

EXECUTIVE SUMMARY:

Policy 648 Faculty Personnel Reduction

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

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 including language in UVU Policy 648 to comply with this severance requirement.

UVU Policy 648 also provides for discontinuance notices for non-tenured faculty. USHE only requires institutions to send discontinuance notices to tenure-track faculty. UVU Policy 648 has been updated to comply with USHE R481, 3.15.

Suggested Changes: This is a compliance change for Policy 648. Changes were made in sections 4.6.3.1 and 4.1.1(2).

Requested Approval from President’s Council: Entrance to Stage 1

Proposed Drafting Committee: Kat Brown, Cathy Jordan

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

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