



University of Colorado

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TO: Regent Governance Committee

FROM: Michael Lightner, Vice President of Academic Affairs

DATE: December 15, 2025

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.

- **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.

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**