

# SB 18 POLICY



- Policy is a recommendation for the Summary Dismissal process at UTSA, not an endorsement of SB18;
- Four modifications from the model policy shared by UT system;
- Review policy, share with faculty colleagues, vote at May 2 meeting;
- UTSA policy must be approved by UT System; and
- Without a UTSA approved process, UT System will impose the Model Policy

# UTSA SB18 POLICY MODIFICATIONS



- added requirement that memo must specify a) why summary dismissal process and not good cause process; b) how frequency, severity, and intentionality of behavior (1) creates a serious safety threat to students, faculty, staff, or members of the public; (2) creates a significant threat to national security; or (3) creates a significant adverse impact on the operation of the institution;
- changed "hearing opportunity" to "meeting opportunity" to better reflect nature of the meeting;

# UTSA SB18 POLICY MODIFICATIONS



- uses existing Hearing Panel & Pool structure detailed in HOP 2.36 rather than creating a new structure; and,
- added a timeline table to provide clarity about the timeliness of the process (90 day window).

# HOP COMMITTEE RECOMMENDATIONS



- Clarify language re: back pay if faculty are reinstated;
- Policy be integrated into HOP
  - Utmost oversight of the process
  - Consistency in how process is implemented
- FS selection of Standing Pool transparent process and list available to FS and larger community;
- FS actively participates in upper administration searches as CAO & President key decision-makers in SD process ; and,
- Report how often good cause & summary dismissal process used at UTSA