D. **Reduction In Force as it Applies to Faculty Members and Unclassified Administrators**

Faculty members and other unclassified state employees will generally be separated by their respective departments. The President may further define the area within which the procedures of the Reduction in Force are to apply. For example, he/she may limit the group to all qualified instructors of Electrical Engineering within the Engineering Department.

The President may also appoint a special *ad hoc* committee consisting of faculty and/or other unclassified employees to advise him/her on the priority of reduction within any defined group. The President need not use the specific point system used for classified employees but will produce a listing of priorities that will be justified in writing which takes into consideration factors such as length of service at the College of Charleston, rank and academic/administrative performance.\(^{35}\)

---

\(^{35}\) Under State Human Resources Regulations, 19-719.04.