

CHAPTER V - LAYOFF AND TERMINATION FOR REASONS OF FINANCIAL EMERGENCY--RULES IMPLEMENTING UWS 5 OF THE WISCONSIN ADMINISTRATIVE CODE (Established by Action of the Faculty Senate, November 25, 1981)

1. Faculty Consultative Committee. Unless and until the faculty or its authorized representative shall direct otherwise in a manner consistent with the constitution and by-laws of the faculty, the duties assigned to a Faculty Consultative Committee in UWS 5.04 and 5.05 of the Wisconsin Administrative Code shall be performed by the faculty budget committee.
2. Definition of seniority.
 - a. In accordance with UWS 5.07 of the Wisconsin Administrative Code, seniority of faculty at the university is defined as being based upon total years of service as a faculty member at the university. If the total service of two faculty members is equal, the faculty member who holds the higher academic rank shall be the senior. If the total service and academic rank of two faculty members are both equal, the faculty member whose appointment or promotion to that rank was first made by the board of regents shall be the senior. Of two or more faculty appointed or promoted on the same day, the one who possesses the greater amount of education and training relevant to the department to which he or she is assigned shall be the senior.
 - b. "Total years of service as a faculty member at the university" shall be computed in the following manner:
 1. Except as provided in V, (2), (b), 2 through 6 below, only service under a faculty appointment shall be counted.
 2. Service under an academic staff appointment in an academic department in a position which had previously been a faculty position or which subsequently became a faculty position without significant change in duties shall be counted, if such service was performed by a person who later received a faculty appointment.
 3. A period of sick leave, sabbatical leave, or suspension with pay shall be counted provided it was a leave or suspension from service which would have been counted if no leave or suspension had occurred.
 4. Service in a teacher improvement assignment during one or more fall or spring semesters during the following academic years only shall be counted: 1967-68, 1968-69, and 1969-70.
 5. A period of non-employment by the university resulting from a lay-off of tenured faculty shall be counted.
 6. Service under a limited or academic staff appointment while holding a concurrent faculty appointment shall be counted provided it was immediately preceded by a period of service which, under V, (2), (b), 1 through 5 of these rules, is to be counted or concurrent service in a faculty appointment was at least halftime.
 7. Service during a summer session or intersession shall not be counted, nor shall an overload be counted.
 8. A period of parttime service during a contractual academic year or a period of service which began or ended during a contractual academic year shall be counted as a proportionate fraction of a year of service, to the nearest one-twelfth of a year of service.
 9. V. (2), (b) 7 and 8 of these rules notwithstanding, if an overload during one semester was balanced by a reduced load in another and the total compensation paid the faculty member for the two semesters did not exceed the amount that would have been paid if a normal load had been carried in each of them, or if service during an intersession or summer session was, by prior agreement between the faculty member and the university, performed in lieu of full service during the preceding or subsequent contractual academic year, the overload, summer session, or intersession service shall be counted, provided it was service of a type which, under V, (2), (b), 1 through 6 of these rules would otherwise be counted.
 10. In no case shall more than one full year of service be counted for any faculty member for any academic year.
 11. All periods of service which, under V, (2), (b), 1 through 10 of these rules, are to be counted shall be added together, whether or not they were continuous.