

ARTICLE _____

STUDENT RECRUITMENT AND RETENTION

A. The School and the Longy Faculty Union share a commitment to the School's long term sustainability through recruitment and retention of students for all the School's programs.

B. The School will announce its annual recruitment and retention plans and goals as well as results for each division: Conservatory, Preparatory Studies and Continuing Studies. The School will provide a yearly fund of \$_____ to help reimburse faculty for personal expenses incurred in their recruitment activities on behalf of the School.

C. The Faculty are encouraged to participate in recruitment and retention efforts as approved by Department Chairs.

D. If the School wishes to establish and apply recruitment and retention standards to faculty, it will inform the Union and enter into negotiations over the standards.

E. No bargaining unit member shall have their employment terminated or changed by the School based on student recruitment and retention criteria without the School's first negotiating said criteria with the Union. After negotiating student recruitment and retention criteria, the School will formally announce the criteria and expectations for bargaining unit faculty. Once established, the School will provide for a notice period of no less than two academic years to afford the faculty members the opportunity to meet the criteria. The School further agrees to support faculty affected by student recruitment and retention criteria in meeting the criteria by working on mutually agreeable milestones and plans. In no case shall new criteria be retroactively applied or applied selectively based on seniority for purposes on non-renewal of faculty members.