

Appendix A

Phase 3 Post-employment Compensation Faculty Voluntary Separation Incentive Plan Application

Last Name

First Name

Position Title

Department

Separation Date: _____

By signing below, the employee acknowledges that he/she has read and understands the Colorado State University-Pueblo Phase 3 Post-employment Compensation Voluntary Separation Incentive Plan (Phase 3 VSIP) for Tenured Faculty. The employee specifically acknowledges the following:

1. The employee is volunteering of his or her own free will for a voluntary separation and that no coercion or intimidation was exerted upon the employee.
2. The employee meets the eligibility requirements as outlined in the Phase 3 VSIP.
3. The employee agrees to waive all rights afforded by tenure, and to waive other rights and claims, as outlined in a Voluntary Separation Incentive Agreement (the "Agreement") and as allowed by law if this application is accepted and approved. Before submitting this application, the employee understands that he or she may review the terms of the Agreement and such Agreement has been provided to the employee.
4. The employee understands that no payment will be made until after the last day of work and there has been compliance with all other provisions of the Agreement including but not limited to a potential seven-day revocation period by the employee has expired.
5. The final authority to approve or deny any Phase 3 VSIP application resides with the President, after recommendation by the appropriate Dean and Provost. Final decisions on Phase 3 VSIP applications are not subject to appeal or grievance.
6. The employee understands that the application does not guarantee participation in the Phase 3 VSIP. Acceptance and approval the application and therefore participation is contingent on the best interests of CSU-Pueblo.
7. If the employee's application is approved, the employee understands and acknowledges that he or she will be required to execute the Agreement and that the employee is not entitled to any benefits set forth by the Phase 3 VSIP and/or the Agreement unless the Agreement is fully executed by all parties and the Controller.

8. This application does not constitute a binding agreement between CSU-Pueblo and the employee, even if signed by multiple parties.
9. The completed application for participation in Phase 3 VSIP must be turned into the Provost's Office no later than 5:00 p.m. on March 27, 2019.

Employee Signature	Date
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Dean	Date
Approve _____ Disapprove _____	

Dr. Mohamed Abdelrahman, Provost	Date
Approve _____ Disapprove _____	

Dr. Timothy Mottet, President	Date
Approve _____ Disapprove _____	