

Motion made at the 2/23/21 Senate Meeting.

The Senate States as Follows:

Whereas the Faculty Handbook, approved by the Board of Trustees contains the governing policy language over faculty dismissal,

Whereas, the University HR department has circulated a document purporting to usurp dismissal authority over faculty,

Whereas, the University HR document is highly expansive, arbitrary, and in direct conflict with the Faculty Handbook,

Whereas, the University HR document was not considered by any known Shared Governance Process as required under the terms of the Faculty Handbook.

WHEREFORE, THE PREMISES CONSIDERED, The Senate resolves as follows:

1. The Senate does not recognize that the University HR document has been developed through legitimate processes and does not recognize its applicability to Faculty.
2. As such, the University HR document as applicable to Faculty should be immediately withdrawn and discarded by the administration.
3. Should the administration seek to modify the terms of employment for Faculty, the administration is admonished to do so under the well-established processes of shared governance
4. All policies governing the discipline or dismissal of Faculty members should be contained within the Faculty Handbook where they are modified through the agreed upon processes of shared governance.