



University of Colorado

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TO: Regent Governance Committee
FROM: Michael Lightner, Vice President Academic Affairs
DATE: October 24, 2025 (Updated 3/25/26)
RE: Recommended Changes to Regent Policy 5.F

Background

Regent Policy 5.F: Termination of Faculty Appointments Following Program Discontinuance is scheduled for review in 2026 as part of the Five-Year Review Plan the Board of Regents. Several updates to the policy are proposed. See recommended changes below.

Stakeholders who will be participating in the review of the proposed changes to Policy 5.F include:

- Campus provosts and provosts' teams
- University Counsel
- Faculty Shared Governance
- CU System Office of Academic Affairs

Recommendations

References to “program discontinuance” are clarified in the title and in the policy as “academic unit or degree program discontinuance.”

A new clause (2) is added in Section 5.F.1(B) to recognize that faculty appointment FTE may be changed as part of unit or degree program discontinuance process. As is true with termination of faculty appointments, the chancellor will make those decisions in consultation with appropriate faculty and administrators. (Updated 3/25/26)

The title of Section 5.F.1(G) is updated to “Benefits for All Faculty.” Other changes to this section include:

- Language regarding COBRA benefits upon termination of employment is suggested for removal since this benefit is available to any qualifying participants in the health plan who are leaving the university – not just in cases of termination for program discontinuance. Replacing this section is more general language that faculty should consult with Employee Services about benefits eligibility upon leaving employment.
- For existing language that faculty members experiencing termination due to program discontinuance can request employment counseling, a clarification is added that this benefit will be funded by the respective campus of the faculty member making the request.
- The subsection on grievance rights specific to faculty terminated through program discontinuance has been moved to Section 5.F.1(F) – Obligations to Tenured and Tenure-Track Faculty.

Other minor clarifying edits in wording are suggested throughout the policy.

Fiscal Review

A. Do you think a fiscal review is needed for these proposed changes? **No.**

1. If no, please explain. (e.g., This can be accomplished within existing resources.)

2. If yes, please share with the Office of the Vice President for Budget & Finance for review.

a. Date fiscal review completed: **N/A**

b. Person completing fiscal review: **N/A**

c. Would these changes create a fiscal or resource impact?

NO

YES

If yes, what resources will be required to implement and sustain these policy changes? **N/A**