Purpose:
In times of business and/or financial necessity, the University must determine the priority for retaining academic and non-academic programs and services. The number and type of positions, the number of personnel, and the extent of funding commitment for the continuance of such programs and services are the sole responsibility and authority of the University and will be based on business necessity as determined by University officials and administration.

Policy:
In the event of a reorganization that takes place within a division (i.e., Financial Affairs, Student Affairs, etc.), the University’s Department of Human Resources will make an earnest effort to assist Regular exempt and non-exempt classified employees who are being displaced. Efforts may include assistance in locating other comparable positions within the University community, if available; may provide resume’ referral services; and may provide referrals to career counselors on a case-by-case basis.