

## Policy No. 109

**Area: Academic Affairs**

Adopted: November 7, 2025

Revisions Adopted:

*Original signature is on file in  
Office of General Counsel*

Certified by \_\_\_\_\_

Morakinyo A. O. Kuti, Ph.D.  
President, Central State University

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### **SUBJECT: Faculty Termination Because of Discontinuation of a Degree Program**

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Should the Provost and Vice President for Academic Affairs make the judgment that the long-range educational mission of the University as a whole or compliance with O.R.C. 3345.454 necessitates the discontinuation of a degree program, and that such discontinuation necessitates the termination of Faculty Members with tenure or who hold appointments extending beyond the time of the proposed termination, the Administration's reasons for this judgment will be put in writing and will be presented to those Faculty Members in the degree program which the Administration proposes to discontinue to the University Senate at least sixty (60) days before the Administration makes a recommendation for discontinuation to the President who in turn submits his/her recommendation to the Board of Trustees. Should any of these groups wish to have representation, make arguments, or present materials to the Board prior to or at the time of this recommendation, they will have the right to do so.

Unless discontinuation is recommended in compliance with O.R.C. 3345.454, the University Senate will have sixty (60) days from the President's recommendation to the Board of Trustees within which to consider the recommendation and to vote its acceptance or rejection of the recommendation. The Senate's report and its recommendation will be written and will be transmitted to the Board with an indication of the University Senate's vote on acceptance or rejection of the report. Should the Board, upon receipt of this report, wish to proceed with consideration for discontinuation, it will both discuss the issues involved and arrive at its decision at a meeting at which all interested parties will be afforded the opportunity to express their points of view.

Should discontinuation of a degree program be affected, but over a period of time, normal attrition should be used for program reduction in the first phases insofar as possible. Part-time faculty in a degree program which has been discontinued will be released before full-time non-tenured faculty unless this would result in a serious distortion of the academic program. Non-tenured Faculty Members in a degree program which has been discontinued will be released before tenured Faculty Members in that degree program are released unless this would result in a serious distortion of the academic program. Tenured Faculty Members in a degree program which has been discontinued will be released in order of increasing seniority. Those tenured faculty with the greatest seniority will be the last to be released unless this would result in a serious distortion of the academic program. The university and faculty will develop terms for notification should the program be discontinued.

Before terminating a tenured Faculty Member or a non-tenured Faculty Member prior to the end of a period of appointment because of discontinuation of a degree program, the Administration will endeavor to place the affected Faculty Member in another suitable position in the University. A tenured Faculty Member may be offered a reasonable period of orientation in a new position. The University may not fill a position in a discipline in which a tenured or tenure track Faculty Member who has been terminated is qualified to teach for a period of two years from the date of termination of service, unless the position is first offered to that Faculty Member and he or she is given at least thirty {30} days to accept or decline the position. It shall be the responsibility of the Faculty Member to notify Human Resources of his or her current address and any subsequent changes in address. A Faculty Member thus recalled shall be recalled with his or her tenure status and rank at the time of termination.

The Faculty Termination Because of Discontinuation of a Degree Program policy must be updated and adopted every five years from the date the policy is adopted.