

Resolution on Recall Rights and Research Continuity

WHEREAS, many of our separated faculty have active grant-funded research that is in progress; and

WHEREAS, disrupting this research could cause irreparable harm to their careers; and

WHEREAS, AAUP guidelines upheld in the faculty handbook and university bylaws on separated faculty in exigency include a provision that “released professors are granted recall rights. Their places will not be filled by a replacement for a period of three years, unless the affected individuals have been offered reinstatement and a reasonable time in which to accept or decline the offer”; and

WHEREAS, the specified 30-day threshold for avoiding interruption of benefits may impose an unattainable administrative barrier for those returning to new or vacant positions; and

WHEREAS, it is in the best interests of the institution, its faculty, its staff, and its students to maintain the best possible relationship with the grant partners of the institution and its current and former faculty;

NOW LET IT BE RESOLVED, that the university make necessary adjustments to separation guidelines to maintain grant relationships and access of the separated holders of grants to university resources; and

LET IT FURTHER BE RESOLVED, that the university strictly follow AAUP 1940 guidelines on academic freedom and management, including as they pertain to the rehiring of separated faculty in the first three years after a declaration of exigency.