

**FEEDBACK RECEIVED BY OPE<sup>1</sup> ON LAWS AND POLICIES CURRENTLY UNDER REVIEW**  
(as of 5/6/2026)

<b>Date Received</b>	<b>Article/Policy</b>	<b>Feedback</b>	<b>Affiliation</b>	<b>Campus</b>
2/2/2026	Article 5, Part D: Faculty Grievance	Comments: I am a member of the CU Faculty Senate Grievance Committee (FSGC). I have personally reviewed the revisions and concur with FSGC consolidated comments provided by FSGC Chair Dr Steve Cass.	Faculty	CU AMC
2/12/2026	Article 5, Part D: Faculty Grievance	Comments: I am writing to agree with all the comments made by the Anschutz faculty member on January 31.	Faculty	CU Boulder
4/25/26	Article 5, Part D: Faculty Grievance	<p>There is the perception of limited faculty involvement in shaping revisions.</p> <p>Are there unintended consequences that would not benefit faculty if this report/information goes to the Board of Regents.</p> <p>Transparency vs. risk; inconsistent use of information by Administration.</p> <p>Reporting data regarding P&amp;T could alert the Board to irregularities that merit further investigation and improvement of processes.</p> <p>Some college data may need to be combined with other colleges for anonymity. College of Law has few people go up for tenure and promotion each year.</p> <p>Aggregated data to the level to preserve anonymity but disaggregated enough to see inconsistencies or irregularities amongst colleges (or whatever the appropriate level may be).</p> <p>Lines 53/54:</p>	Faculty	CU System

<sup>1</sup> Office of Policy and Efficiency

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		<p>How would a non-faculty university employee with academic freedom rights know to look in a faculty policy for their grievance rights?</p> <p>The phrasing "any university employee..." seems broadly inclusive and I read it as extending academic freedom-related grievance rights to lecturers, for example, who are not considered members of Faculty Senate, at least under the current constitution. Could an example or two be included here parenthetically after "freedom" for clarity and visibility? Ex: "Any university employee afforded the right of academic freedom (ex: lecturers), who believes..."</p> <p>Is "lecturer" a specific non-faculty job classification on other campuses? On AMC, a lecturer may be an instructor, which is technically faculty, or a PRA, which would not be considered faculty. Clarifying what "any university employee" includes would be important here - is it meant to include non-faculty (like PRAs, staff)?</p> <p>Line 55/56: Currently this is a right in name only if the employee is at-will and has been terminated. This includes at-will IRC faculty, lecturers, and staff who teach. The FSGC will not hear a grievance by a faculty member who has been terminated. Make clear that someone who has been terminated due to an academic freedom grievance still has access to FSGC.</p> <p>Line 58: Multi-Year Contracts for IRC faculty spell out specific provisions for dismissal for cause. Regent Policy should allow IRC faculty to grieve dismissal for cause to FSGC.</p> <p>Current MYC employment contract template only allows for a campus-level appeal or grievance of dismissal for cause. The</p>		

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		<p>contract template would have to be changed to allow for appeal to the FSGC.</p> <p>Also in the Regent Law 5.D. the section on academic freedom rights for all who teach is still problematic for at-will faculty/employees who are at-will and whose employment can be immediately terminated.</p> <p>Re: the MYC contract template, I propose a recommendation of concurrent changes to Regent policy, the MYC template / IRC limited appointment template, and any other policies and related docs where this limitation exists, to allow IRC faculty with limited appointments (on MYCs) to grieve dismissal for cause to the FSGC.</p> <p>Line 72: They use the term dismissal above and terminated here. Dismissal implies behavioral misconduct. Terminated means contractual agreement ending. I think this deserves a conversation.</p>		