SENATE RESOLUTION:
EXPECTED GOOD-FAITH EFFORTS DURING THE REORGANIZATION PROCESS

Be it resolved that, the Faculty Senate of the University of Hartford also expects the following good-faith efforts to be undertaken by University members during the process of reorganization:

(1) **Continuity of Degree Programs.** For degree programs that are slated for closure due to reorganization, every effort shall be made to enable students currently enrolled to complete the requirements for those degrees.

(2) **Probationary Tenure-Track and/or Extended Temporary Contract Faculty.** The appointments of probationary tenure-track and/or extended temporary contract faculty members shall not be terminated as a consequence of such reorganization unless all reasonable attempts have been made to create alternative internal employment plans under the new reorganization structure (e.g., joint appointment, transfer to another program, plans for voluntary attrition or reassignment, and so on).

   (a) When moved to a new program or unit as a result of reorganization during their probationary period, tenure-track and/or extended temporary contract faculty members may choose to be reviewed for tenure (or tenure-like reviews) under the criteria and standards of the original home unit at the time they were first appointed or under those of their new home unit (FPM 4.5).

(3) **Staff/Administrative Members.** The appointments of administrative staff (both senior administrators and line staff) shall not be terminated as a consequence of such reorganization unless all reasonable attempts have been made to create alternative internal employment plans under the new reorganization structure (e.g., joint appointments, transfer to another program, plans for voluntary attrition or reassignment, and so on).

(4) **Reassignment of Staff/Administrative Members to New University Home.**

   (a) Administrative staff (both senior administrators and line staff) whose university home unit is merged, reduced, eliminated, renamed or in some other fundamental way reorganized may be reassigned to a new administrative home based on the mutual fit of existing staff skills with the new job. Every effort shall be made to find a new home that is agreeable both to the affected staff member and to staff members in the receiving unit, with the understanding that in rare instances it may be impossible to find an arrangement that fully satisfies all parties. Administrative staff members remain obligated to perform customary work responsibilities throughout the period of reorganization.

(5) **Staff/Administrative Employment Contracts.** Contractual rights and obligations of administrative staff and others under non-tenure track contracts (e.g., graduate students) shall be honored, under the present contractual terms so noted.