

3344-62-05 Layoff based upon financial exigency or university reorganization

- (A) For bargaining unit librarians: see, “Layoff, Bumping, Recall,” article XXVII of the SEIU district 1199 contract.

- (B) For administrative librarians:
 - (1) Layoff may be effected in case of financial exigency or academic reorganization. Librarians affected will be given notice as soon as possible. Librarians with up to seven years of service to the university will be given at least six months’ notice; librarians with seven or more years of service to the university will be given at least nine months’ notice.

 - (2) Before layoff under this section, the university will make a good faith effort to place affected librarians in other suitable positions in the university. If financial reasons require a reduction in librarians within the university library, the needs of the university and individual performance will be considered in the decision. When layoff is based on financial reasons the released librarian's position will not be filled by a replacement within two years, unless the released librarian has been offered reappointment and a reasonable time within which to accept or decline it. Librarians will be kept informed of changes in program in instructional departments or changes in the internal structure of the university library's departments that would have an effect on staffing. Whenever possible, librarians will be provided ample opportunity to develop the mutually acceptable level of competence to fill another position agreeable to the individual and the University. A librarian who believes that his/her layoff based upon financial exigency or university reorganization is arbitrary, discriminatory, or in

violation of his/her academic freedom may request a hearing within ten (10) working days from the notice of layoff from the librarian review committee. The committee shall promptly forward its report and recommendation to the provost.

Policy Name: Layoff based upon financial exigency or university reorganization
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