

MOVED that the Boulder Faculty Assembly recommend that the Administrative Policy Statement on Academic Program Discontinuance and the University of Colorado at Boulder policy on Academic Program Discontinuance be amended to include a system of prorated severance pay as follows:

Severance Pay: After exhaustion of the options in III.C above, the tenured faculty member may be terminated involuntarily and with applicable severance pay. Faculty members who elect to resign or retire from the University may not receive severance pay. In order to be eligible for severance pay, faculty members must fulfill their assigned teaching and other professional obligations throughout the Notice Year. Upon termination, severance pay will be provided as follows by the campus where the program is discontinued:

- 1-2 years of tenured service – 12 months' salary (This represents the salary for one academic year with the following a proration thereof:)
- 3 years on tenured service – 13 months' salary
- 4 years on tenured service – 14 months' salary
- 5 years on tenured service – 15 months' salary
- 6 years on tenured service – 16 months' salary
- 7 years on tenured service – 17 months' salary
- 8 years on tenured service – 18 months' salary
- 9 years on tenured service – 19 months' salary
- 10 years on tenured service – 20 months' salary
- 11 years on tenured service – 21 months' salary
- 12 years on tenured service – 22 months' salary
- 13 years on tenured service – 23 months' salary
- 14 years or more on tenured service – 24 months' salary

Years of tenured service shall include all years of tenured employment within the University system. Severance pay will be provided within the time period represented by the amount of severance pay (e.g., 13 months' severance pay will be paid within a maximum period of 13 months).

For purposes of this policy, salary shall include, whether paid to the faculty member or to others on the faculty member's behalf, all "retirement contributions" other than social security the University would have paid had the faculty member's appointment not been terminated.

MOVED that the Boulder Faculty Assembly recommend that the Section II.F. of the Administrative Policy Statement on Academic Program Discontinuance and Section 8 of the Implementation section of the University of Colorado at Boulder policy on Academic Program Discontinuance be amended to read as follows:

"Notification, Rights and Options of Tenure Track Faculty *and Senior Instructors and Instructors*: After the Board of Regents formally approves the termination of a program and the program discontinuance plan, the campus shall provide those Tenure Track faculty *and Senior Instructors and those Instructors who have served seven or more years of full-time service or its equivalent to the University* who have been identified in the plan for termination with one year of notice before termination."