

non-BUFM Faculty Voluntary Separation Resolution

Whereas, the entire University community is impacted by the planned retrenchment of faculty, and the priority of all involved is to mitigate the non-voluntary departure of faculty while preserving the academic integrity and quality of our programs; and

Whereas, the Administration and the AAUP-WSU are likely to soon begin discussions involving a voluntary separation incentive program as a strategy to mitigate the number of Bargaining Unit Faculty Members (BUFMs) to be retrenched; and

Whereas, if the non-BUFM faculty who are appointed in colleges to be retrenched (e.g., department chairs, assistant deans, associate deans, deans) voluntarily separate, such a separation would effectively also mitigate the number of BUFMs to be retrenched in that college; and

Whereas, the joint Committee on Retrenchment specifically recommended that “reduction by attrition should result in a decreased number of retrenched faculty. Each voluntary separation should result in at least one less faculty member being retrenched. Further, financial savings realized by such separations should be considered when determining the number of retrenchments (greater than one) to be rescinded;” now, therefore be it

Resolved, that the non-BUFM faculty appointed in colleges and schools of Wright State University subjected to retrenchment should be offered a voluntary separation incentive package consistent with any negotiated between the Administration and the AAUP-WSU, and that for each such voluntary separation of a non-BUFM, the number to be retrenched should be reduced by at least one BUFM from the college of primary appointment of the separating non-BUFM.