



To: HSC Faculty
From: Charles Taylor, Executive Vice President and Provost
Date: May 8, 2020
Re: Voluntary Separation Incentive Program for Faculty

As part of our continuing efforts to prioritize funding for investment in our strategic and operational initiatives, the Health Science Center is launching a Voluntary Separation Incentive Program (VSIP) for eligible full-time faculty members. This program provides the Health Science Center a strategy towards reducing its overall operating costs while remaining committed to our mission, vision, and values.

Complete details about this program are in the Guidelines for Voluntary Separation Incentive Program. Key elements of the Program include, but are not limited to, the following:

- This is a **voluntary** program, no one is required to apply.
- Applications will only be accepted between May 18, 2020 and July 6, 2020.
- Funds are limited, therefore not all applications may be approved.
- Applications will be considered in the order received by the Provost's Office.
- Eligibility criteria includes **all** of the following:
 1. Current full-time status
 2. Faculty academic rank in one of the HSC schools and colleges
 3. State service record plus age that equals 72 or higher.
- There are two separation options available:
 - Option 1: incentive payment (\$120,000 associate professor, \$150,000 professor); end employment on or before December 31, 2020; additional funding to support insurance coverage, if applicable.
 - Option 2: incentive payment (\$60,000 associate professor, \$75,000 professor); end employment on or before June 30, 2021; additional funding to support insurance coverage, if applicable.

I recognize and thank all faculty for contributions made to our success. If you are interested in the VSIP and/or have any questions, please contact me at charles.taylor@unthsc.edu.