



TO: Regent Laws & Policies Stakeholders

FROM: Michael Lightner, Vice President for Academic Affairs
Jill Taylor, Director of Academic Program and Policy Analysis

DATE: November 11, 2019

RE: Regent Policy 11B and Regent Policy 10E

Background

The regent laws and policies review project is driven by the guiding principle that laws should capture only high-level statements on governance and policies should include the necessary elaborations of law. The goal is to focus on the powers and responsibilities of the Board of Regents while assigning operational procedures to APS or campus policy. This goal will be pursued while keeping in mind protections currently afforded to the faculty.

Revision and Review Process

As part of a larger effort to review all Regent laws and policies, the administration, in collaboration with the faculty, is undertaking a review of Regent Policy 11B. This memo outlines the changes recommended by the administration.

On April 11, 2019, a first draft of the revised version of Regent Policy 11B was posted to the [Law & Policy Review Project website](#). Faculty and other interested parties were originally asked to provide feedback by September 15, 2019. This deadline was later extended to October 15, 2019. Feedback received through the online submission form, and comments provided by faculty governance groups, were considered in developing the second draft.

The revised version of Regent Policy 11B currently presented is the second draft. Changes to the first draft are indicated using track changes. There will be a review period during which faculty and other interested parties can provide feedback. **In order for comments to be considered in drafting the final document, they must be received by December 16, 2019.** The final document will be then developed and submitted to the Board of Regents Governance Committee for consideration. If the Governance Committee endorses the recommendations presented at that time, the document will go to the full board for consideration.

When the first draft of Policy 11B was released, it was accompanied by a recommendation to rescind Policy 10E. The current recommendation is to take no action on Policy 10E, leaving the current policy in place until further discussions are held.

If the changes ultimately adopted by the Board of Regents require changes to existing Administrative Policy Statements (APSs) or the creation of a new APS, this work will be completed before the approved changes to regent policy will take effect.

Policy 11B: Faculty Salary

Substantive *changes to the first draft* of Policy 11B are highlighted below. All changes (those highlighted below and other editorial changes) are redlined in the second draft. This summary document and the second draft of Policy 11B do not capture changes recommended in the first draft. That information remains available on the [project website](#).

Recommendations in Draft 2

- Reintroduce a comprehensive statement affirming the importance of faculty compensation in attracting and retaining high quality faculty. This change reinserts language currently found in Policy 11B with minor edits.
- The bases for annual salary adjustments have been reordered to emphasize the annual merit evaluation process.
- Wording in section 11.B.2(C)(1) has been revised to clarify intent. The statement requires that campus administration provide the campus faculty assembly with the opportunity to review campus plans for allocating the merit pool.

Additional note: The glossary to the current version of 11B was not carried into the draft revisions. Discussions are taking place around developing a glossary that will apply to all laws and policies.

Justification: The changes indicated in the second draft are in response to comments received from faculty governance groups. The majority of the changes proposed in draft 2 are intended to clarify the intent of language proposed in draft 1.

Policy 10E: Salary Review to Determine Inequities

No changes recommended at this time. The original recommendation was to rescind Policy 10E with the implementation of revised Regent Policy 11B. The current recommendation is to take no action on Policy 10E, leaving the current policy in place until further discussions are held.

Justification: Faculty and administration are currently engaged in discussions about the process for conducting salary equity reviews. In addition, the university is determining what actions it must take in response to the [Equal Pay for Equal Work Act](#), passed by the Colorado Legislature in May 2019. Efforts to revise Regent Policy 10E are premature at this point.