

# Recommendations Regarding the Closure of Tenure Lines Resulting from Potential Program Suspensions

Dear Faculty Senators:

I am in receipt of the Recommendations Regarding the Closure of Tenure Lines Resulting from Potential Program Suspensions from Provost Vice. According to the Faculty Committee on Dismissal Policy (4.6.16), a process is outlined. As you remember, the Faculty Senate did not vote on the Recommendations for Program Suspension at the October 3, 2016 meeting, postponing a vote until November 7<sup>th</sup>. According to the set timeline, distributed along with the recommendations for program suspensions, a workgroup of the Deans, the Faculty Committee on Dismissal (FCD) and the Provost met on October 19, 2016, acting upon the recommendations of the Academic Budget Review Subcommittee and the Council on Academic Affairs. The ex officio members of the FCD were inadvertently not included in the meeting; however, both Dr. Settimi and I were included on the summary email and have received all follow-up information and meeting notices. The Provost did apologize for the oversight. Fortunately, Dr. Settimi and I served on the Academic Budget Review Subcommittee and have firsthand familiarity with the program-review data that the group reviewed on the 19<sup>th</sup>.

## **BACKGROUND**

When the Faculty Senate chose to postpone its vote on the program suspensions in October, we had to develop an amended timeline to prepare for the November Senate meeting. The Policy on Dismissal of Faculty calls for a group (FCD, Deans, and Provost) to recommend to the Faculty Senate regarding the number of tenure lines to be closed upon the suspension of a program(s).

Without the Faculty Senate's recommendation in October, the President did not decide on program suspensions as planned. Therefore, the action of the workgroup on the 19<sup>th</sup> dealt with two possible “what if” scenarios—both took the extreme of program closures:

1. If we completely close the program, how many faculty would be needed to "teach out" the program? How many tenured faculty would eventually be dismissed?
2. If we close the program but continue to offer courses in the area, how many tenured faculty would be needed to continue offering the courses?

To answer these two questions, the workgroup analyzed the program-review data sheets for each program. (As dictated by policy, tenure lines would only be considered for elimination after the lecture and/or visiting lines in the program are closed.)

## **RECOMMENDATION (to be voted on by Faculty Senate at the November 7, 2016 meeting)**

The outcome of this discussion is as follows:

The workgroup determined that a total of two tenure lines would not be needed in order to “teach out” or continue instruction in the disciplines in the following programs:

- a. Eliminate one tenure line in Comparative Humanities. Of the two current tenure lines, only one would be needed in or order to teach out the program. The General Education offerings in Element 3 will be reduced.
- b. Eliminate one tenure line in Geography. Of the three current tenure lines, only two lines would be needed to teach out the program, continue offering the support courses needed by other programs, and develop the GIS program.

Of the tenure lines in the other programs being considered for suspension, the workgroup determined (a) the lines would be needed until such time the programs were taught out and/or (b) the tenured faculty are qualified to teach in other disciplines within the department.

## **THE PROCESS**

Next steps for the FCD, including the October 19 meeting, are outlined by Policy 4.6.16:

In making specific recommendations for elimination of individual tenured faculty positions required by the discontinuance of an academic program, the following process shall be used. The Provost shall ensure that steps 1-9 do not exceed 90 days. An extension of the timeline may be granted with the consent of the President and Faculty Senate.

1. The Provost, the FCD, and the Deans shall meet to evaluate the necessity of eliminating tenured faculty positions. If they conclude, based on available data, that faculty lines will need to be eliminated, they will prepare a report recommending the number of faculty lines to be eliminated, with justifications and supporting data for the recommendation.
2. The Chair of Faculty Senate shall disseminate the report to the Senate at least two weeks prior to a regularly scheduled or special session. It is the responsibility of Faculty Senate to solicit input from faculty at large prior to the meeting.
3. The Faculty Senate shall consider the report and any feedback or additional data and shall prepare a response. The response shall be due to the Provost within two weeks after the Senate's meeting.
4. The Provost, the FCD, and the Deans shall meet to review the Faculty Senate response and shall prepare a final recommendation to the President that shall include the number of faculty lines to be eliminated.
5. Upon approval by the President, the Provost and the Deans, in consultation with the Department Chairs, shall determine where faculty lines should be eliminated.

Note: FCD is not involved in Items 5-9.

### THE TIMELINE

Wednesday, October 19	Meeting of the Faculty Committee on Dismissal with the Deans and Provost
Monday, October 24	Group's recommendation to the Faculty Senate
Monday, November 7	Faculty Senate's vote
Monday, November 21	Faculty Senate's report to the Provost
Monday, November 28	8:30- 11:30 a.m. Meeting of the Faculty Committee on Dismissal, Deans, and Provost 3:30 p.m. Provost's recommendation to the President & announcement
Wednesday, November 30	President's announcement of program suspensions
Monday, December 5	Recommendation to the Board of Regents

Please discuss the recommendations with your departments/units in preparation for the November 7<sup>th</sup> meeting of the Faculty Senate to eliminate 2 tenure faculty lines. You should be ready to vote on these recommendations at the November 7<sup>th</sup> Faculty Senate meeting.

Thank you for your commitment and service to the Faculty Senate, representing your respective departments/units.

Regards,

Shirley

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