



University of Colorado

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BOARD OF REGENTS

2. REGENTS OF THE UNIVERSITY

Policy 2.K: Personnel Authority for Employees Exempt from the State Personnel System

In accordance with its constitutional and statutory authority and duties, the Board of Regents shall make or approve all appointments, terminations, title changes, and salaries, including administrative stipends ("Personnel Matters"), for those employees exempt from the state personnel system. As used in this policy, termination does not include acceptance of resignations and retirements.

As permitted by C.R.S. §23-5-117, the board delegates its authority over Personnel Matters regarding faculty and staff to the president except as provided in Section 2.K.1 and 2.K.2.

2.K.1 The board retains authority for:

- (A) Personnel Matters pertaining to officers of the university as defined in Article 3.B;
- (B) The award of tenure to faculty and the revocation of tenure; and
- (C) The award of term contracts as authorized by C.R.S. §24-19-104(1.5)(a) and extensions to such term contracts.

2.K.2 The associate vice president of internal audit will be the hiring authority regarding Personnel Matters pertaining to university staff reporting directly to the associate vice president of internal audit.

2.K.3 The president may delegate the authority provided herein to a chancellor or vice president. The chancellor or vice president may further delegate this authority to an officer of the administration.

- (A) All delegations of the president's authority must be express and in writing and shall be posted on a central website.

2.K.4 The delegation described in this policy applies only to Personnel Matters as that term is defined in this policy. Authority over any personnel actions that are not included in the definition of Personnel Matters - for example, leave approvals, evaluations and acceptance of resignations and retirements - shall be exercised in accordance with and under the authority provided by applicable policies and procedures.

Resources:

<https://www.cu.edu/regents/policy-2k-attachment>

44 **History:**

- 45 • The board approved a resolution on delegation of personnel authority on April 25, 1996;
46 revised June 26, 1997; and revised January 20, 2000, effective July 1, 2000.
47 • On August 3, 2000 the board approved Regent Policy 2-K; revised December 11, 2003;
48 September 23, 2004; June 1, 2006; August 16, 2007; February 11, 2010; September 12,
49 2011; April 17, 2015 and September 11, 2015.
50 • The term “officer and exempt professional” was replaced with the term “university staff”
51 effective April 17, 2015.
52 • Revised: April 5, 2018.
53 • Last reviewed: April 5, 2018.
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