



University of Colorado

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BOARD OF REGENTS

Version: DRAFT-1

NOTE: [Key to Track Changes and Revisions in Academic Policies](#)

[Draft-0](#)

1 LAWS OF THE REGENTS

2
3 ARTICLE 5: FACULTY

4
5 Part D: Faculty Grievance

6
7 5.D.1 [Faculty Senate Grievance Committee Authority](#)

8
9 (A) [The Faculty Senate shall have a standing committee, the Faculty Senate](#)
10 [Grievance eCommittee \(FSGC\).](#)

11
12 (1) [The FSGC is authorized by the Board of Regents to review, investigate,](#)
13 [mediate, hear grievances, and make recommendations to the administration,](#)
14 [and/or Board of Regents, on specific grievance cases. See section 5.D.2.](#)

15
16 (2) [In addition, the FSGC provides an independent faculty perspective on the](#)
17 [grievance process.](#)

18
19 (B) [The FSGC shall have the authority to develop the processes for executing its](#)
20 [responsibilities consistent with regent law and policy. The processes of the FSGC](#)
21 [shall be linked as appropriate in the Faculty Senate constitution and bylaws.](#)

22
23 5.D.2 [Right to Submit a Grievance Rights](#)

24
25 (A) ~~A t~~[Tenured and/or tenure-track faculty members may submit a grievance to the](#)
26 [FSGC under one of the following conditions:](#)

27
28 (1) [The faculty member wishes to challenge their notice of dismissal for cause.](#)

29
30 (2) [The faculty member has been ~~who are~~ denied reappointment, promotion, or](#)
31 [tenure and believes:](#)

32 (a) [there have been serious procedural or factual errors in the case;](#) or

33 (b) [the denial occurred through the material violation of the laws of the regents](#)
34 [or regent policy, ~~may submit a grievance to the Faculty Senate grievance~~](#)
35 [committee, as specified in regent policy 5.G.](#)

36
37 (3) [The faculty member was terminated in a program discontinuance process and](#)
38 [believes that serious procedural errors occurred in their personnel action.](#)

39
40 a. [The faculty member cannot grieve the validity of the program](#)
41 [discontinuance decision itself.](#)

42
43 (A) —

45 ~~(B) Tenure and tenure-track faculty members who believe they have been unjustly~~
46 ~~dismissed for cause may submit a grievance to the Faculty Senate grievance~~
47 ~~committee, as specified in regent policy 5.G.~~
48

49 ~~(C)(A) Instructional, research, and clinical faculty members who believe they have been~~
50 ~~denied reappointment or promotion contrary to campus policies, or have been~~
51 ~~terminated contrary to campus policies, may appeal in accordance with campus~~
52 ~~policies. See article 5.C.3(C). The provisions of regent policy 5.G shall not apply.~~

53 (B) Any university employee afforded the right of academic freedom, who believes
54 their academic rights under the principles of academic freedom (see regent policy
55 5.B.1) have been violated, may file a grievance with the FSGC grievance
56 committee (see regent law, article 5.B.2(B) and APS 1043: Independent Teaching,
57 Independent Scholarly/Creative Work, and Academic Freedom).

58
59 (C) Any grievances or appeals not covered in section 5.D.2(A) or (B) are the domain of
60 campus policies, processes, and procedures.
61

62 ~~(D) Members of the Faculty Senate who believe their academic rights (as provided for in~~
63 ~~regent law and policy) have been violated may file a grievance with the Faculty Senate~~
64 ~~grievance committee, as specified in regent policy 5.G.~~
65

66 Additionally, any university employees afforded academic freedom under article 5, part B, who
67 feels their academic freedom has been violated may file a grievance with the Faculty Senate
68 grievance committee, as specified in regent policy 5.G.
69

70 (E)
71 5.D.3 Additional Instructional, Research, and Clinical (IRC) Faculty Campus-Based Policies
72

73 An instructional, research, and clinical IRC faculty members who believes they have
74 been denied reappointment or promotion contrary to campus policies, or have been
75 terminated contrary to campus policies, may appeal in accordance with campus policies.
76 See regent law, article 5.C.3(C). The provisions of regent policy 5.G shall not apply.
77

78 ~~(F)(A) The Faculty Senate grievance committee is authorized by the Board of Regents~~
79 ~~to investigate, mediate, hear grievances, and make recommendations to the~~
80 ~~administration on specific grievance cases.~~

81
82 **History:**

- 83 • Adopted: September 14, 2018 (Moved from the old article 5.B, 5.C., 5.D, and 5.E); Became
84 effective July 1, 2020.
 - 85 • Revised: N/A.
 - 86 • Last Reviewed: April 10, 2025.
 - 87 • Non-substantive Changes: January 2024.
- 88