

Impact of Retrenchment Proposal

The board/administration wants to alter the Retrenchment procedures. Source:

[http://www.wright.edu/administration/aaup/nego/FF/ART-17-admin-revised\(OCR\).pdf](http://www.wright.edu/administration/aaup/nego/FF/ART-17-admin-revised(OCR).pdf)

What is the proposed change to the Retrenchment Article?

The potential TERMINATION of a Bargaining Unit Faculty Member during ANY appointment (even tenured or continuing) **when WSU has a sub-2.40 financial score over the most recent 24-month period – or RIGHT NOW.**

Under the administration's proposal:

Retrenchment procedures can become active immediately, the day the Factfinder Report is accepted.

Bargaining Unit Faculty Members would lose this key provision: **would no longer be offered available faculty positions for which they are fully qualified** or for which they can become fully qualified within the period of their notification of termination; further, the University **would no longer have to consider BUFMs for a non-faculty position as an alternative to termination.**

What the Retrenchment Proposal Means:

Tenure has no meaning. Continuing status has no meaning. This proposal puts *every* faculty member at risk.

Summary – This proposal allows the university to terminate faculty with a low burden of proof and must be rejected.