



UTAH VALLEY UNIVERSITY Policies and Procedures

Proposed Policy Number and Title: 648 Faculty Personnel Reduction		
Current Policy Number and Title: 648 Faculty Personnel Reduction (TEMPORARY)		
Approval Process*		
<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Temporary	<input type="checkbox"/> Compliance Change
<input type="checkbox"/> New <input checked="" type="checkbox"/> Revision <input type="checkbox"/> Revision—Limited Scope <input type="checkbox"/> Deletion	<input type="checkbox"/> New <input type="checkbox"/> Revision <input type="checkbox"/> Revision—Limited Scope	<input type="checkbox"/> New <input type="checkbox"/> Revision—Limited Scope <input type="checkbox"/> Deletion
*See UVU Policy 101 <i>Policy Governing Policies</i> for process details.		

Draft Number and Date:	<u>Stage 3 Regular, March 26, 2026</u>
President’s Council Sponsor:	<u>Wayne Vaught</u>
Policy Steward:	<u>Kat Brown</u>

POLICY APPROVAL PROCESS DATES		
REGULAR	TEMPORARY	COMPLIANCE
Drafting and Revision Entrance Date: <u>2/13/2020</u>	Drafting and Revision Entrance Date: _____	President’s Council Approval Approval Date: _____
University Entities Review Entrance Date: <u>9/25/2025</u> Close Feedback: <u>11/20/2025</u>	Board of Trustees Review Entrance Date: _____ Approval Date: _____	Board of Trustees Ratification Ratification Date: _____
Board of Trustees Review Entrance Date: <u>3/26/2026</u> Approval Date: _____		



POLICY TITLE	Faculty Personnel Reduction	Policy Number	648
Section	Academics	Approval Date	
Subsection	Faculty	Effective Date	
Responsible Office	Office of the Provost/Senior Vice President of Academic Affairs	Last Review	

1.0 PURPOSE

1 **1.1** This policy lays out the procedures for four reasons for the procedures for the separation of
 2 full-time faculty from the University due to resignation, retirement, program discontinuance, and
 3 the discontinuance of employment for tenure-track faculty. It outlines the responsibilities the
 4 University has for faculty who may be separated from the University due to program
 5 discontinuance. This policy applies to non-tenure track (lecturers), tenure-track, and tenured
 6 faculty.

2.0 REFERENCES

- 7 **2.1** *Duties and Responsibilities of the President of a Degree-granting Institution of Higher*
 8 *Education—Approval by Board of Trustees*, Utah Code § 53B-2-106 through § 53B-2-106.1
- 9 **2.2** Utah Board of Higher Education Policy R481 *Academic Freedom, Professional*
 10 *Responsibility, Tenure, Termination, and Post-Tenure Review*
- 11 **2.3** Utah Board of Higher Education Policy R482 *Bona Fide Financial Exigency and Personnel*
 12 *Reduction*
- 13 **2.4** UVU Policy 373 *Boni Fide Financial Exigency and Human Resources Reduction*
- 14 **2.5** UVU Policy 646 *Faculty Appeals for Retention, Tenure, and Promotion*
 15

3.0 DEFINITIONS

16 **3.1 Bona Fide program discontinuance:** The termination or modification of a program that
 17 results in the elimination of a faculty member’s position based upon educational and academic
 18 considerations. Educational and academic considerations do not include cyclical or temporary
 19 variations in enrollment, but are based on evidence and reflect judgments that in the long term



20 the basic educational mission of the institution will be strengthened by the discontinuance or
21 modification of a program. This does not preclude the reallocation of resources to other
22 academic programs with higher priority based on academic, educational, and legislative
23 considerations.

24 **3.2 Separation:** For the purposes of this policy, the termination of the employment relationship
25 due to program discontinuance, resignation, retirement, or discontinuance of (tenure-track
26 faculty).

27

4.0 POLICY

28 **4.1 Purpose and Scope of Policy**

29 **4.1.1** This policy provides the procedures for the separation of full-time faculty from the
30 University due to resignation, retirement, program discontinuance, and the discontinuance of
31 employment for tenure-track faculty. It also lays out the University's responsibilities for faculty
32 who are laid off due to program discontinuance, including the terms of reinstatement,
33 reassignment, and severance.

