

Motion from the Faculty Senate Executive Committee for the Faculty Senate Meeting of February 22, 2017.

Motion: It is moved that the following changes and additions to the Academic Policies and Procedures Manual (APPM) 4.6.8 be recommended.

Current Policy (APPM 4.6.8)

Dismissal of Tenured Faculty for Program Discontinuance or Financial Retrenchment

A faculty member with tenure whose position is terminated based on genuine financial retrenchment, bona fide discontinuance of a program, or a lack of need for one's services will be given five (5) months' written notice unless an emergency arises. Before terminating an appointment because of discontinuance of a program or department, or because of other lack of need of services, the institution will make reasonable efforts to place affected members in other suitable positions. If an appointment is terminated because of financial retrenchment or because of discontinuance of a program, the released faculty member's position will not be filled by a replacement within a period of two years, unless the released faculty member has been offered reappointment at the previous status.

Recommended Changes to APPM 4.6.8 (changes and additions are highlighted)

Dismissal of Tenured Faculty for Financial Retrenchment or Program Discontinuance

A faculty member with tenure whose position is terminated based on a **formally declared financial retrenchment**, bona fide discontinuance of a program, or a lack of need for one's services will be given five (5) months' written notice unless an emergency arises. Before terminating an appointment because of discontinuance of a program or department, or because of other lack of need of services, the institution will make reasonable efforts to place affected members in other suitable positions. If an appointment is terminated because of financial retrenchment or because of discontinuance of a program, the released faculty member's position will not be filled by a replacement within a period of two years, unless the released faculty member has been offered reappointment at the previous status.

In the Case of Bona Fide Program Discontinuance

1. Any proposal for a program discontinuance, along with a rationale for the program discontinuance, shall be submitted to the Academic Council for their review and response, prior to any official decision to discontinue a program. The Academic Council will conduct their review and send their response to the Vice President for Academic Affairs within 30 days of receiving the proposal. This review process will allow faculty to exercise their professional judgment to inform the administration of the need for and possible effects of the proposed program discontinuance, and is consistent with the role of the faculty and their areas of primary responsibility as described in the APPM 3.7.4.

2. In the event of a bona fide program discontinuation, reasonable efforts will be made to secure the appointments of faculty by arranging opportunities to continue teaching in their area of expertise: e.g. still offering the subject as a minor, teaching courses in the discontinued program that continue to be offered, teaching existing general education courses in the field, teaching available courses “in the field of expertise” that are housed in another program or department.

3. In the event of a bona fide program discontinuation, where there is continuing need for the faculty members’ services (e.g. as in point 2), continuing employment shall be offered to the affected faculty in the following order:

First— tenured Full Professor

Second— tenured Associate Professor

Third— tenured Assistant Professor

Fourth—tenure-track but not yet tenured faculty

Fifth—full time non-tenure track faculty

Sixth—part-time faculty

In the case of faculty at the same rank, those with the most years’ service at Southeastern will be offered continuing employment first.