

UWEX FACULTY POLICIES AND PROCEDURES

Chapter UWEX 5

FACULTY LAYOFFS

- 5.01 General.** Notwithstanding 36.13, Wis. Stats., the Board may lay off or terminate a tenured faculty member, or lay off or terminate a probationary faculty member prior to the end of his/her appointment, in the event of a financial emergency. Such layoffs or terminations may be made only in accord with the provisions of Chapter UWS 5, and imply the retention of rights indicated therein. A non-renewal, regardless of reasons, is not a layoff or dismissal under this Chapter.
- 5.02 Faculty consultative committee.** The University Committee is designated as the standing faculty committee authorized to consult with the Chancellor, as specified in UWS 5.04, in the event a declaration of financial emergency is to be considered.
- 5.03 Seniority.** The form of seniority to be followed by departments in recommending which individuals are to be laid off in accordance with UWS 5.07 and UWS 5.08 shall be by rank, and within rank, according to total years of service in Extension, unless a clear and convincing case is made that program needs dictate other considerations.
- 5.04 Hearing.** A faculty member whose position is recommended for elimination is entitled to a hearing according to the conditions specified in UWS 5.12 and 5.13. The Faculty Hearings Committee, established in UWEX 2.02, shall serve as the standing faculty committee designated to hold hearings as specified in UWS 5.11. Hearing procedures are described in UWEX 6.03 and 6.04.
- 5.05 Rights of faculty members on layoff.**
- (1) In accordance with UWS 5.20(2), faculty members on layoff status as specified in UWS 5.16 are entitled to use institutional facilities available to other faculty members according to guidelines established by each department or administrative unit. Such use of facilities shall include, but shall not be limited to, staff parking and library privileges, and office space and services for purposes of conducting Extension business.
 - (2) In accordance with UWS 5.20(3), faculty members on layoff status are entitled to participate fully in institution-wide faculty governance activities. Each department and administrative unit shall designate those "departmental" activities in which faculty members on layoff status may participate as specified in UWS 5.20(3).

Revised October, 1997