



## **FINANCIAL EXIGENCY AND PHASING OUT OF PROGRAMS**

Cases of bona fide financial exigency, or the phasing out of institutional programs requiring reduction of faculty, may permit exceptions to the foregoing regulations.

1. Bona fide financial exigency means a pressing need to reorder the nature and magnitude of financial obligations in such a way as to restore or preserve the financial stability of Wayland Baptist University. A bona fide financial exigency may exist without the entire university being affected. Financial stability means the ability of Wayland Baptist University to provide from current income the funds necessary to meet current expenses, including current debt payments and sound reserves, without invading or depleting capital. Evidence of financial exigency may include but is not limited to declining enrollments, revenue cutbacks, and ongoing operating budget deficits.
2. When the President of Wayland Baptist University believes that a state of bona fide financial exigency exists, he or she shall inform the Chair

- a. Furnishing the faculty member with a written statement for the basis for the initial decision to lay off;
  - b. Furnishing the faculty member with a full description of the manner in which the initial decision was made;
  - c. Making a full disclosure to the faculty member of the information and data upon which the decision-makers relied; and
  - d. Providing the faculty member the opportunity to respond.
6. Any faculty member involved in such a readjustment process has the right to reappointment to his or her previous position if it is re-established within two calendar years.