



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

BOARD OF REGENTS

5. FACULTY

Policy 5.F: Termination of Faculty Appointments Following Academic Unit or Degree Program Discontinuance

5.F.1 Academic Unit or Degree Program Discontinuance

(A) In accordance with regent policy 4.B.4, the Board of Regents may discontinue an academic unit or degree program for educational, strategic, realignment, resource allocation, or financial reasons, or a combination of these reasons.

(1) Termination of faculty appointments, including tenured and tenure-track appointments, may occur as the result of formal discontinuance of an academic unit or degree program.

(B) Upon a decision by the Board of Regents to discontinue an academic unit or degree program, the chancellor shall develop a plan for discontinuance, including the disposition of faculty appointments.

(1) Decisions on termination of appointments of individual faculty members due to degree program or academic unit discontinuance will be made by the chancellor in consultation with appropriate faculty members and administrators.

(C) The termination of a tenured faculty appointment is contingent upon Board of Regents approval of the revocation of tenure.

(D) One year's formal notice will be provided to tenured and tenure-track faculty members whose appointments are to be terminated.

(E) One year's formal notice will be given to all instructional, research, and clinical faculty members whose appointments are to be terminated, provided they have at least seven years of continuous half-time (0.5 FTE) service to the university.

(F) Obligations to Tenured and Tenure-Track Faculty

(1) Unless there is a compelling academic reason to do otherwise, no tenured faculty member will be considered for termination until the appointments of faculty members in the unit without tenure have been considered for termination.

(2) Before terminating a tenured or tenure-track appointment due to academic unit or degree-program discontinuance, reasonable efforts will be made to

find another suitable position for the faculty member within the university. Inter-departmental or inter-campus transfers may be made only if mutually acceptable. Retraining for tenured faculty members during the notice year should be provided under the sponsorship of the campus where the academic unit or degree program is discontinued if, in the judgment of the campus and the faculty member, such retraining will prepare the faculty member for another suitable University of Colorado position. Any retraining opportunities shall not interfere with the faculty member's assigned teaching and other professional obligations during the notice year. Faculty members meeting age and service requirements as specified in university policy have the option to retire.

- (3) After exhaustion of efforts to find another suitable position within the university, a tenured appointment may be terminated with applicable severance pay. Faculty members who elect to resign or retire from the university are not eligible to receive severance pay; however, retirement agreements may still be possible.
 - (a) Upon termination, severance pay equal to the individual's base salary for one academic year will be provided to faculty members with 9-month ~~contracts~~ appointments and one fiscal year to faculty members with 12-month ~~contracts~~ appointments.
- (4) If an academic unit or degree program is reinstated within three years at the campus where it was discontinued, tenured faculty members whose appointments were terminated will have a right to reinstatement with tenure, provided positions are available and the position is substantially similar in responsibilities to the one previously held by the faculty member.
- (5) A tenured or tenure-track faculty member whose appointment is terminated for reasons of academic unit or degree program discontinuance has the right to file a grievance with the Faculty Senate grievance committee under established policies and procedures. See regent law, article 5.D.2.

(G) Rights of Benefits for All Faculty

- (1) A faculty member who is terminated for reasons of program discontinuance will be eligible to participate in the university group insurance program for 18 months following the date of termination under the conditions of the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) if the faculty member is enrolled in the university's group insurance program at the time of termination. Any faculty leaving the university should consult with Employee Services to understand their benefits eligibility.
- (2) Faculty members will be provided counseling regarding employment opportunities outside of the university if they request it, to be funded by the campus.
- ~~(3) A tenured or tenure-track faculty member whose appointment is terminated for reasons of program discontinuance has the right to file a grievance with~~

~~the Faculty Senate grievance committee under established policies and procedures. See regent policy 5.G.3(A)(3).~~

- (H) Detailed procedures on academic unit or degree program discontinuance can be found in the corresponding Administrative Policy Statement 1015: Implementing Academic Unit or Degree Program Discontinuance.
-

History:

- Adopted: September 14, 2018 (Moved from the old Appendix 4.1); Became effective July 1, 2020.
- Revised: N/A.
- Last Reviewed: September 14, 2018.