Regent Policy 3E – Recommended Changes

ITEM #1

1. Policy Statement (Waiver discussion)

Search committees are mandated when vacancies occur in the positions of president, vice president, chancellors, vice chancellors, and deans of schools, colleges and libraries.

a. Vacancies for these positions shall be filled in accordance with this regent policy. Searches for the president and chancellors shall also be conducted in accordance with C.R.S. § 24?6?402(3.5).

b. The board may authorize deviations from the processes defined in this policy.

c. Qualified internal candidates shall be given an equal opportunity to compete with qualified external candidates.

No proposed language change

Rationale: Retain language but emphasize the need to be consistent with new State law.

Governor Polis signed the Equal Pay for Equal Work Act in May 2019 and effective January 2021.

- The law forbids discrimination between genders based on pay and includes a newly created right for employees who have suffered such discrimination to sue their employer. The law also requires that companies post all job openings internally and list a salary range for the position, and forbids employers from asking about salary history.

ITEM #2

(5) Deans of Schools, Colleges, and Libraries

While there is no defined search committee membership, the supervising authority shall select informed internal representatives of the profession and/or discipline who are familiar with the objectives and requirements of the school, college, or library concerned. If appropriate, external representatives of the profession may be selected. The supervising authority shall receive nominations for faculty membership on the committee from appropriate representative faculty groups of the school or college.

Proposed language:
The dean of the law school and the deans of engineering and business schools shall consist of at least three external representatives. The chancellor may increase the committee size and
consult with advisory committee(s) if deemed appropriate. While there is no defined search committee membership for the remaining deans, the supervising authority shall select informed internal representatives of the profession and/or discipline who are familiar with the objectives and requirements of the school, college, or library concerned. If appropriate, external representatives of the profession may be selected. The supervising authority shall receive nominations for faculty membership on the committee from appropriate representative faculty groups of the school or college.

**Rationale:** To ensure the voice of external subject matter expertise and/or interests are engaged and participate in the search process.

**ITEM #3**

j.(3) Chancellors

*The president shall appoint the search committee. The chancellor search committee shall consist of at least four faculty (including one dean nominated by the campus deans’ council); one student; one staff; and three external representatives such as alumnus/a, and Colorado business or community leaders.*

The president shall appoint the search committee. The chancellor search committee shall consist of at least four faculty (including one dean nominated by the campus deans’ council); one student; one staff; and three external representatives such as alumnus/a, and Colorado business or community leaders. The president shall request that the faculty, staff, and student governance groups; and alumni organizations nominate from within their memberships. The president may also appoint additional members if deemed appropriate. The president shall appoint an officer of the administration who shall serve as the search committee chair.

**Proposed language:**

The president shall appoint the search committee. The chancellor search committee shall consist of at least four faculty (including one dean nominated by the campus deans’ council); one student; one staff; and two external representatives such as alumnus/a, a Colorado business or community leader. The president shall request that the faculty, staff, and student governance groups; and alumni organizations nominate from within their memberships. The president may also appoint additional members if deemed appropriate. The president shall appoint an officer of the administration who shall serve as the search committee chair.

**Rationale:** To ensure the voice of external subject matter expertise and/or interests are engaged and participate in the search process.