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*2010-11 Executive Board*  
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Sense of the Senate  
May 4, 2011

**Endorse the following Additional Recommendations of the 2011 Spring Curricular Review Committee**

1) It has been stated by many faculty, and by the member of this committee, that tenure status is an important designation, even when a program is closed, reorganized or reduced in size. While tenure is not a guarantee of lifetime employment under any circumstances, nonetheless the university has given an explicit commitment to tenured faculty that it did not give to the untenured. *Ceteris paribus*, we think that tenured faculty who have been laid off should have priority in seeking other positions for which they are qualified, relative to untenured faculty, and some accommodation should be made for tenured faculty who may need to retool. While we believe the administration made good-faith efforts last year to find alternative employment for faculty in closed programs, we nonetheless wish to reiterate the importance of this effort.

**Additional Recommendation 1:** Laid-off tenured faculty should have priority over untenured faculty for other positions for which they are equally qualified, with some accommodation for the need to retool when changing job responsibilities.

2) Viable academic programs must depend primarily on faculty who combine teaching, research, and service, and tenured or tenure-track professors are the core of the academy. We agree that lecturer positions do make sense in some cases, to support a viable academic program or to provide service courses where there is no academic program. However, the creation of lecturer positions to replace professors in academic programs should generally be avoided if possible.

**Additional Recommendation 2:** In general, non-tenured faculty positions should not replace tenured or tenure-track faculty positions as a way of achieving cost savings, unless an academic program is being significantly downsized or reduced to a service capacity only.

3) Cooperative Extension proposed a voluntary separation program, in which faculty who might otherwise be laid off are allowed to receive a lump-sum payment of a half-year's salary, in lieu of receiving a one-year's notice of termination. This strategy was used by the College of Education in Spring 2010. We think the possibility for such a voluntary separation package, when it is able to achieve cost savings for the university, should be offered to all faculty in programs being closed, reorganized, or reduced in size, though the administration may accept individual proposals on a case-by-case basis.

**Additional Recommendation 3:** The possibility of voluntary separation packages should be offered to all faculty in programs affected by curricular review, and proposals by specific individuals should be accepted if they are mutually beneficial.