



# University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

TO: Regent Governance Committee

FROM: Michael Lightner, Vice President Academic Affairs

DATE: April 10, 2026

RE: Recommended Changes to Regent Law, Article 5.C.4

## Background

Regent Law, Article 5.C.4: Dismissal for Cause is scheduled for review in 2026 as part of the Five-Year Review Plan the Board of Regents. Several minor updates to the policy are proposed. See recommended changes below.

Stakeholders who will be participating in the review of the proposed changes to Policy 5.F include:

- Campus provosts and provosts' teams
- University Counsel
- Faculty Shared Governance
- CU System Office of Academic Affairs

## Recommendations

In Section 5.C.4(A)(1), reference to “harassment” and “research misconduct” are added as grounds for dismissal for cause of tenured or tenure-track faculty. This addition is for consistency with other law and policy.

Other clarifying edits in wording are suggested throughout the policy including specific reference to a corresponding APS.

## Fiscal Review

A. Do you think a fiscal review is needed for these proposed changes? **No.**

1. If no, please explain. (e.g., This can be accomplished within existing resources.)
2. If yes, please share with the Office of the Vice President for Budget & Finance for review.

- a. Date fiscal review completed: **N/A**
- b. Person completing fiscal review: **N/A**
- c. Would these changes create a fiscal or resource impact?

**NO**  
 **YES**

If yes, what resources will be required to implement and sustain these policy changes? **N/A**