

Resolution on Contractual Due Process and Severance Protections for Separated Faculty

WHEREAS

The University Faculty Council (UFC) and Faculty Senate remain dedicated to defending tenure, contractual due process, and shared governance during periods of institutional financial challenge;

WHEREAS

Illinois Tech administration has vocally defended the concept and principle of tenure in its public pronouncements;

WHEREAS

Section IV.B.1.a of the Illinois Tech Faculty Handbook lists "extraordinary financial exigency" as a ground for terminating tenured appointments but establishes no definitions, criteria, or procedural rules for its execution;

WHEREAS

In the absence of explicit internal contract procedures, standard principles of contract interpretation dictate that higher education institutions adhere to established national academic customs and standards, as codified in the American Association of University Professors (AAUP) guidelines previously endorsed by this Senate;

WHEREAS

AAUP 1940 standards on academic freedom hold that terminations of tenured appointments resulting from financial exigency should be subject to a minimum of one full year of notice or equivalent salary as severance while the university in this situation has offered less than two months;

WHEREAS

Section IV.B.2.c of the Faculty Handbook guarantees explicit multi-month to multi-year advance notice periods and terminal contracts for full-time non-tenure-track teaching faculty; and

WHEREAS

Conditioning minimal severance payments on mandatory waivers of legal rights during sudden, summary terminations contradicts established institutional norms, AAUP guidelines, and basic principles of fairness;

THEREFORE, LET IT BE RESOLVED THAT

the university administration remove all mandatory release-of-claims conditions from baseline severance packages offered to separated faculty and staff;

LET IT BE FURTHER RESOLVED THAT

the university administration should afford tenured faculty at least comparable protections under exigency-driven severance to those of teaching faculty.