Termination of Position Because of Reduction or Discontinuance of Program

UNIVERSITY POLICY #225

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SECTION 1: Purpose and Scope

1.1 **Scope.** Academic policy regarding the termination of faculty due to program reduction or discontinuance.

SECTION 2: General Information

2.1 A faculty member's appointment may be terminated because of the reduction or discontinuance of an existing program at the institution as a result of program review, in accordance with appropriate Policy Bulletins relating to review of academic programs, provided no other program or position requiring equivalent competency exists. If, within two years following the reduction or discontinuance of a program, a position becomes vacant for which the faculty member is qualified, the President shall make every effort to extend first refusal to the faculty member so terminated.

2.2 Institutional policy for accommodating major reduction in or discontinuance of an existing program shall be developed through a collaborative assessment by representatives of administration and faculty and shall be reported to the Board of Governors prior to implementation.

2.3 Notice of Non-retention due to program reduction or discontinuance: the President of the institution shall institute proceedings by giving a faculty member written notice of such nonretention by certified mail, return receipt requested.

2.4 A faculty member wishing to grieve or appeal any action of the institution or Board of Governors may utilize the procedures set out in W. Va. Code 6C-2, in accordance with Section 15 of the West Virginia Higher Education Policy Commission Series 9.

2.5 The dates of formal notification for tenured and probationary faculty shall be those specified in Section 10 of Series 9.