

## RESOLUTION - SOLIDARITY WITH RADFORD FACULTY

**Whereas**, on June 12, the Radford University Board of Visitors passed a resolution stating that “a significant reduction in state general funds” is expected because of the economic impact of the COVID-19 pandemic, that the reduction in funding may necessitate “a reduction in force,” and that the board feels an “urgent need” for “quick and decisive action” that “cannot be met while adhering to the fiscal exigency section” of the Radford University Teaching and Research Faculty Handbook.

<https://www.insidehighered.com/news/2020/07/20/radford-university-budget-plan-removes-job-protections-and-riles-faculty-members>; includes link to resolution.

**Whereas** the Radford BOV resolution *preemptively* declares these sections inapplicable *without actually declaring fiscal exigency*.

**Whereas** the Radford BOV resolution authorizes the university’s president “to finalize and submit” “budget reduction strategies” to the board and declares several sections of the Radford Faculty Handbook **inapplicable** “to any reduction in force in teaching and research faculty or program restructuring” undertaken “in furtherance of” the resolution.

**Whereas** the Faculty Handbook sections declared to be inapplicable by the Radford BOV resolution include Sections 1.8, “*Faculty Appeals*,” 1.9, “*Faculty Grievances*,” **1.15**, “*Reduction in Force under Financial Exigency*,” and 1.16, “*Reduction in Force due to Program Restructuring or Discontinuance*,” of the Radford Handbook.

**Whereas** the Radford BOV resolution authorizes teaching and research faculty workforce reductions and program restructuring and discontinuance while stripping away the protections afforded by the Radford Faculty Handbook.

**Whereas** the Radford BOV resolution nullifies the Radford Faculty Handbook’s provisions on financial exigency, and undermines the Radford Faculty Handbook sections governing grievances and appeals, thereby effectively eliminating tenure and disregarding normative standards of shared governance.

**Whereas** this action on the part of the Radford BOV carries extremely troubling implications for academic freedom, tenure, and governance at Radford University, and at other state institutions of higher education in Virginia.

**Whereas** faculty in Virginia’s higher education system must stand united in defending our professional rights and in opposing short-sighted, top-down decisions, made in response to a temporary public health crisis, which will cause unnecessarily deep, long-lasting, and possibly irreparable damage to our institutions and profession.

**Be it therefore resolved that** the James Madison University Faculty Senate condemns Radford University's Board of Visitors' June 12 resolution authorizing President Hemphill to implement budget cuts without adhering to the Radford Faculty Handbook sections governing fiscal exigency, grievances, and appeals.

**Be it further resolved that** the Faculty Senate of James Madison University offers our solidarity with faculty colleagues at Radford University who stand to suffer the consequences of the Radford BOV's resolution.