34 **4.1.2** This policy applies to non-tenure track faculty (lecturers), tenure-track faculty, and tenured
35 faculty as designated. It does not apply to adjunct faculty and instructors.

36 **4.1.3** This policy does not cover separation due to financial exigency. See UVU Policy 373 *Bona*
37 *Fide Financial Exigency and Personnel Reduction*.

38 **4.1.4** Separation at midterm or tenure reviews are covered in Policy 637 *Faculty Tenure*, and
39 dismissals for cause are covered in Policy 649 *Faculty Sanctions and Dismissal for Cause*.

40 **4.2 Resignations and Retirement**

41 **4.2.1** Full-time faculty shall follow established procedures for resignation and retirement.

42 **4.2.1.1 Resignation.** Faculty members shall submit their decision to resign to their immediate
43 supervisor at the earliest feasible date.

44 **4.2.1.2 Retirement.** Faculty shall submit their decision to retire in accordance with People and
45 Culture retirement procedures.

46 **4.2.2** Written notification of intent to resign or retire shall be considered binding unless the
47 faculty member rescinds the notification in writing within five working days of the date of
48 submission.



49 **4.3 Discontinuance of Employment for Tenure-Track Faculty**

50 **4.3.1** During the tenure-track period, the University may determine that a tenure-track faculty
51 member's employment will be discontinued for reasons other than those stated in this policy and
52 in Policy 649. The appropriate dean should give advance notice of discontinuance to tenure-track
53 faculty in writing as early as possible but no later than in accordance with the following
54 standards:

55 **4.3.1.1 During the first academic year of a one-year appointment.** If the appointment expires
56 at the end of the academic year, notice of discontinuance shall be given no later than March 1 of
57 the first academic year of service; or, if the one-year appointment terminates during an academic
58 year, notice should be given at least three months in advance of termination.

59 **4.3.1.2 During the second academic year of a two-year appointment.** If the appointment
60 expires at the end of the second academic year of service, notice of discontinuance shall be given
61 no later than December 15; or, if an initial two-year appointment terminates during an academic
62 year, notice should be given at least six months in advance of termination.

63 **4.3.1.3 After two or more years.** Notice of discontinuance shall be given not fewer than six
64 months before the expiration of an appointment after two or more years in the institution.

65 **4.3.2 Procedural due process.** If a tenure-track faculty member alleges that discontinuance is
66 based on discriminatory or prejudicial treatment in violation of their constitutional or statutory
67 rights, the faculty member may file a complaint under Policy 165.

68 **4.4 Separation of Faculty for University Reasons**

69 **4.4.1 Program or unit discontinuation.** A faculty member may be laid off or given a contract
70 with or without substantially reduced status in the event of a bona fide discontinuance of a
71 program or department of instruction.

72 **4.4.1.1 Notice of layoff of tenured faculty.** Notice of layoff of a tenured faculty member as the
73 result of bona fide program discontinuance should be provided in writing as early as possible to
74 the faculty member and must be no fewer than six months before the dismissal of the faculty
75 member.

76 **4.4.1.2 Notice of layoff of tenure-track faculty.** Notice of layoff of a tenure-track faculty
77 member as the result of bona fide program discontinuance should be provided in writing as early
78 as possible to the faculty member but no later than in accordance with the following standards:

79 **4.4.1.3** If the appointment expires at the end of the academic year, notice of layoff shall be given
80 no later than March 1 of the first academic year of service; or, if the one-year appointment
81 terminates during an academic year, notice should be given at least three months in advance of
82 termination.



83 4.4.1.4 If the appointment expires at the end of the second academic year of service, notice of
84 layoff shall be given no later than December 15; or, if an initial two-year appointment terminates
85 during an academic year, notice should be given at least six months in advance of termination.

86 4.4.2 **Notice of layoff of non-tenure-track faculty.** Notice of layoff of a non-tenure-track
87 faculty member as the result of bona fide program discontinuance should be provided in writing
88 as early as possible to the faculty member.

89 4.4.3 **Notice in addition to the required minimum.** The University shall make reasonable
90 efforts to give each affected faculty member as much notice of discontinuance or layoff in
91 addition to the notice required by UVU policy as is practical under the circumstances.

