



14-15 BEC 3  
September 8, 2014

**TO:** The Academic Senate  
**FROM:** The Executive Committee of the Academic Senate  
**SUBJECT:** Election of the University Committee on Layoffs (UCL), 2014-15  
**PURPOSE:** Action by the Senate

**ACTION REQUESTED:**

That the Academic Senate elect six tenured faculty members to serve on the University Committee on Layoffs (UCL) and that the Academic Senate approve the UCL membership for AY 14-15.

**BACKGROUND INFORMATION:**

Only in the event that budget restrictions create the possibility of faculty layoffs is the University Committee on Layoffs convened. Since faculty layoffs have the potential to threaten serious damage to university programs, it is important that every reasonable effort be made to avoid or minimize such layoffs. The ad-hoc University Committee on Layoffs is guided by the advice of appropriate faculty government bodies, and consultation with the President, the Provost, and the College Deans. Any specific layoff recommendations in any given year must comply with the CSUEB Layoff Policies and the Collective Bargaining Agreement.

The [CSUEB Layoff Document](#) states:

- 1.2. The ad hoc University Committee on Layoffs, hereafter referred to as the "University Committee," shall be composed of seven faculty members selected as follows: The Chair of the Academic Senate who shall chair the University Committee and shall have a vote; six tenured faculty members, at least one selected from the Faculty Affairs Committee and at least one selected from the Committee on Budget and Resource Allocation. There shall be no more than one member from any single department. Members of the University Committee shall be nominated by the Executive Committee and elected by a majority vote of the Academic Senate at its first meeting in the Fall of each year. The seven representatives shall be so chosen that each college faculty is represented in the same proportion as its proportion of the regular members of the University Faculty. The President of the University will appoint an eighth member of the University Committee who shall be non-voting.

While the UCL document appears to restrict the role of naming nominees to the Executive Committee, the practice followed in recent years has been to invite additional nominations from the Senate floor. It should be noted that Department Chairs may serve on the committee, but Associate Deans may not.

At its September 30, 2014 meeting, the Executive Committee made the following nominations for the 2014-2015 University Committee on Layoffs:

**CLASS:** Susan Gubernat, Meiling Wu  
**CBE:** Nancy Mangold, COBRA  
**CEAS:** Chris Chamberlain  
**CSCI:** Michael Hedrick (Chair), James Murray  
**LIB:** Liz Ginno