May 6, 2016

To: Dean Van Galen, Chancellor
116 North Hall
University of Wisconsin-River Falls

From: James Graham, Chair
Faculty Senate
University of Wisconsin-River Falls

Re: UWRF Faculty Senate Resolution 2015-16/8

The following resolution was approved with amendments (in red) with 11 in favor, 0 opposed, and 9 abstentions by the Faculty Senate on May 4, 2016:

A resolution presented by UWRF Faculty to Faculty Senate:

WHEREAS, Both UWRF administration and faculty shall strongly encourage and fully support the creation of a tenure policy offering at least the same protections as those outlined by UW Madison’s Chancellor, Rebecca Blank. Blank’s policy, found at https://chancellor.wisc.edu/content/uploads/2016/04/Education-Committee-Agenda-Item-1.1.1.pdf, “allows faculty to play a strong role in any decision about financial emergencies or program closure. Among the protections in the policy

The only time that faculty layoff or termination can be considered is because of financial emergency or program closure due to educational considerations.

- An ‘appropriate faculty body’ must write an assessment of the institution’s financial condition prior to the Chancellor recommending that Regents declare a financial emergency, and this assessment is part of the materials considered by the Regents.
- When a program that might produce faculty layoffs is considered for discontinuation for educational considerations, this proposal must be reviewed and voted on by the faculty of the affected department, the school/college governing board, and either the University Academic Planning Council (if an undergrad program) or the Graduate Faculty Executive Committee (if a grad program). The Chancellor makes the final decision based on these reviews.
- Be it therefore resolved, faculty recommended for layoff may request a hearing on this decision.
• Any faculty who is laid off is eligible for either 12 more months of employment or 12 months of severance pay.\textsuperscript{[1]}

• The UWRF Faculty desire a pledge from the administration that no tenure or tenure-track faculty will be laid off at UWRF due to program discontinuation.