

# Overview of Layoff Policy Academic Staff

Academic Staff Senate

February 2, 2015

John Lohmann, Int. Dir. H.R.

# Ability to Layoff

- UWS 12.01: Permits the Chancellor or designee to lay off a member of the academic staff prior to the end of the appointment period, when such action is deemed necessary due to budget or program discontinuance, curtailment, modification, or redirection.

# Seniority

- Presumption of following seniority .
- Presumption may be overcome where program needs dictate other considerations
- E.g. the need to maintain specific expertise within the program or operational area.

# Notice

- UWS 10.05 notice periods should be used in a layoff situation unless there are compelling reasons to the contrary.
- E.g. “almost immediate cutoff of funds.”

# UWS 10.05 Notice

- Fixed term appointments

<b>Years</b>	<b>Notice</b>
Before end of second year.	Three (3) months.
Thereafter	Six (6) months.

# Contract Language

- “When the letter of offer for a fixed term appointment states that nonrenewal is not intended, no further notice of nonrenewal is required.”

# Institutional Enlargement of Time

- University may provide for longer notice periods for *teaching members* of the academic staff.

# UW-Platteville Time Frames

<b>Years</b>	<b>Notice</b>
Before the end of the first two years	Three months
Third, fourth and fifth years	Six months
Thereafter	Twelve months



# Comparison

	<b>UWS 10.05 <i>NIAS</i></b>	<b>UW-Platteville <i>IAS</i></b>
Before End of First Two Years	Three months	Three months
Years three, four and five	Six months	Six months
Thereafter	Six months	Twelve months

# Our Academic Staff Bylaws

The Chancellor or designee shall “discuss” with the Personnel Commission the reasons for the layoff action. The Commission then has five working days to review the layoff action and submit written recommendations to the Chancellor or designee.

*Part V, Chapter X: Layoff of Academic Staff for Reasons of Budget or Program*

# Our Academic Staff Bylaws, Cont.

- Individual Layoff Decisions
- Notice must be communicated to person(s) by Chancellor or designee
- With a description of the change in available resources which has required the layoff decision