

University of Arkansas at Pine Bluff

Faculty/Staff Handbook

Policy: **RETRENCHMENT**

Policy #: **13.8**

Retrenchment is a reduction in programs and/or services which results in the termination of employment because of (1) a bona fide financial exigency or (2) formal academic planning including Board approved changes in institutional missions, substantial program changes, (pursuant to Board Policy 620.1), or major reallocations of resources for academic or support services. In the implementation of retrenchment, fair and humane treatment of faculty, staff, and students is of great concern. Serious efforts shall be made to relocate affected faculty and staff in other parts of the program area or in a different program area of the same campus or division.

Classified employees retrenched because of financial exigency will be terminated in accord with Board Policy 405.4 and in no case will termination be effected without 30 days' notice. Non-classified employees retrenched because of financial exigency cannot be assured that notice of the duration specified on Board Policy 405.1 will precede termination. Non-classified employees retrenched because of financial exigency shall be given notice at least 60 days in advance of termination.

Resource(s): Board Policy 620.1

Approved by:

Approval date:

Custodian: Human Resources