92 4.5 Reinstatement Rights

93 4.5.1 **For tenured faculty.** In cases of layoff of tenured faculty members, the position concerned
94 may not be filled by replacement within a period of three years from the effective date of the
95 layoff unless the tenured faculty member has been offered a return to employment in that
96 position and has not accepted the offer within 30 calendar days after the offer was extended.

97 4.5.2 **For tenure-track faculty.** Except as provided in section 5.1.3, when a tenure-track faculty
98 member has been laid off, their position may not be filled by replacement within a period of one
99 year from the effective date of the layoff unless that position has been offered to the following
100 persons who were laid off, who are qualified therefore, and who have not theretofore been
101 rehired: first, tenured faculty members; and second, tenure-track faculty members. Each such
102 offer must be accepted within 30 calendar days after the offer is extended before being offered to
103 anyone else.

104 4.5.3 **For reinstated faculty.** A faculty member who has been laid off and who accepts
105 reinstatement in the same position shall resume the rank and tenure status held at the time of
106 layoff, be credited with any sick leave accrued prior to the date of layoff, and be paid a salary
107 commensurate with the rank and length of previous service.
108

109 5.0 PROCEDURES

109

110 5.1 Conciliatory Actions

111 5.1.1 **Notification.** When a tenured faculty member is laid off or given a renewal contract with a
112 substantially reduced status because of bona fide discontinuance of a program, a department of
113 instruction, or other equivalent tenure-granting academic subdivision, the University shall notify
114 the tenured faculty member no later than March 30 of the year the program is discontinued.



115 **5.1.2 Severance.** If a tenured faculty member is being laid off because the program in which the
116 tenured faculty member works is discontinued or modified, the University must pay the tenured
117 faculty member through the end of the academic year.

118 **5.1.3 Reassignment.** When preparing and implementing a plan for personnel reduction, the
119 University Office of Academic Affairs, and the appropriate deans and department chairs shall
120 make a good faith effort to reassign any faculty member to be laid off to an existing vacant
121 position within the University for which the faculty or staff member is qualified. A tenured
122 faculty member who is not laid off and who is appropriately qualified has the right to displace a
123 non-tenured faculty member from their position. The dean and the department chairperson shall
124 negotiate the reassignment of faculty, including decisions regarding salary and other rights in the
125 new assignment, with the participation of the faculty of the program to which the proposed
126 reassignment is to be made. Reassigned faculty with tenure carry that tenure to the new program.

127 **5.2 Appeals Rights**

128 5.2.1 If the program or unit discontinuation is due to financial exigency, that decision is not
129 subject to contest by faculty in any grievance or appeal procedure within the institution or before
130 the Board. (See UVU Policy 373 *Bona Fide Financial Exigency and Human Resources*
131 *Reduction*).

132 5.2.2 If a faculty member believes they have been subject to discrimination, they may file a
133 complaint under Policy 165. (See Policy 165 for specific procedures.)

134 5.2.3 If a faculty member is laid off under section 4.4.1 Program or Unit Discontinuation, and
135 decides to appeal that decision, they must file a formal written appeal to the Provost within thirty
136 days of receipt of the termination notice. The faculty member's written appeal should state, as
137 precisely as possible, the grounds for the appeal (see 5.2.4).

138 5.2.4 The Provost shall review the appeal and provide their recommendation, and then forward
139 both to the President.

140 5.2.5 The President shall review the appeal and the Provost's recommendation and determine
141 whether the layoff violated the faculty member's, or the Board of Trustees' approved plan. The
142 President will communicate their decision as soon as practicable.

143 5.2.15.2.6 An affected faculty member may contest a layoff only for (a) violation of their
144 academic freedom or constitutional rights, or (b) failure to comply with this policy, with related
145 institutional policy, or with the plan for personnel reduction approved by the Board of Trustees.
146 If a faculty member is laid off under 4.4.2 Program or Unit Discontinuation, that decision is not
147 appealable; however, if a faculty member believes they have been subject to discrimination, they
148 may file a complaint under Policy 165. (See Policy 165 for specific procedures.)



