

**Coppin State University**

**49.0 II-8.00 POLICY ON FACULTY RETRENCHMENT**

In fulfilling the educational roles and missions Coppin State University (CSU) must make optimal use of their faculty resources. Optimum utilization may call for a reduction in or a reallocation of faculty at various times and for various reasons; e.g. shifting enrollment patterns, changing program directions, restricted funding. If reassignment and/or reallocation is inadequate to effect such changes, CSU may find it necessary to terminate the appointment of tenure-track or tenured faculty members.

In order to insure the protection of rights of the faculty members, CSU will develop internal retrenchment procedures consistent with the governance structure and with Sections I.C.9, I.C.10, I.C.13 and I.C.17 of the 1989 University System Policy on Appointment, Rank and Tenure of Faculty and corresponding sections of earlier faculty appointment agreements still in effect. As a part of those procedures, CSU will establish a retrenchment appeals committee. Following review for form and legal sufficiency by the Office of the Attorney General, these procedures must be submitted to the President for review and approval.

Replacement for BOT Appendix N, BOR III-2.16.7