

**BOARD OF TRUSTEES**  
**UNIVERSITY OF THE DISTRICT OF COLUMBIA**  
**UDC RESOLUTION 2014 - 18**

**SUBJECT: 2014 Faculty Reduction In Force**

**WHEREAS**, pursuant to Article XXI - Reduction In Force of the Sixth Master Agreement Between the University of the District of Columbia and the University of the District of Columbia Faculty Association/NEA ("Sixth Master Agreement") and D.C. Code §1-618.8 (a), the University expressly reserves the sole right "[t]o relieve employees of duties because of lack of work or other legitimate reasons;" and

**WHEREAS**, Board of Trustees Resolution 2014-10 terminated 17 academic programs causing there to be faculty members in certain academic disciplines for which the University has no academic program and thus no need for continuing full-time faculty appointments; and

**WHEREAS**, there are certain faculty members who do not hold the qualifying degree to teach in the academic program in which they are assigned and the University has no need for continuing full-time faculty appointments in those designated academic programs in which faculty members do not hold the qualifying degree to teach; and

**WHEREAS**, the Provost has identified the faculty positions (see attached 2014 Recommended Faculty Reductions) to be eliminated based on the Board-approved program terminations, faculty positions in academic disciplines for which there is no Board-approved academic program, and faculty in positions in which the faculty member does not hold the qualifying degree to teach in a Board-approved program and;

**WHEREAS**, faculty members subject to termination as a result of this reduction in force shall be provided notice of termination pursuant to Article XXI of the Sixth Master Agreement.

**WHEREAS**, faculty members subject to termination as a result of this reduction in force action shall be provided notice of termination no later than August 16, 2014;

**THEREFORE BE IT RESOLVED**, that the Board of Trustees approves a Reduction in Force for the positions as identified in the attached list ("2014 Recommended Faculty Reductions in Force.")

Submitted by the Academic Affairs Committee:

May 29, 2014

Approved by Board of Trustees:

June 10, 2014

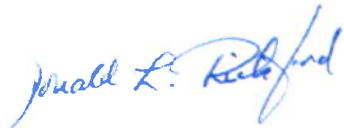


Elaine A. Crider

Chairperson, Board of Trustees

**Donald L. Rickford**  
**Chief Financial Officer****FISCAL IMPACT STATEMENT**

**TO:** The Board of Trustees

**FROM:** Office of the Chief Financial Officer (UDC) 

**DATE:** May 22, 2014

**SUBJECT:** Reduction in Force of the Sixth Master Agreement

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**Conclusion**

The reduction in faculty position at the University of the District of Columbia, necessitated by the elimination of certain academic programs, will not have an immediate fiscal impact in FY2014 and FY2015. Future teach out costs will be covered by savings from the reduction in force, thus having a negligible fiscal impact on future years.

**Background**

The University of the District of Columbia will terminate 17 academic programs which will cause a reduction in force by those faculty members that teach these programs. The faculty members that are affected by this termination will be notified a year in advance, no later than August 16, 2014, pursuant to Article XXI of the Sixth Master Agreement. There are 155 students currently majoring in the academic programs that have been eliminated. Approximately one-third of these students will graduate by the termination date. The remaining students will be required to complete their respective programs by the Spring semester of 2019.

**Financial Impact**

The funding requirement associated with the reduction in force appears to be negligible and appears to have no tangible foreseen fiscal impact in FY2014 and FY2015. There are potential costs associated with the teach-out of students in the programs through spring semester of FY2019. The estimated teach out cost of \$443,000 will be absorbed by the savings from the salaries and benefits currently being paid to the full-time faculty currently teaching the terminated programs (approx. \$2m) thus providing a net savings of approximately \$1.6m. As such, the Executive Management within the Budget Department of the Office of the Chief Financial Officer of UDC has approved this request based upon information provided.

2014 Recommended Faculty Reductions In Force- May 15, 2014						
<b>Program or Discipline</b>	<b>Number of Faculty Reductions</b>	<b>Justification for Reduction</b>				
Graphic Communication Technology(AAS)	1	Program Elimination				
Sociology and Anthropology (BA)	2	Program Elimination				
Physics(BS)	2	Program Elimination				
Applied Statistics (MS)	1	Program Elimination				
History (BA)	1	Program Elimination				
Economics (BA)	3	Program Elimination				
Management Information Systems (BBA)	2	Program Elimination				
Environment Science (BS)	2	Program Elimination				
Public Administration (MPA)	1	No qualifying degree in the Program				
Communication Arts (Academic Discipline)	2	No Degree Program for the Discipline				
<b>Total Faculty</b>	<b>17</b>					