A ten-question Survey was constructed by the UVM-RFAO Executive Board and distributed to ~550 members on our listserv on April 25, 2011 and a “reminder” sent on May 17, 2011 which yielded a total of 160 completed surveys for a return rate of ~ 29%. The following is a summary of the major findings of the Survey. Details of responses to each of the ten questions may be found in the “News” section of the UVM-RFAO website at: http://www.uvm.edu/~2010rfao. We are heavily indebted to Lou Izzo who formatted, distributed, and compiled the detailed results of the 160 completed Surveys.

The Major Findings based upon 160 completed Surveys:

• 98.1% of the respondents identified as retired faculty and less than 2% identified as Officers of Administration. Need to construct a recruitment plan to increase number of members who come from the ranks of Officers of Administration.

• 72% of respondents identified as men and 28% as women. Anticipate more women will join the ranks of retired faculty over the next five to ten years as proportionately more men will have already retired over the past five years.

• 47.0% of the respondents retired during the past five years with 29% of the respondents retired during the period of 2000-2004. Thus, combining these two groups, 76% of respondents retired over the past 11 years. Thus, there is a fairly large pool of retired faculty who stay connected to UVM that could be tapped to provide senior level faculty for limited teaching and research appointments to a variety of academic departments.

• Impressively, almost all faculty and administrative officer respondents who start their careers at UVM stay at UVM for at least 20 - 40 years. There appears to be institutional as well as personal factors that cut across generations that “keep people at UVM”, and it would be valuable to identify and articulate the retention features based upon the institutional memories of these respondents.

• The 63% of respondents were full professors when they retired, 63% with 16% of the respondents retired at the associate professorial rank.

• The largest group of respondents was faculty from the College of Arts & Sciences, 39% of the total respondents, followed by the College of Agriculture and Life Sciences,
17%, and the College of Medicine with 14% of the total respondents. It would be valuable to meet with the Deans of these colleges to ascertain the current role of retired faculty in their units, and to assess the interest of each Dean for further involvement in their respective units.

- For retired faculty, the most frequently reported activity engaged in was compensated teaching, followed by research and scholarship, undergraduate advising, and then a variety of activities such as serving on admissions committees or advisory boards.

- Many faculty respondents were interested in continuing their association with UVM by compensated teaching first for undergraduate and then graduate level courses preferably paid from department or collegiate budgets.

- Learning more about UVM benefits for retired persons, workshop on taxes and trust funds, and a workshop on aging and exercise were the three activities the majority of respondents wanted to have offered on campus or over the internet.

- Finally, there written comments from 32 respondents with almost all of them positive about past and current interactions with UVM, and many positive comments about our webpage. There were five of the 32 respondents that expressed concern about the direction of UVM (too much emphasis on a corporate rather than an educational model), financial support for a specific department, and apparently capricious and unjust actions regarding the termination of an important UVM program.

Robert B. Lawson, 9/29/2011