




LINCOLN UNIVERSITY

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BOARD ACTIONS

TO: Faculty, Staff and Students
FROM: Kevin D. Rome, President 
DATE: January 18, 2017
SUBJECT: Action Items - Board of Curators

During its conference call held on Wednesday, January 18, 2017, the Lincoln University Board of Curators approved the following policy change to section 3.44 of the Lincoln University Rules and Regulations:

CURRENT POLICY

3.44 Financial Exigency

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

1. federal, state, or other funding source is no longer providing support at an appropriate level; or
2. 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.

REVISED POLICY

3.44 Financial Exigency

A condition of financial exigency may necessitate suspension or termination of academic personnel. **Financial exigency may be declared by the president of the University either for the entire University, or for specific colleges, schools, departments or programs.** Financial exigency may be declared by the president of the university **with approval of the Board of Curators** only after careful analysis of funding and enrollment data has concluded that:

1. federal, state, or other funding source is no longer providing support at an appropriate level; or
2. enrollment decline in a given discipline, **department, school, or program** 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 **will generally** 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.

The next meeting of the Lincoln University Board of Curators will
be held on Thursday, February 9, 2017