

E-4c(1) PROCEDURE Reduction in Force

Full-Time Faculty

In the event reduction in force of full-time faculty is necessary, the reduction will occur according to the following procedures:

When circumstances are identified which could lead to faculty reduction, the Chairperson will convene the Committee to analyze the problem, consider options, and develop recommendations.

The Reduction in Force (RIF) Committee consists of the following core members:

- President - Chairperson of the Committee
- Vice President for Human Resources
- Vice President for Administrative Services
- Vice President for Instruction
- Vice President for Student Services/Campus Director
- Vice President for Technology/Campus Director
- Vice President for Access/Equity/Diversity
- Beatrice Campus Director/Dean of Virtual Learning
- SCC Faculty Association Officer or Designated Representative

In addition to the core committee, additional members may be added by the Committee to serve on a temporary basis and generally will represent the supervisory staff and Division Dean of the affected program(s).

The purpose of the Committee will be:

- To determine if a bona fide emergency exists
 - To study options and alternatives to reducing faculty
 - To develop recommendations for action by the Board of Governors
1. Prior to initiating a particular reduction in force, the Committee will attempt to find the faculty member identified for the RIF another faculty position (vacant or occupied by a probationary instructor) with the College if the faculty member meets the educational requirements for such position.
 2. The College reserves the right to establish program priorities in the event the College is faced with reduction in force of full-time faculty.