

From: **IWU President** <president@iwu.edu>
Date: Thu, Jul 30, 2020 at 1:45 PM
Subject: [IWU-Faculty] Program Discontinuance
To: <faculty@lists.iwu.edu>

TO: Faculty Members

FROM: Georgia Nugent

RE: Program Discontinuance

DATE: July 30, 2020

Since the vote of the Trustees on July 16 to discontinue academic programs in Anthropology, French, Italian, and Religion, the Office of Academic Affairs, together with the Human Resources Office, has reached out to all potentially affected faculty members. In compliance with the Faculty Handbook and the Recommended Institutional Regulations (RIR) of the AAUP, we are making every effort to place those faculty members in suitable positions. Some success has already been achieved.

Given the extreme disruption that the COVID pandemic presents to university planning, however, we believe it makes sense to see whether the commencement of the academic year next month and the return of students to campus might present us with alternatives we do not have today. Therefore, we will not at this point be issuing any notices of termination to faculty members in affected programs.

We plan to use the month of August to continue to engage in earnest discussion and analysis to determine whether changed circumstances at the beginning of the academic year might allow us to identify suitable positions that do not currently exist for some or all of these faculty members. We wish to stress, as we have in prior communications, that, even if a faculty member receives notice of termination, the university intends to continue the search for suitable positions throughout the faculty member's terminal year, and, should such a position be identified and accepted, the notice of termination will be rescinded or replaced with new appointment terms. We can do no less given the extraordinary uncertainty facing all of us in these unpredictable times.

We expect to complete this process during the month of August. After that, if there is any faculty member who has not been placed in a position (or made other decisions, such as retirement arrangements) by August 31, 2020, he or she will receive a terminal appointment letter at that time. As specified in the Faculty Handbook, this will mean that he or she will remain employed at the university for one year following notice of termination, that is until August 31, 2021.

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