POLICY HISTORY		
Date of Last Formal Review: Click here to enter a date.		
Due Date of Next Review: Click here to enter a date.		
Date of Last Action	Action Taken	Authorizing Entity
April 15, 2010	Regular policy approved.	UVU Board of Trustees
March 28, 2024	Temporary policy approved.	UVU Board of Trustees
April 25, 2024	Compliance change mandated by HB 438, Utah Legislature.	UVU President's Council
May 6, 2024	Compliance change ratified.	UVU Board of Trustees
March 20, 2025	6-month extension of temporary policy; new expiration date is 10/25/2025.	UVU Board of Trustees
	Revisions approved through regular policy process.	UVU Board of Trustees



POLICY TITLE	Faculty Personnel Reduction (TEMPORARY)	Policy Number	648
Section	Academics	Approval Date	April 25, 2024
Subsection	Faculty	Effective Date	April 25, 2024
Responsible Office	Office of the Provost/Senior Vice President of Academic Affairs	Last Review	April 25, 2024

1.0 PURPOSE

1.2 UVU Policy 648 Faculty Personnel Reduction (Interim Policy) has been proposed for revision into four separate policies; namely, Policy 648 *Faculty Reduction or Reassignment for Institutional Reasons*, Policy 649 *Faculty Remediation, Sanctions, and Dismissal for Cause* (to be approved at the same time as this policy), Policy 650 *Faculty Separation Due to Cause* (currently in stage 1), and Policy 651 *Faculty Retirement and Resignation* (currently in stage 1). This policy (648) will remain the same minus the overlapping content in Policy 649.

2.0 REFERENCES

2.6 *Duties and Responsibilities of the President of a Degree-granting Institution of Higher Education – Approval by Board of Trustees, Utah Code § 53B-2-106.1*

3.0 DEFINITIONS

4.0 POLICY

4.6 Personnel Reduction

4.6.1 Termination of faculty services to Utah Valley University may occur for one of the following reasons:

1) A faculty member is terminated during the probationary appointment at the end of a contract period by administrative action in accordance with the academic tenure policies.

2) A faculty member with tenure is terminated for cause as determined by the President. Confidentiality is to be observed.



~~3) A faculty member initiates the termination by resigning from the position.~~

~~4) A faculty member exercises retirement.~~

~~4.6.2 Appointment to a tenured position is considered permanent and not subject to termination or substantial reduction in status, except under those circumstances discussed herein.~~

4.2 Resignations and Retirement

~~4.2.1 Resignation. The decision to resign shall be submitted in writing by the faculty member to the immediate supervisor at the earliest feasible date.~~

~~4.2.2 Retirement. The decision to retire shall be submitted in accordance with the University retirement policy. In order to facilitate continued operation of the program, written notification of intention to resign or retire shall be considered binding if not rescinded by the faculty member in writing within five working days of the date of submission. The immediate supervisor shall advise the President through normal administrative channels of such a decision.~~

4.3 Discontinuance of Tenure Track Faculty

~~4.3.1 During the tenure track period, advance notice of non-reappointment of non-tenured faculty should be given in writing from the appropriate dean in accordance with the following standards:~~

~~4.3.1.1 During the first academic year of a one-year appointment: If the appointment expires at the end of the academic year, notice of discontinuance shall be given no later than March 1 of the first academic year of service; or, if the one-year appointment terminates during an academic year, notice should be given at least three months in advance of termination.~~

~~4.3.1.2 During the second academic year of a two-year appointment: If the appointment expires at the end of the second academic year of service, notice of discontinuance shall be given no later than December 15; or, if an initial two-year appointment terminates during an academic year, notice should be given at least six months in advance of termination.~~

~~4.3.1.3 After two or more years: Notice of discontinuance shall be given not fewer than six months before the expiration of an appointment after two or more years in the institution.~~

~~4.3.2 Procedural due process. If a tenure track faculty member alleges that discontinuance is based on discriminatory or prejudicial treatment in violation of their constitutional or statutory rights, the faculty member shall be accorded the procedural due process provided in this section. The petitioning faculty member shall have the burden of introducing competent evidence to the Provost/Senior Vice President of Academic Affairs sufficient to support a decision that the non-renewal or reduction was based on discriminatory, prejudicial facts and reasons. Review on~~



appeal shall be limited to a determination of whether the nonprejudicial, nondiscriminatory requirements have been met.

