**ARTICLE XXXVII**

**TRANSFER OF FACULTY**

1. Initiation and Review Procedures for the Transfer of Bargaining Unit Members

A request to transfer a bargaining unit member from one academic department or division to another may be initiated by the Provost, by a Dean, by the department or division to which the bargaining unit member would transfer (“Requested Department”), or by the affected bargaining unit member (“Individual”). The aforementioned parties may also initiate requests to transfer an Individual from one discipline to another (“Requested Discipline”) in a multi-disciplined department, as specified in Article XV, Section D.

Regardless of the source of the request, consultation shall occur among the Individual, the Dean of the Individual’s college, the chair and members of the Individual’s department or division, the Dean of the Requested Department’s college, and the chair and members of the Requested Department. The University shall not transfer an Individual without the approval of both that Individual and the Requested Department.

Procedures for initiating requests to transfer an Individual from one department or division to another or from one discipline to another in a multi-disciplined department shall be as follows:

* 1. Initiation by the Provost or a Dean

If the Provost or a Dean seeks to initiate a transfer, they shall notify the chair and members of the Requested Department.

* 1. Initiation by a Department or Division

If a department or division seeks to initiate a transfer, the chair shall notify the Dean of their college.

* 1. Initiation by a Bargaining Unit Member

If a bargaining unit member seeks to initiate a transfer, shall request such transfer through their chair, who shall notify the Dean of their college.

The chair and bargaining unit members of the Requested Department or Requested Discipline in a multi-disciplined department shall review the credentials of the Individual, including their qualifications in relation to the department’s or division’s instructional program, and shall formulate a written recommendation. In a case of transfer within colleges, such written recommendation shall be transmitted to the Dean of the college. In a case of transfer between departments in different colleges, such written recommendation shall be transmitted to the Provost. Subject to the approval of the Individual and the Requested Department or Requested Discipline, the Dean shall make the final determination regarding transfers within their college. Subject to the approval of the Individual and Requested Department or Requested Discipline, the Provost shall make the final determination regarding transfers between departments in different colleges.

1. Rank, Tenure, and Seniority

Rank and tenure of all bargaining unit members are determined by the provisions of Articles VI, VII, VIII, and X. An Individual’s rank and tenure shall not be affected by a transfer. An Individual transferred from one department, division, or discipline to another shall accrue seniority for the purposes of a reduction in force both in their previous department, division, or discipline and in their new department, division, or discipline for a period of five (5) years.

Thereafter, they shall accrue seniority for the purposes of an involuntary separation from employment as part of a reduction in force only in their new department, division, or discipline.