

FEEDBACK RECEIVED BY OPE¹ ON LAWS AND POLICIES CURRENTLY UNDER REVIEW
(as of 5/6/2026)

Date Received	Article/Policy	Feedback	Affiliation	Campus
11/14/2025	Policy 5.F: Termination of Faculty Appointments Following Program Discontinuance	<p>These comments are related to Policy 5F.</p> <p>1.) A large amount of the text in 5.F is repeated verbatim in APS 1015 Section IV as procedures. Should all this text be in both places? If not, is it better suited to Regent Policy or the APS?</p> <p>2.)What can a retirement agreement entail? Reference APS 5016, Appendix B.</p>	Faculty	CU System
2/6/2026	Policy 5.F: Termination of Faculty Appointments Following Program Discontinuance	<p>Comments: The proposed revision of Regent Policy 5.F (“Termination of Faculty Appointments Following Program Discontinuance”) has vague language that deserves analysis.</p> <p>Observation No. 1</p> <p>The draft language theoretically opens the door to, for example, extremely elastic and generous descriptions of faculty who could be terminated due to the discontinuance of an academic unit or degree program. The Personnel and Benefits Committee proposes that the draft instead have more restrictive language to establish the relationship that must be present between the terminated faculty member and the discontinued program.</p> <p>For example, Draft Regent Policy 5.F.1(A) affirms that “termination of faculty appointments, including tenured and</p>	Faculty	CU System

¹ Office of Policy and Efficiency

Date Received	Article/Policy	Feedback	Affiliation	Campus
		<p>tenure-track appointments, may occur as the result of formal discontinuance of an academic unit or program.” This statement authorizes the termination of faculty in academic units or programs other than that which is to be terminated.</p> <p>The policy should include specific language, including a route for causality between the discontinuance of an academic unit or program and the termination of faculty, so as to protect faculty from unwarranted terminations.</p> <p>Observation No. 2</p> <p>There is also the prospective scenario in which an academic unit or program is terminated due to consolidation with another academic unit or program. There ought to be protections in Regent Policy 5F for faculty if functions are merely relocated rather than truly discontinuing an academic unit or program.</p> <p>A prospective solution is to insert verbiage into Regent Policy 5F that relocating functions from one unit or program to another is not grounds for prioritizing the termination of faculty. While the draft policy does refer to “reasonable efforts” to keep the faculty member within the university, the Personnel and Benefits Committee sees the value in stronger language for retaining faculty by default when the termination of an academic unit or program is merely in name rather than in function.</p> <p>Observation No. 3</p> <p>Regent Policy 5.F describes “Obligations to Tenured and</p>		

Date Received	Article/Policy	Feedback	Affiliation	Campus
		<p>Tenure-Track Faculty.”</p> <p>Given all the efforts in recent years to improve the welfare of the substantial ranks of Instructional, Research, and Clinical Faculty at the University of Colorado, these obligations sound restrictive when naming only tenured and tenure-track faculty.</p> <p>Even if prioritizing tenured, and then tenure-track, faculty, can this document name obligations to other faculty, too?</p>		
4/25/26	Policy 5.F: Termination of Faculty Appointments Following Program Discontinuance	<p>Section 1.G.:</p> <p>It would be nice to include IRC faculty who had MYCs terminated in the "reinstatement within three years" portion of this policy if their contract would have still been active at the time of program reinstatement.</p>	Faculty	CU System