

*Unanimously Approved*

**Resolution: From Faculty Welfare Committee**

Whereas the reorganization of academic units may be considered from time to time in order to facilitate or enhance the traditional missions of the University in the areas of research, scholarship, teaching and/or service, to improve administrative efficiencies, or to help resolve genuine financial exigencies;

And whereas faculty directly affected by reorganization plans are uniquely informed, experienced and situated to offer important insight as to the likely impact of such plans upon the traditional missions of the University;

And whereas reorganization plans developed without timely and appropriate input from both the general faculty, and directly affected faculty, will likely render such plans ill-advised;

Now, therefore, be it resolved that, in developing reorganization plans, such as the merger, creation or discontinuation of academic colleges, departments or programs, the administration should seek from both general faculty and directly affected faculty their opinion and advice, and should set forth clearly and fully both the expected benefits and the anticipated impacts of the plans on the academic missions of the affected units or programs;

And be it further resolved that, except in cases of genuine financial exigencies, reorganization plans should not be implemented when most of the general and directly affected faculty oppose such plans on the basis of well-informed and principled arguments.