



# 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 (updated April 27, 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 Board of Regents' Five-Year Review Plan. 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), references to "harassment" and "research misconduct" are added as grounds for dismissal for cause of tenured or tenure-track faculty. These additions are for consistency with other laws and policies.

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

Based on stakeholder feedback, we are recommending a separate section 5.C.5 that, with minor edits, includes language currently existing in Article 5.C.4. This is a structural update to provide clarity on termination for cause of instructional, research, or clinical faculty (updated April 27, 2026)

Note that Regent Law, Article 5.C.4 and proposed 5.C.5 are related to the following regent laws and policies:

- Regent Law, Article 5.D: Faculty Grievance
- Regent Policy 5.E: Tenured and Tenure-Track Dismissal for Cause
- Regent Policy 5.G: Faculty Grievance

The administration is seeking approval for the proposed updates and requests a future effective date to align with approval of the above related laws and policies. (Updated April 27, 2026)

## 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**