The Faculty Senate of the University of Hartford provides the following summary of policies that are relevant to the reorganization. Such policies can be found in the University Bylaws (UB), the Constitution of the Faculty Senate (CFS), the Faculty Policy Manual (FPM) and the Manual of Academic Policies and Procedures (MAPP). The Faculty Senate will proceed under the good-faith assumption that University governing procedures will be consulted and followed during the process of reorganization:

(1) **Faculty Senate Consultation.** Faculty Senate, and by implication general university members (administrative staff, etc.), shall be apprised of the university reorganization plan as early as possible in the process of deliberation, so that their informed input may play a prominent role in planning for change (UB III.I.3.; CFS II.; FPM 3.1.1; MAPP III.B., III.C., and III.D.)

(2) **Faculty Senate Response.** Faculty Senate and by implication other university members, shall have a reasonable period of time to review and respond to proposals for academic reorganization, before such plans are implemented (CFS Bylaws 11.f.; 11.g.; 11.j.; MAPP III.A. through D.), through the processes outlined below.

(a) Faculty and other relevant university members shall have the opportunity to examine the data and other information used to arrive at the reorganization plan, and to develop their own plan in response.

(b) Faculty and other relevant university members shall be invited to send their overall concerns/alternative reorganization plans to the Senate; this information will be collated, summarized, and presented to the Provost and the President – and considered by them -- before any changes are finalized.

(3) **Tenured Faculty.** The appointments of tenured faculty members shall not be terminated as a consequence of such reorganization (unless a financial exigency is declared; see FPM 6.1.; 9.3.). It is expected that any necessary reductions in the number of tenured faculty shall be achieved instead by voluntary attrition or reassignment.

(a) When moved to a new program or unit as a result of reorganization during their probationary period, tenured faculty members may choose to be reviewed for promotion under the criteria and standards of the original home unit at the time they were first appointed at current rank or under those of their new home unit (FPM 4.5).

(4) **Faculty Reassignment to a New University Home.**

(a) Any faculty member (tenured, probationary tenure-track, extended temporary contract) whose academic home unit is merged, reduced, eliminated, renamed or in some other fundamental way reorganized may be reassigned to a new academic home
based on the mutual fit of scholarly, scientific or artistic interests. Every effort shall be made to find a new home that is agreeable both to the affected faculty member and to faculty 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. Faculty members remain obligated to perform customary research/creative activity, teaching, and service responsibilities throughout the period of reorganization (FPM 4.5.; 4.6.).

(5) *Faculty Compensation and Other Benefits.* Reorganization of administrative units, colleges, departments, and programs shall not result in faculty base pay reductions, in the alteration of negotiated existing contracts or in the loss of time accumulated for sabbatical leave eligibility, under the contractual terms so noted (FPM 4.3.; 4.4; 4.5.).

(6) *Faculty Grievances.* Any faculty member who objects to the consequences of the reorganization of programs, academic units, departments, colleges, and administrative units may file a grievance with the appropriate review body (FPM 3.3).