

3.XX Furlough

Strengths	Limitations	Recommendations
Furlough notice procedures #4 Are appropriate but need clarification	What are the “reasonable alternatives” to furloughs? Much clearer distinction needs to be made About what groups are targeted for furlough And how those decisions are made. Ie. (Faculty- (tenured, non-tenured, clinical educators, etc. etc.), staff, administrators. Does “all other benefits” include health, life insurance This needs to be very clear.	Address limitations; Furlough of faculty (and other teaching employees) needs to be discussed further. Faculty members cannot just skip certain sections of the class and resume back without covering what would have been covered during the time of furlough.
Detailed explanation and procedure, including anticipating natural concerns regarding benefit status during relevant periods and impacts on service standing.	Agree that "reasonable alternatives" should be defined. It seems that the Furlough Plan is quite detailed and cumbersome, and thus potentially difficult to impliment in the scenario of an "Emergency Furlough." Does this not also intersect with our ongoing work regarding "Financial Exigency"?	Agree with Fred and Deepak regarding need to define "alternatives" and stipulate that faculty are part of "the mission of the university." I note that "classes" are included in potential "affected" areas in Furlough procedures. Again, procedure is perhaps cumbersome to a degree that inhibits "immediate" implimentation. Do faculty contracts include language regarding such circumstances?

<p>Detailed explanation and procedure.</p>	<p>Section 4 listed "30 calendar days" for the notices but 4.4 listed it as 10 calendar days.</p>	<p>It is recommended to exempt faculty from this policy since the "POLICY STATEMENT" specifically calls for "sensitive to the mission of the University". Faculty members directly affect the first and foremost component of WSU's mission "...essential educational, cultural and economic driver for Kansas and the greater public good."</p> <p>It may be appropriate to define who prepares the plan under "A Furlough plan shall be required for each Administrative Furlough." It is recommended to provide details of committee structure that will develop this "Furlough plan".</p> <p>Remove "imminent" from "immediate or imminent lack of funding" under Emergency Furlough section.</p>
<p>The definitions are well stated.</p>	<p>The procedures are not clear and specific. It's hard to follow.</p>	<p>Make the procedures clear and specific.</p>

Equity and plan of action - shared governance