**Rationale to be sent to SGOC:**

This proposed change makes modifications to an existing section of the Faculty Handbook. The current policy and the revisions are presented by attachment.

Natural and financial disasters can occur at any time. We hope that ASUJ is never faced with such severe financial distress that it has to lay off large numbers of personnel. However, we feel that procedures to establish due process in the handling of faculty issues related to such an extraordinary event should be included in the Faculty Handbook in order to establish guidelines that 1) ensure faculty have a voice in the shared governance process for handling such an extraordinary event, 2) ensure faculty layoffs occur only when there is no other alternative, and 3) ensure that if faculty layoffs cannot be avoided, they will be handled in such a manner that mission critical faculty who have proven their quality through rigorous tenure and promotion processes will be most likely to be retained.

While we recognize that non-faculty would also be affected by exigency, we submit that there is nothing in the proposed policy that would preclude non-faculty constituents from also having a voice in any decision by the Board of Trustees to declare financial exigency. Given that natural and financial disasters could occur without warning, we feel it is important to proceed with revising faculty handbook policy to address the unique aspects of faculty issues related to financial exigency. We recommend that the SGOC assign this proposed change to the Faculty Handbook Committee to send this policy out for review to faculty, chairs and deans as these are the bodies whose working conditions and rights are covered by the Faculty Handbook.