

3358:11-5-10 Reduction in force and faculty retrenchment policy.

(A) Policy statement. For a variety of reasons during the life of any institution, circumstances may dictate that a reduction in force is necessary. These reasons may include lack of work; lack of funds; or abolition of positions due to reorganization for efficient operations or reasons of economy. Should any of the aforementioned reasons result in the reduction in force, Owens community college will make a reasonable effort to reassign the affected non-bargaining employees to other positions at the college before enacting a reduction in force. With respect to non-faculty employees covered by a negotiated agreement, the college will comply with the provisions set forth in said agreement.

(B) Purpose. With respect to employees covered by a negotiated agreement, the college will comply with all of the provisions set forth in said agreement. This rule ensures compliance with the requirements of section 3345.454 of the Revised Code for each state institution of higher education to develop a rule for faculty retrenchment. As defined in section 3345.454 of the Revised Code, retrenchment means a process by which a state institution of higher education reduces programs or services, thus resulting in a temporary suspension or permanent separation of one or more institution faculty, to account for a reduction in student population or overall funding, a change to institutional missions or programs, or other fiscal pressures or emergencies facing the institution.

(C) (A)Delegation. The board directs the president to make such a determination of implementing a reduction in force or a retrenchment of faculty when circumstances may dictate the necessity.

(D) (B)Implementation. The president or an executive designee, such as the The vice president of human resources will be responsible for the notifications to affected employees or bargaining unit and for the implementation of the implement procedures consistent with this rule and for purposes of legal compliance. This rule will be regularly reviewed every five years.