

## Attachment 1

### Proposed Amendment to Standing Order 100.4 – Duties of the President

#### 100.4 Duties of the President

##### New Section

#### 100.4(xx)

- (1) “Emergency” for purposes of this Standing Order shall mean any natural disaster or other major debilitating event or any extreme financial circumstance that significantly impacts the operations of the University or a part thereof.
- (2) The President of the University shall have authority to implement furloughs and/or salary reductions, on terms that the President deems necessary, for some or all categories of University employees, upon Declaration of an Emergency, as specified below. The President further shall have the authority, during the pendency of the Declaration and consistent with applicable legal requirements, to suspend the operation of any existing Regental or University policies otherwise applicable to furloughs and/or salary reductions that are contrary to the terms he or she deems necessary to the proposed implementation. The authority provided herein may be exercised with regard to the University as a whole or with regard to any campus or other part of the University system. For purposes of this section, Furlough means temporary unpaid time off of work where use of vacation, compensatory time off, or any other compensation may not be used during this time off.
- (3) Except as provided in subsection (5) below, an Emergency may be declared only by the President on approval of The Board of Regents. Any request by the President for approval of such a Declaration shall be made in writing directed to the Chair and Vice Chair of The Board of Regents and to the Chair of the system-wide Academic Senate, with copies directed to the Principal Officers of The Regents and appropriate University Officers. Such writing must describe with specificity the emergency conditions underlying the Declaration, the effect of such conditions on campus or University operations, the expected duration of the Declaration or provisions for renewal, the plan for implementing the proposed furloughs and/or salary reductions, and the expected outcome of the proposed plan.
- (4) Except as provided in subsection (5) below, the President shall engage in consultation with representatives of the systemwide Academic Senate and the appropriate systemwide staff and academic representatives concerning the matters to be included in the request for approval of a Declaration of Emergency prior to submitting the request to The Board of Regents. If the

request for approval of a Declaration of Emergency is submitted by a Chancellor to the President, the Chancellor shall engage in consultation with representatives of the divisional Academic Senate and the appropriate campus staff and academic representatives concerning the matters to be included in the request for approval of a Declaration of Emergency prior to submitting the request to the President.

- (5) Notwithstanding the provisions of subsections (3) and (4) above, when circumstances are such that seeking approval under those provisions would be impracticable or place the University at substantial risk, the President may exercise the authority provided herein by obtaining interim approval of a Declaration of Emergency under the provisions of the Regents Policy on Interim Actions. In such event, the President shall seek further approval by The Board of Regents under subsections (3) and (4), specifically will engage in the consultation process required under subsection (4) as soon as practicable, and in no event later than 60 days after the initial grant of approval by interim action.
- (6) The authority provided under this Standing Order is in addition to any authority otherwise provided University officials under other Regental or University policies and, except as provided herein, nothing in this Standing Order shall limit such other authority.