

The University Senate of Michigan Technological University

PROPOSAL 12-04

AMENDMENTS TO PROPOSAL 16-02, PROCEDURES FOR PERIODS OF FINANCIAL STRESS

The following sections of Proposal 16-02 are amended as follows.

B. Committee Membership

3. Reconfiguration Committee (RC): A working advisory group consisting of the Executive Budget Council (above), ~~the Officers of the University Senate, two members of the Senate Finance Committee designated by the Senate,~~ the President of Staff Council, and the Deans of the Colleges and Schools, **and three tenured faculty and two professional staff members will be selected by the Senate with regard to familiarity with university finances, gender, race, and unit membership.** A representative from Human Resources shall serve without vote. Chaired by the Provost and Senior Vice President for Academic and Student Affairs.

D. Procedures for a State of Financial Stress

12. These following procedures will apply when approved program reconfiguration involves the loss of faculty or staff positions:

a. Prompt and explicit notice to affected personnel.

b. The mechanisms in place for separation or laying-off of personnel will be followed. Such mechanisms include, for example, established university procedures or collective bargaining agreements.

c. For faculty and/or other non-union employees who are removed, special provision will be made including, but not limited to the following:

1. Every effort will be made to provide suitable placement elsewhere in the University.
2. Preferential rehiring of removed persons to fill any vacancy for which they are qualified within the University, for a period of ~~at least~~ three years after their removal.
 - a. Faculty who were tenured and who are rehired as faculty will be rehired with tenure.
 - b. Persons who are rehired will not lose credit for previous years of service, and will have the same fringe benefits as current employees. **Sick leave that has accrued prior to the layoff would be reinstated.**

3. Faculty members removed during a state of Financial Stress will at their request be appointed as adjunct faculty members, and will be entitled to continuation of at least these prerogatives: access to library, parking, computing, **access to Career Center facilities and personnel**, cultural, and recreational facilities afforded non-removed faculty; status as graduate faculty; use of granting and contract offices. Regular full- and part-time non-union staff who are removed will be afforded similar prerogatives.

4. **Regular full- and part-time non-represented staff who are removed will be entitled to continuation of at least these prerogatives: access to library, parking, computing, access to Career Center facilities and personnel, cultural, and recreational facilities.**
5. **All faculty and non-represented staff removed would be guaranteed a 2-month continuation of health benefits.**
6. Faculty and staff who are removed are eligible to receive health insurance at rates available to them under COBRA.
7. Eligibility for employee education programs and tuition reduction incentive programs will continue for ~~at least~~ three years after removal.

Adopted by Senate: 14 January 2004

Approved by President: 22 January 2004