Reduction in Force

WPI values the stability of its work force. If the University determines that a reduction in force is necessary due to the elimination of programs, reduction in student enrollment, reduction in services, reorganization, or any other reason, it is the policy of the University to attempt to accomplish reductions through attrition whenever practical. If circumstances call for a reduction in force, the criteria used to determine which employees to retain include, in the following order: (1) operational needs of the University, (2) qualifications and demonstrated ability, and (3) seniority. Seniority may take precedence when qualifications and demonstrated ability to do the particular job(s) are determined to be equal by the University. The determination of qualifications and ability will be made by the University.