

**EXECUTIVE SUMMARY:**

# Policy 649 Faculty Remediation, Sanction, and Dismissal for Cause

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**Steward(s):** Kat Brown  
**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 listed dismissal grounds for tenured faculty members and minimum due process requirements for dismissed tenured faculty members.

We added or clarified these dismissal grounds and minimum due process requirements to Policy 649. Most of the dismissal grounds or minimum due process requirements were already included in Policy 649; however, we added language to comply with the new law or to clarify our policy.

**Suggested Changes:** This is a compliance change for Policy 649. Compliance changes were made to sections 3.1 and 5.3. Any additional changes were clerical.

**Requested Approval from President’s Council:** Approval to make the revised policy effective. Board of Trustees will then approve the policy.

**Proposed Drafting Committee:** Kat Brown, 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.]