4.5 Termination for Medical Reasons—

4.5.1 A tenured faculty member may be dismissed or given a contract with substantially reduced status if medical incapacity prevents the faculty member from performing usual duties and responsibilities.

4.5.2 Allegation. Proceedings to terminate or to give substantially reduced status to a faculty member for medical reasons shall be initiated by a written statement alleging medical incapacity made to the President or designee, by the faculty member's dean, department chairperson, or supervisor. The faculty member shall be notified in writing of the allegation and informed of the right to a conference.

4.5.3 Physical examination. In such cases the faculty member shall be informed of the right to be examined (at university expense) by two physicians. One physical shall be chosen by the faculty member and the other physician shall be chosen by the University.

4.5.4 Examination concurrence. Should both examining physicians concur as to the absence of such medical incapacity, no further action shall be taken.

4.5.5 Examination refusal. If the faculty member refuses to submit to medical examination, or if the complaint of medical incapacity cannot be resolved by administrative disposition during an informal, conciliatory meeting, a written formal charge shall be prepared and submitted to the president of the Faculty Senate who shall convene an ad hoc committee; and a formal hearing procedure shall be initiated.

4.5.6 Decision. The Faculty Senate ad hoc committee may recommend extended suspension or involuntary early retirement. The committee may also recommend, in those cases where the duration of medical incapacity is expected to be relatively short, that the faculty member be only temporarily replaced or be given priority for possible rehire.



4.6 Termination of Tenured Faculty for University Reasons

4.6.1 Financial exigency. (See UVU Policy 373 *Bona Fide Financial Exigency and Personnel Reduction*.)

4.6.2 Program or unit discontinuation. A tenured faculty member may be dismissed or given a contract with or without substantially reduced status in the event of a bona fide discontinuance of a program or department of instruction.

4.6.3 Conciliatory Actions

4.6.3.1 Notification. When a faculty member with tenure is terminated or given a renewal contract with a substantially reduced status because of bona fide discontinuance of a program, a department of instruction, or other equivalent tenure-granting academic subdivision, they shall be notified no later than March 30 of the previous contract year and the University must pay the tenured faculty member severance in accordance with the terms of their employment contract. After that date, the faculty member's contract shall be renewed at a salary rate not less than their current contract or the faculty member shall be given severance pay equal to their current contract salary in lieu thereof.

4.6.3.2 Reassignment. At the time it is preparing and implementing a plan for personnel reduction, the University shall make a good faith effort to reassign any faculty member to be laid off to an existing vacant position within the University for which the faculty or staff member is qualified. A tenured faculty member who is not dismissed and who is appropriately qualified has the right to displace a non-tenured faculty member from their position. The reassignment of faculty, including decisions regarding salary, and other rights in the new assignment, shall be negotiated by the dean and the department chairperson with the participation of the faculty of the program to which the proposed reassignment is to be made. Reassigned faculty with tenure carry that tenure to the new program.

4.6.4 Appeals rights. Unless otherwise required by law or regulation, the University's grievance procedure shall not delay the effective date of the layoff (see UVU Policy 646 *Faculty Appeals for Retention, Tenure, and Promotion*).

4.6.5 Reinstatement Rights

4.6.5.1 For tenured faculty. In cases of layoff of tenured faculty members, the position concerned may not be filled by replacement within a period of three years from the effective date of the layoff unless the tenured faculty member has been offered a return to employment in that position and has not accepted the offer within 30 calendar days after the offer was extended.

4.6.5.2 For non-tenured faculty. Except as provided in section 4.6.3.2 (giving a tenured faculty member to be laid off the right to displace a non-tenured faculty member), in the case of a



position from which a non-tenured faculty member has been laid off, the position concerned may not be filled by replacement within a period of one year from the effective date of the layoff unless that position has been offered to the following persons who were laid off, who are qualified therefore, and who have not theretofore been rehired: first, tenured faculty members; second, non-tenured faculty members. Each such offer must be accepted within 30 calendar days after the offer is extended before being offered to anyone else.

