

**EXECUTIVE SUMMARY:**

## **Policy 373 *Bonafide Financial Exigency and Human Resources Reduction***

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**Steward(s):** Drew Burke  
**Policy Process:** Compliance Change  
**Policy Action:** **Revision—Limited Scope**  
**Policy Office Editor:** Cara O’Sullivan  
**Embedded Attorney:** Cathy Jordan

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**Issues/Concerns (including fiscal, legal, and compliance impact):**

The Utah Legislature passed HB438 this past legislative session. It is effective May 1, 2024. In that bill, the legislature stated that “[a] tenured faculty member who is being dismissed because the program in which the tenured faculty member works is discontinued or modified . . . or in the event of financial exigency of the degree-granting institution . . . shall receive severance in accordance with the terms of the tenured faculty member’s employment contract.”

We are adding language to Policy 373, section 4.8.2, to comply with this severance requirement. See the accompanying draft.

**Suggested Changes:** This is a compliance change for Policy 373.

**Requested Approval from President’s Council:** Approval to make the revised policy affective. Board of Trustees will ratify the policy thereafter.

**Proposed Drafting Committee:** Drew Burke, Cathy Jordan

**Target Date for Board of Trustees Review:** 5/1/2024

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**Projected Timeline:** [Leave blank. To be filled in by the Policy Office.]
