



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

TO: Regent Governance Committee

FROM: Regent Ilana Spiegel

DATE: October 23, 2025

RE: Proposed Revisions to Article 6: University and Classified Staff

Background

These policy recommendations reflect the essential dual role of Housestaff as both trainees and paid professionals whose clinical duties support patient care, medical education, and public health services across the University of Colorado School of Medicine and Graduate Medical Education and affiliated clinical institutions.

In adopting these policies, the University of Colorado affirms alignment with national legal precedents and the standard employment treatment of Housestaff at peer academic medical centers and clearly defines the role, benefits, and protections for resident and fellow physicians.

Recommendations

Revise title of Article 6: University and Classified Staff to Article 6: University, Classified and Housestaff

Add section 6.A.3 Housestaff - Housestaff are resident and fellow physicians participating in its ACGME-accredited Graduate Medical Education (GME) programs.

Add section 6.B.4 - Housestaff as defined in section 6.A.3 are represented by the Housestaff Association (HSA) and serve as the representative body for communicating to the administration or the Board of Regents matters of concern regarding all relevant employment protections, benefits, and responsibilities as defined by applicable university policies, federal and state labor law.

Fiscal Review

A. Do you think a fiscal review is needed for these proposed changes?

1. If no, please explain.
2. If yes, please share with the Office of the Vice President for Budget & Finance for review.
 - a. Date fiscal review completed:
 - b. Person completing fiscal review:
 - 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