



**Office of the President**

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PRESIDENTIAL CHARGE TO CHAIRS AND DEANS

Per Appendix G of the Faculty Handbook, the Retrenchment Committee determines the number of faculty positions to be terminated University-wide to relieve the state of exigency. The Retrenchment Committee then meets with the Academic Council to establish the number to be released in each School. This has occurred. The Retrenchment Committee has recommended the following to me thus far:

- Number of faculty positions to be eliminated in the School of Arts: 15
- Number of faculty positions to be eliminated in the School of Business: 2.5
- Number of faculty positions to be eliminated in the School of Engineering: 3.5
- Number of faculty positions to be eliminated in the School of Sciences: 5

We are working to follow the Faculty Handbook in every aspect of this process. However, there are ambiguous charges of Appendix G, and yours is one of them. I am writing to provide reasonable direction on how to proceed given these ambiguities.

To explain, Paragraph (3)(d) of Appendix G states that: Each Dean of the School should meet with the Department Heads to determine **which faculty members are recommended for termination**. Paragraph (3)(e) states that: Each Department Head, acting with the advice and consent of the Dean of the School and the VPA, **shall recommend which faculty members are to be retained**, using the following criteria in order:

1. Tenure and Status as a Christian Brother
2. Merit, versatility, seniority
3. The goals of the University regarding numbers of women, women religious, and members of minority races

As an initial matter, criteria 3 is not applicable, as the University does not have “goals” with respect to these categories. While diversity is a strong value of our institution and Lasallian principles, the University follows applicable law in this regard and does not have such targets for faculty or staff hiring. For this reason, recommendations relating to faculty retention should be made irrespective of gender and race.

A second ambiguity is that while Paragraph (3)(d) provides that Deans, following a meeting with the Department Heads, should provide recommendations for faculty members to be terminated, Paragraph (3)(e), on the other hand, provides that Department Heads, with the advice and consent of



the Dean and VPA, shall provide recommendations as to which faculty members are to be retained. To give meaning to both provisions and resolve this ambiguity, I am charging you with providing both the recommendations prescribed in in Paragraph 3(d) and 3(e).

I ask that these recommendations be provided to me **directly**, in the aggregate, by School. Recommendations relating to **retentions** should include only the most essential retentions critical for advancing the University's mission, in the order of recommended retention, and should include a brief explanation for the need for the retention. Further, these recommendations should be based on the advice and consent of the Dean and VPA, and take into consideration the two criteria above. Recommendations relating to **terminations** should take into consideration the initial recommendations of the Retrenchment Committee, as well as the fact that the Retrenchment Committee has not yet identified a large enough number of positions to be eliminated to reach the Board charge for reductions in salaries, wages and benefits. For that reason, you may wish to identify additional positions for recommended termination in your report.

All recommendations should take into consideration rational factors derived from the Handbook, such as: (a) the present and future needs of each School and Department; and (b) what is possible, equitable, and the least damaging to the mission of the University. These recommendations should be provided to me directly and treated as confidential. Additionally, I note that the Handbook does not speak to Deans' and Department Heads' recommendations relating to their own faculty positions and programs. I encourage you to consider your own positions and programs in as objective a manner as possible.

This approach is compatible with the charge to Deans and Department Heads to provide me with recommendations which I will consider in my final decision-making; it is consistent with the charge that each level of determination is subject to approval of the President; and practically, will be most useful in making informed and reasoned decisions relating to faculty retention and retrenchment necessary to relieve the state of exigency.

Deans, please provide the requested recommendations for each department in your school to me by November 10. Also, please provide **only** the recommended **number of positions** to be terminated in your school to the Retrenchment Committee by November 10.