

Personnel Policies for Lincoln University

The guiding principle for these policies is The Rules and Regulation of Lincoln University • Chapter I University Governance: Structure and Functions • Chapter VI Administration and Finance • Chapter VIII University Employment • HRSHB 6.7.2

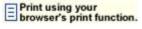
Effective August 13, 2009

Letter from the President

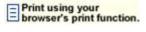
Financial Exigency

Rules and Regulations

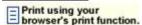
Adjunct Handbook



Faculty Handbook



Staff Handbook



Employees covered by this policy

This policy applies to all Faculty employees at LU and applicants of positions.

Policy

A condition of financial exigency may necessitate suspension or termination of academic personnel. Financial exigency may be declared by the president of the university only after careful analysis of funding and enrollment data has concluded that: federal, state, or other funding source is no longer providing support at an appropriate level; or enrollment decline in a given discipline(s) no longer justifies existing faculty size. General criteria for selection of persons to be terminated as a result of financial exigency shall include the following considerations:

- 1. Non-tenured faculty shall be terminated before tenured faculty;
- 2. Faculty members with the shortest term of service shall be terminated before those with longer

periods of service;

3. Academic rank shall not be a factor in terminating faculty. Exceptions to these criteria shall be

made in writing in the event of compelling reasons and presented for approval to the president.

Every effort shall be made to relocate persons so displaced.

