

Voluntary Separation Incentive Plan for Tenured Faculty

The Board of Governors of the Colorado State University System, acting by and through Colorado State University-Pueblo (CSU-Pueblo), offers this discretionary Voluntary Separation Incentive Plan (Plan) in order to align faculty numbers with student enrollment and invest the savings to enhance academic quality. The purpose of the Plan is to enable some CSU-Pueblo tenured faculty to voluntarily leave University employment, thereby assisting the University in achieving these goals.

Eligibility:

A tenured faculty member must meet the following conditions to be eligible to participate in the Plan:

1. Has twenty (20) years or more (including previous sabbatical) of continuous full-time employment by the University, as a ranked professor (full, associate, or assistant); *and*
2. Has not received a specific notice of involuntary separation; *and*
3. Has not tendered a resignation or retirement letter prior to December 6, 2018.

Plan Provisions:

1. Eligible faculty members who wish to participate in the Plan must apply in writing, using the application form (Appendix A). Applications must be submitted by 5:00 p.m. on February 1, 2019, to the Provost's office. The President, in his discretion, may extend the deadline for submission.
2. The amount of the Plan incentive is based on 50 percent of the employee's base yearly salary, without benefits.
3. The decision to approve or deny an application shall take into account the financial benefit granted by the University, as well as the impact on University programs and services, and shall be based on the best interests of the University.
4. The final authority to approve or deny any plan application resides with the President, after recommendation by the appropriate Dean and the Provost. Final decisions on Plan applications are not subject to appeal or grievance.
5. Upon approval of an application by the President, the applicant shall sign a Voluntary Separation Incentive Agreement. By signing the completed Agreement, the employee voluntarily resigns in accordance with the Plan.
6. The Agreement requires faculty members to waive all rights afforded by tenure, and to waive other rights and claims, as outlined in the Agreement and as allowed by law. The effective date of resignation shall be specified in the completed Agreement, and shall not be later than August 31, 2019.
7. Employees are required to pay and the University shall withhold all applicable taxes on Plan payments. Plan payments will not include retirement contributions, and are not considered wages for PERA purposes.

8. No Plan payment shall be made until after the last day of work and compliance with other provisions of the individual Agreement.
9. Each employee accepted to participate in the Plan may elect to continue participation in insurance plans through COBRA or PERA Care, if eligible. Length of eligibility for COBRA is subject to current law.
10. This Plan is currently effective with a time frame to accept applications from the date of publication of the Plan through 5:00 p.m. February 1, 2019. Voluntary resignations under the current plan must be effective by August 31, 2019.

Approved by:

Dr. Timothy Mottet
President

Date