



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

BOARD OF REGENTS

LAWS OF THE REGENTS

ARTICLE 5: FACULTY

Part D: Faculty Grievance

5.D.1 Faculty Senate Grievance Committee Authority

- (A) The Faculty Senate shall have a standing committee, the Faculty Senate Grievance Committee (FSGC).
 - (1) The FSGC is authorized by the Board of Regents to review, investigate, mediate, hear grievances, and make recommendations to the administration, and/or Board of Regents, on specific grievance cases. See section 5.D.2.
 - (2) In addition, the FSGC provides an independent faculty perspective on the grievance process.
- (B) The FSGC shall have the authority to develop the processes for executing its responsibilities consistent with regent law and policy. The processes of the FSGC shall be linked as appropriate in the Faculty Senate constitution and bylaws.

5.D.2 Right to Submit a Grievance

- (A) A tenured or tenure-track faculty member may submit a grievance to the FSGC under one of the following conditions:
 - (1) The faculty member wishes to challenge their notice of dismissal for cause.
 - (2) The faculty member has been denied reappointment, promotion, or tenure and believes:
 - (a) there have been serious procedural or factual errors in the case; or
 - (b) the denial occurred through the material violation of the laws of the regents or regent policy.
 - (3) The faculty member was terminated in a program discontinuance process and believes that serious procedural errors occurred in their personnel action.
 - a. The faculty member cannot grieve the validity of the program discontinuance decision itself.
- (B) Any university employee afforded the right of academic freedom, who believes their academic rights under the principles of academic freedom (see regent policy 5.B.1) have been violated, may file a grievance with the FSGC grievance

45 committee (see regent law, article 5.B.2(B) and APS 1043: Independent Teaching,
46 Independent Scholarly/Creative Work, and Academic Freedom).

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

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51 5.D.3 Instructional, Research, and Clinical (IRC) Faculty Campus-Based Policies

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53 An IRC faculty member who believes they have been denied reappointment or
54 promotion or terminated contrary to campus policies, may appeal in accordance with
55 campus policies. See regent law, article 5.C.3(C). The provisions of regent policy 5.G
56 shall not apply.

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58 **History:**

- 59 • Adopted: September 14, 2018 (Moved from the old article 5.B, 5.C., 5.D., and 5.E); Became
60 effective July 1, 2020.
61 • Revised: N/A.
62 • Last Reviewed: April 10, 2025.
63 • Non-substantive Changes: January 2024.
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APPROVED 06/04/26 BUT NOT YET EFFECTIVE