college has no better choice. "We've cut everywhere we could to try to avoid cutting

the faculty. Another option is to wait and see if it (enrollment) gets better. . . but we've tried that."

Some faculty members, such as Jonathan Malino, professor of philosophy, question the reasoning behind and timing of the initiative.

Malino says, "I have grave concerns about reducing the number of faculty. We are trying to revise the curriculum and no one knows what the faculty will need to look like."

Furthermore, he adds, "I would press for more clarity about reasoning behind the 10-15 percent number. The administration thinks that we can do more with the core faculty that will be left than we can."

Wayman assures, "Our primary concern is to make sure our programs are maintained and student needs are served." She says part-time or temporary faculty may be hired in order to do so.

"This is not necessarily a long-term thing," she says. She and McNemar agree that once the faculty define the curriculum revision, more faculty may be added.

Trustees envision Guilford's future during visit

KELLY DAVIS
back page editor

"Big things are happening at Guilford College," says Gordon Soenksen, vice-president of institutional advancement, "and there are more ideas for the future."

That's hopeful news to many in the Guilford community that feel similar to Joe Bryan, a member of the Board of Trustees, when he said "Guilford has been slow to move."

This past weekend the Guilford College Board of Trustees met with a heavy agenda. At the forefront of this agenda were discussion of Don McNemar's proposed initiatives for Guilford's future.

"It's a very important shaping of the College," stated McNemar about the initiatives. He added that, "this meeting will be a chance to look at a range of issues."

Bryan is hopeful about the outcome of the discussions from this

weekend. "I think Don has had a year to look at Guilford," he said. He feels that McNemar has identified, "the things that he thought were necessary to move us into the twenty-first century."

There were eight overall topics that the Board discussed. (For a list of these, please see side-bar).

It's not certain which direction the Board decided to move with these initiatives, but the feeling going into the weekend was articulated here by Bryan. "It's his game plan and I think it's a good one."

Although few concrete decisions were made, the Trustees did begin a series of discussions about possible plans for Guilford's future.

"Students need to start paying very close attention to details," warns Senate Treasurer Molly Martin. After this weekend she felt the Trustees had a taste of the new administration and were more concerned with their new roles. She did add that, "Next meeting the time will have come for stu-

The initiatives:

- I. Academic Program of Guilford
- II. Core Faculty for the Future
- III. Technological Leadership
- IV. Community Centers Enhanced
- V. Continuous Improvement of Physical Facilities
- VI. CCE Recreated as Adult Learning for the Future
- VII. Programs to Utilize Campus Facilities and Attract Students
- VIII. Focus and Marketing of Guilford

dent initiative and suggestions to be emphasized."