

REM revised proposal—March 9, 2022

Proposed SB-ACA-79

Reorganization, Elimination and Merger of Academic Units and Programs at Indiana University South Bend

Policy Statement: University, campus and school administrators may occasionally decide that a reorganization of departments, schools and degree programs is warranted. Such changes may be a response to: new directions in scholarship, science and the arts; new expectations for students entering professional careers or pursuing advanced education; financial constraints; administrative inefficiencies; declining performance or quality. These circumstances may make it prudent to consider and perhaps to implement the merger, reduction, elimination or renaming of academic units and programs, necessitating a reallocation of financial resources and the reassignment of faculty members to new academic homes. Our commitment to shared faculty and administrative governance implies that the following principles should govern such processes of reorganization.

1. Faculty Consultation. Faculty governance bodies must be apprised of the need or desirability for reorganizing academic units and programs as early as possible in the process of deliberation, so that faculty representatives may provide informed input and play a prominent role in planning for change.

2. Faculty Response. All faculty members (tenured, nontenured, clinical, and lecturers) must have a reasonable period of time to review and respond to proposals for academic reorganization, before such plans are implemented. Faculty should be invited to send their concerns to the Executive Committee of the IU South Bend Academic Senate: these concerns will be collated, summarized and presented to the relevant deans, vice chancellors, and chancellor before the changes take effect. The relevant deans, vice chancellors, and chancellor shall provide response to these concerns within a reasonable time.

3. Faculty Appointments:

a. Tenure Except under conditions of financial exigency (ACA-41), the appointments of tenured and probationary tenure-track faculty members, may not be terminated as a consequence of such reorganization. Necessary reductions in the number of tenured and probationary tenure-track faculty should be achieved instead by voluntary attrition or reassignment, or negotiated termination.

b. Long-term appointments

If the dismissal of any lecturer/teaching professor/clinical faculty member holding a long-term appointment which has not expired occurs because of closure or permanent downsizing of the program in which the faculty member teaches and serves, then that dismissal shall not become effective sooner than one year, or two years for senior lecturers, clinical associate professors, teaching professors and clinical professors, after the date the faculty member is notified of dismissal in writing by the EVCAA or Chancellor.

A non-tenured academic appointee notified of involuntary dismissal must be accorded the opportunity for a hearing before a campus Faculty Board of Review.

Nothing in this provision is meant to affect the applicability of ACA-18 and ACA-52.

4. Expectations for Probationary Faculty. Faculty members who are affected by the reorganization of units and programs during the tenure probationary period may choose to be reviewed for tenure and/or promotion under the criteria and standards of the original home unit at the time they were first appointed or under the criteria and standards of the new unit. Tenure-track faculty members and long-term appointees in their probationary period may request to have an additional year added to their probation period or remain on the current clock.

5. Reassignment to New Academic Home. All faculty members (tenured, nontenured, clinical, and lecturers) whose academic home unit is merged, reduced, eliminated, renamed or in some other fundamental way reorganized should be allowed first to pursue residence in a new home unit based on the mutual fit of scholarly, scientific or artistic interests. The selection of a new home unit must be approved by the faculty and by the chair and dean of the receiving unit. If an affected faculty member is not reassigned to a new unit within a reasonable time frame, the Academic Affairs Committee will conduct relevant research and develop a proposed solution to recommend to the Executive Vice Chancellor of Academic Affairs (EVCAA). If the issue cannot be resolved, the EVCAA will make a final decision with regard to the affected faculty member's new home unit. The EVCAA's final decision may be subject to an appeal with the Faculty Board of Review.

Faculty who have been reassigned should consult with the dean of the receiving unit regarding criteria for promotion in rank. Probationary Faculty should refer to #4. Above.

The chair and dean, as well as faculty members within the potential receiving unit, should be consulted regarding whether the affected faculty member meets the standards for academic qualification within their unit, per accreditation and other relevant requirements.

6. Compensation and Other Benefits. Reorganization of academic units and programs shall not result in base pay reductions, or in the loss of time accumulated for sabbatical leave eligibility. Subsequent to the reorganization, the compensation level of faculty members new to a unit should be considered in the context of the campus goals for salary equity.

7. Grievances. Faculty members who object to personal consequences of the reorganization of academic units and programs may file a procedural grievance with the Faculty Board of Review.