



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

BOARD OF REGENTS

Version: DRAFT-1

NOTE: [Key to Track Changes and Revisions in Academic Policies](#)

Draft-0

1 5. FACULTY
2

3 **Policy 5.F: Termination of Faculty Appointments Following [Academic Unit or Degree](#)**
4 **Program Discontinuance**
5

6 5.F.1 Academic Unit or Degree Program Discontinuance
7

8 (A) In accordance with regent policy 4.B.4, upon the recommendation of the
9 chancellor, the Board of Regents may discontinue an academic unit or degree
10 program for educational, strategic, realignment, resource allocation, or financial
11 reasons, or a combination of these reasons.
12

13 (1) Termination of faculty appointments, including tenured and tenure-track
14 appointments, may occur as the result of formal discontinuance of an
15 academic unit or degree program.
16

17 (B) Upon a decision by the Board of Regents to discontinue an academic unit or
18 degree program, the chancellor shall develop a plan for discontinuance, including
19 the disposition of faculty appointments.
20

21 (1) Decisions on termination of appointments of individual faculty members due
22 to degree program or academic unit discontinuance will be made by the
23 chancellor in consultation with appropriate faculty members and
24 administrators.
25

26 ~~(1)~~(2) Decisions on changes in appointment FTE of individual faculty members
27 due to degree program or academic unit discontinuance will be made by the
28 chancellor in consultation with appropriate faculty members and
29 administrators.
30

31 (C) The termination of a tenured faculty appointment is contingent upon Board of
32 Regents approval of the revocation of tenure.
33

34 (D) One year's formal notice will be provided to tenured and tenure-track faculty
35 members whose appointments are to be terminated.
36

37 (E) One year's formal notice will be given to all instructional, research, and clinical
38 faculty members whose appointments are to be terminated, provided they have at
39 least seven years of continuous half-time (0.5 FTE) service to the university.
40

41 (F) Obligations to Tenured [and Tenure-Track](#) Faculty
42

- 43 (1) Unless there is a compelling academic reason to do otherwise, no tenured
44 faculty member will be considered for termination until the appointments of
45 faculty members in the unit without tenure have been considered for
46 termination.
47
- 48 (2) Before terminating a tenured or tenure-track appointment due to academic
49 unit or degree program discontinuance, reasonable efforts will be made to
50 find another suitable position for the faculty member within the university.
51 Inter-departmental or inter-campus transfers may be made only if mutually
52 acceptable. Retraining for tenured faculty members during the notice year
53 should be provided under the sponsorship of the campus where the
54 academic unit or degree program is discontinued if, in the judgment of the
55 campus and the faculty member, such retraining will prepare the faculty
56 member for another suitable University of Colorado position. Any retraining
57 opportunities shall not interfere with the faculty member's assigned teaching
58 and other professional obligations during the notice year. Faculty members
59 meeting age and service requirements as specified in university policy have
60 the option to retire.
61
- 62 (3) After exhaustion of efforts to find another suitable position within the
63 university, a tenured appointment may be terminated with applicable
64 severance pay. Faculty members who elect to resign or retire from the
65 university are not eligible to receive severance pay; however, retirement
66 agreements may still be possible.
67
- 68 (a) Upon termination, severance pay equal to the individual's base salary
69 for one academic year will be provided to faculty members with 9-month
70 contracts_appointments and one fiscal year to faculty members with 12-
71 month contracts_appointments.
72
- 73 (4) If an academic unit or degree program is reinstated within three years at the
74 campus where it was discontinued, tenured faculty members whose
75 appointments were terminated will have a right to reinstatement with tenure,
76 provided positions are available and the position is substantially similar in
77 responsibilities to the one previously held by the faculty member.
78
- 79 (5) A tenured or tenure-track faculty member whose appointment is terminated
80 for reasons of academic unit or degree program discontinuance has the right
81 to file a grievance with the Faculty Senate grievance committee under
82 established policies and procedures. See regent law, article 5.D.2.
83

84 (G) Rights of Benefits for All Faculty
85

- 86 (1) A faculty member who is terminated for reasons of program discontinuance
87 will be eligible to participate in the university group insurance program for 18
88 months following the date of termination under the conditions of the
89 Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) if the
90 faculty member is enrolled in the university's group insurance program at the
91 time of termination. Any faculty leaving the university should consult with
92 Employee Services to understand their benefits eligibility.
93

94 (2) Faculty members will be provided counseling regarding employment
95 opportunities outside of the university if they request it, [to be funded by the](#)
96 [campus](#).

97
98 ~~(3) A tenured or tenure-track faculty member whose appointment is terminated~~
99 ~~for reasons of program discontinuance has the right to file a grievance with~~
100 ~~the Faculty Senate grievance committee under established policies and~~
101 ~~procedures. See regent policy 5.G.3(A)(3).~~

102
103 (H) Detailed procedures on [academic unit or degree](#) program discontinuance can be
104 found in the corresponding [Administrative Policy Statement 1015:](#)
105 [Implementing Academic Unit or Degree Program Discontinuance](#).

106
107
108 **History:**

- 109 • Adopted: September 14, 2018 (Moved from the old Appendix 4.1); Became effective July 1,
110 2020.
 - 111 • Revised: N/A.
 - 112 • Last Reviewed: September 14, 2018.
- 113