4.6.5.3 For reinstated faculty. A faculty member who has been laid off and who accepts reinstatement in the same position shall resume the rank and tenure status held at the time of layoff, be credited with any sick leave accrued prior to the date of layoff, and be paid a salary commensurate with the rank and length of previous service.

5.0 PROCEDURES

POLICY HISTORY		
Date of Last Formal Review: Click here to enter a date.		
Due Date of Next Review: Click here to enter a date.		
Date of Last Action	Action Taken	Authorizing Entity
April 15, 2010	Regular policy approved.	UVU Board of Trustees
March 28, 2024	Temporary policy approved.	UVU Board of Trustees
April 25, 2024	Compliance change mandated by HB 438, Utah Legislature.	UVU President's Council
May 6, 2024	Compliance change ratified.	UVU Board of Trustees
March 20, 2025	6-month extension of temporary policy; new expiration date is 10/25/2025.	UVU Board of Trustees



POLICY 648 EXECUTIVE SUMMARY

Policy Number and Title: 648 Faculty Personnel Reduction

Date:	Click here to select the date.
Sponsor:	Wayne Vaught
Steward(s):	Kat Brown
Policy Process:	Regular
Policy Action:	Revision
Policy Office Editor:	Cara O'Sullivan
Embedded Attorney:	Click here to enter the name of the embedded attorney.

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

Policy 648 is already open for revision under the regular policy process. Academic Affairs proposes making limited scope revisions to this policy (648) through the temporary emergency process, so it does not contradict the proposed revised policy, Policy 649 *Faculty Remediation, Sanction, and Dismissal Due to Cause*.

Suggested Changes: Delete the entire section and references related to faculty remediation, sanctions, and dismissal, that will be covered by the proposed Policy 649.

Requested Approval from President's Council: [Click here to choose the appropriate approval.](#)

Proposed Drafting Committee: [Click here to enter the names of the proposed members of the policy drafting committee.](#)

Target Date for Stage 1 Draft to Enter Stage 2: [Click here to enter a date.](#)

Target Date for Board of Trustees Review: [Click here to enter a date.](#)



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SUMMARY OF COMMENTS (STAGE 2)			
Policy Number and Title: 648 Faculty Personnel Reduction			
Sponsor:	Wayne Vaught		
Steward(s):	Kat Brown		
UVUSA Date Presented: <u>Completed</u>	Academic Affairs Date Presented: <u>Completed</u>	Faculty Senate Date Presented: <u>10/7/2025</u>	PACE Date Presented: <u>Completed</u>

SUMMARY

Campus Entity	Policy Section	Editorial Comment	Substance Comment	Concern	Sponsor/Steward Response
Faculty Senate	Overall		X	The Faculty Senate supports the implementation of the policy if our comments are addressed. Vote Results: Support - 39 Do Not Support - 0 Abstain - 2	
Faculty Senate	5.2.1		X	Section 4.3.2 in the previous policy included due process for appeals, but Section 5.2.1 limits appeals to cases involving discrimination. Similarly, the new USHE policy on bona fide program discontinuance (§ 3.1) only permits	We have added the following language to restore appeal rights to the policy: 5.2.3 If a faculty member is laid off under 4.4.2 Program or Unit Discontinuation, and decides to appeal that decision, they must file a formal written appeal to the Provost within thirty days



