

BOARD OF TRUSTEES
UNIVERSITY OF THE DISTRICT OF COLUMBIA
UDC RESOLUTION NO. 2009-09

SUBJECT: Authorization of Faculty Severance Incentive Package--Amended

WHEREAS, the Board of Trustees, pursuant to the provisions of D.C. Code §38-1202.06(16), has overall authority to govern the University of the District of Columbia, and, may, pursuant to D.C. Code §38-1202.06, conduct general policy-making, including policies relating to personnel; and

WHEREAS, the Board of Trustees anticipates that the University workforce will need to be realigned to address educational disparities, financial efficiency, and the Board's goals and objectives relating to the creation of the University System; and

WHEREAS, the Board of Trustees has determined that prior to such realignment, current University faculty should be offered a severance incentive; and

WHEREAS, the deadline of March 1, 2009 for accepting the severance incentive, which was contained in UDC Resolution 2009-06, has proved to be unworkable;

THEREFORE, BE IT RESOLVED that the President of the University System is hereby authorized and directed to offer as a severance incentive the lesser of one-half the employee's annual salary or forty-five thousand dollars (\$45,000) to any employee who (1) is a faculty member, (2) has been continually employed as a full-time faculty member for thirty (30) years, and (3) signs a resignation agreement and waiver form provided by the Office of Human Resources within forty-five days after the mailing of the severance plan documents, and agrees to resign effective upon the end of the present academic year; and

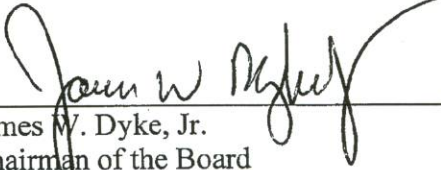
BE IT FURTHER RESOLVED that employees who choose to resign in return for the severance incentive described herein shall receive payment no later than fifteen (15) days after the start of Fiscal Year 2010; and

BE IT FURTHER RESOLVED that UDC Resolution 2009-06 is superseded by the present Resolution.

Submitted by the Joint Meeting of the Academic Affairs,
Student Affairs, and Audit, Budget & Finance Committees February 11, 2009

Approved by the Board of Trustees

February 18, 2009


James W. Dyke, Jr.
Chairman of the Board