

POLICY NAME:	624.01 Reduction in Force
EFFECTIVE:	January 10, 2018
SUPERSEDES :	
SOURCE:	<i>Code of Alabama</i> 16-60-111.4; 16-60-111.7;16-24C-6(h)(3)
CROSS REFERENCE:	

Each institution may implement a reduction-in-force (RIF) action under the following conditions should such an action become necessary and appropriate under Alabama’s Students First Act of 2011 found in Alabama Code §16-24C-6(h)(3) with the written consent of the Chancellor.

A reduction in force (RIF) is defined as:

Layoffs or other personnel actions that are unavoidable reductions in the workforce beyond normal attrition due to extraordinary circumstances such as but not limited to decreased student enrollment, shortage of revenues, programs or courses are impractical or economically unreasonable, or changes in academic mission, administrative or ministerial function that necessitates significant organizational changes.

The College may adopt additional policies or guidelines for RIF actions that are consistent with this Policy.