



University of Colorado

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TO: Regent Governance Committee
FROM: Michael Lightner, Vice President of Academic Affairs
DATE: December 15, 2025 (Updated April 27, 2026)
RE: Recommended Changes to Regent Law, Article 5, Part D

Background

Regent Law, Article 5, Part D: Faculty Grievance is scheduled for review in 2026 as part of the Board of Regents' Five-Year Review Plan. Several updates to the policy are proposed. See recommended changes below.

Stakeholders who will be participating in the review of the proposed changes include:

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

Recommendations

Regent Law, Article 5, Part D on faculty grievance has been restructured, now with three sections instead of one.

- **Section 5.D.1** – This section establishes the Faculty Senate Grievance Committee (FSGC) by the Board of Regents and authorizes the role of the FSGC with respect to grievance cases. Currently, this content exists in both Article 5.D and Policy 5.G. Proposed updates centralize this information in Article 5.D.
- **Section 5.D.2** – This section includes the same content on grievance rights found in current Article 5.D, section 5.D.1. In the revision, the language is reorganized to support clarity.

Further, a grievance right currently found in Regent Policy 5.G.3(A)(3) and APS 1015 related to faculty termination due to program discontinuance has been moved into Article 5.D with the rest of the grievance rights.

Reference to APS 1043 has been added in 5.G.2(B). The APS provides definition of independence in teaching and scholarly/creative work, clarifying who has the right of academic freedom. (Updated April 27, 2026)

- **Section 5.D.3** – This section includes the same content specific to IRC faculty found in current Article 5.D (section 5.D.1(C)). In the revision, this content is reorganized into its own section with minor updates to language to support clarity.

Note that Regent Law, Article 5.D on faculty grievance is related to the following regent laws and policies:

- Regent Law, Article 5.C.4: Dismissal for Cause
- Regent Policy 5.E: Tenured and Tenure-Track Dismissal for Cause
- Regent Policy 5.G: Faculty Grievance

The administration is seeking approval of updates to Article 5.D 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**