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				<p>discrimination-based appeals. This raises concerns that faculty could be terminated without broader recourse, representing a significant change from prior policy. Please clarify whether general appeals are now governed by another policy, and if not, consider reinstating language ensuring faculty access to a due process appeal beyond discrimination claims.</p> <p>Vote Results: Support - 41 Do Not Support - 1 Abstain - 0</p>	<p>of receipt of the termination notice. The faculty member's written appeal should state, as precisely as possible, the grounds for the appeal (see 5.2.4).</p> <p>5.2.4 The Provost shall review the appeal, add a recommendation and forward the appeal to the President.</p> <p>5.3.5 The President shall review the appeal and determine whether the layoff violated the faculty member's academic freedom, constitutional rights, UVU policies or the Board of Trustees' approved plan. The President will communicate their decision as soon as practicable.</p> <p>5.2.6 An affected faculty member may contest a layoff only for (a) violation of their academic freedom or constitutional rights, or (b) failure to comply with this policy, with related institutional policy, or with the plan for personnel reduction approved by the Board of Trustees. If the program or unit discontinuation is due to financial exigency, that decision is not subject to contest by faculty in any grievance or appeal procedure within the institution or before the Board. (See UVU Policy 373 <i>Bona Fide Financial Exigency and Human Resources Reduction</i>)</p>
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Faculty Senate	4.4.1		X	<p>Section 4.4.1 authorizes program discontinuance based on “academic or educational considerations” without requiring faculty consultation or Faculty Senate review. This language allows for significant academic decisions to be made without input from those most directly involved in the curriculum and program outcomes. Recommendation:</p> <p>Revise 4.4.1 to require a faculty-majority review committee and Faculty Senate consultation before any program discontinuance decision is finalized. This ensures that discontinuance decisions are grounded in academic rationale and uphold principles of shared governance.</p> <p>Vote Results: Support - 42 Do Not Support - 0 Abstain - 0</p>	<p>Section 4.4.1 does not authorize program discontinuance, rather it speaks to faculty separation in instances of program discontinuance. And 3.1 is a definition of program discontinuance and does not speak to how that decision is made.</p>
Faculty Senate	5.2.1		X	<p>Section 5.2.1 removes appeal rights for faculty, stating that such decisions “are not appealable.” This eliminates an essential safeguard of due process and shared governance. Faculty whose positions are terminated as a result of program discontinuance are entitled to a fair review and hearing before a faculty committee.</p>	<p>We have added the following language to restore appeal rights to the policy:</p> <p>5.2.3 If a faculty member is laid off under 4.4.2 Program or Unit Discontinuation, and decides to appeal that decision, they must file a formal written appeal to the Provost within thirty days of receipt of the termination notice. The faculty member’s written appeal should state, as</p>



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				<p>Recommendation:</p> <p>Revise 5.2.1 to restore appeal rights and establish a clear, equitable process for faculty to request review of discontinuance or separation decisions. This ensures compliance with due process standards and protects both faculty rights and institutional integrity</p> <p>Vote Results: Support - 41 Do Not Support - 1 Abstain - 0</p>	<p>precisely as possible, the grounds for the appeal (see 5.2.4).</p> <p>5.2.4 The Provost shall review the appeal, add a recommendation and forward the appeal to the President.</p> <p>5.2.5 The President shall review the appeal and determine whether the layoff violated the faculty member’s academic freedom, constitutional rights, UVU policies or the Board of Trustees’ approved plan. The President will communicate their decision as soon as practicable.</p> <p>5.2.6 An affected faculty member may contest a layoff only for (a) violation of their academic freedom or constitutional rights, or (b) failure to comply with this policy, with related institutional policy, or with the plan for personnel reduction approved by the Board of Trustees. If the program or unit discontinuation is due to financial exigency, that decision is not subject to contest by faculty in any grievance or appeal procedure within the institution or before the Board. (See UVU Policy 373 <i>Bona Fide Financial Exigency and Human Resources Reduction</i>)</p>
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	5.1.3			<p>Section 5.1.3 calls only for a “good faith effort” to reassign laid-off faculty, with no requirement for documentation, oversight, or accountability. Without a defined process, “good faith” is subjective and may result in inconsistent or inequitable treatment of affected faculty. Recommendation:</p> <p>Revise §5.1.3 to require transparent, documented reassignment efforts overseen jointly by faculty and administration. Institutions should demonstrate clear, verifiable attempts to reassign displaced faculty prior to separation, ensuring fairness, accountability, and adherence to shared governance principles.</p> <p>Vote Results: Support - 41 Do Not Support - 0 Abstain - 1</p>	<p>We replaced the first sentence of 5.1.3 to read as follows:</p> <p>When preparing and implementing a plan for personnel reduction, <i>the Office of Academic Affairs, and the appropriate deans and department chairs</i> shall make a good faith effort to reassign any faculty member to be laid off to an existing vacant position within the University for which the faculty or staff member is qualified.</p>
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AAC	1.1			The first sentence has redundancies.	
PACE				PACE has no comments.	
UVUSA				UVUSA has no comments.	
EAC				No equity issues found.	