

Motion from the Executive Committee for the October 4, 2017 meeting of the Faculty Senate:

It is moved that the following recommended changes and additions be made to APPM 4.6.8. (changes and additions highlighted)

4.6.8 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. In the normal course of affairs, the process for bona fide program discontinuance will follow the procedures as outlined in APPM 3.5 (Curriculum Committee – [Appendix A for Curricular Change Procedures](#)). In those explicit cases where a proposal for program discontinuance does not follow that process, whenever possible the proposal should be submitted to the Academic Council.
2. In the event that a program has been discontinued, it may be the case that a tenured faculty member from that program can preserve their employment through a move to another academic unit(s). The request to consider such a move can be made by the affected faculty member, the head of an academic unit, or the VPAA. In such cases the VPAA shall consult with the head of the unit(s) involved to determine the suitability of such a move prior to making a recommendation to the President.

Current Policy

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.