



University of Colorado

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TO: Regent Governance Committee

FROM: Michael Lightner, Vice President of Academic Affairs

DATE: January 7, 2026

RE: Recommended Changes to Regent Policy 5.G – Faculty Grievance

Background

Regent Policy 5.G: Faculty Grievance, is scheduled for review in 2026 as part of the five-year review plan of the Board of Regents. Note that Regent Policy 5.G is associated with Regent Law, Article 5, Part D, which is also under review in the 2026 cycle. Together, the two documents provide a framework specifying standards for the grievance process.

Stakeholders who will be participating in the review of regent policy 5.G include:

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

Recommendations

Regent Policy 5.G has been restructured to enhance clarity and user understanding. Substantial updates include:

- An introductory policy outline for the reader to see at a glance the type of content in the policy.
- Content specific to dismissal for cause of tenured and tenure-track faculty is suggested for relocation to Regent Policy 5.E: Tenured and Tenure-track Dismissal for Cause.
- A new appendix, which provides a summary of grievance process timelines to help the reader see important time limits at a glance.

The following additional changes are recommended:

Section 5.G.1 and 5.G.2

In current policy, sections 5.G.1 and 5.G.2 specify grievance rights and Faculty Senate authority to hear grievance cases. Similar content is located in Article 5.D. To eliminate duplication, proposed changes consolidate this information in Article 5.D, and updated section 5.G.1 now simply refers to Article 5.D.

Section 5.G.2

This section is restructured and updated as follows:

- Information about jurisdiction of the FSGC Committee is re-organized first by type of employee (tenured/tenure track and any university employee with academic freedom), then grievance type.
- Existing content related to investigations by separate entities or officials (e.g., in cases of alleged discrimination, harassment, research misconduct, fiscal misconduct) is updated and streamlined for clarity.
- A clarifying sentence is added that the FSGC chair must be included in communications in all grievance cases and at all levels to ensure awareness of outcomes.

Section 5.G.3

This section is restructured and updated as follows:

- Information about time limits for filing a grievance is re-organized first by type of employee (tenured/tenure track and any university employee with academic freedom), then by grievance type.
- There is clarifying language regarding denial of tenure cases, including reference to a system-level APS that guides the option of an administrative appeal to the president, which pending outcome, may be grieved to the FSGC.
- For denial of reappointment or promotion grievance cases, there is a suggested change to the time limit to file a grievance from 40 business days to 20 business days, to be consistent with other types of grievance filings.
- Reference to grievances for suspension or other disciplinary actions excluding dismissal for cause is removed from policy 5.G because there are no related grievance rights articulated in Article 5.D.
- Termination of a tenured or tenure-track faculty appointment due to program discontinuance may be grieved to FSGC if there were alleged procedural errors in the personnel action. Proposed changes to 5.G (and in Article 5.D) clarify this grievance right.

Section 5.G.4

The section, called “grievance proceedings” in the updated draft, contains general standards for the grievance process. Previously, all content on grievance proceedings existed in a subsection of the same name. There are minor wording updates and some restructuring throughout. Additional changes include:

- An expectation that communication among parties to a grievance will occur via email, consistent with existing university policy, unless otherwise agreed.
- A section that specified how a faculty member’s receipt of notification is determined is suggested for removal.
- Initial action by the FSGC chair upon receipt of a grievance is now specified in this section - previously was in a different section.
- Proposed changes to time limits:
 - o Time extensions to file a grievance are permitted with authorization by the FSGC chair. There is a proposed change to this time limit from the current 40 business days to 20 business days.
 - o The current Policy 5.G specifies a time limit of 120 business days from the initial grievance filing to when the chair sends the findings and recommendations to all parties to the case. An updated time limit of 90 business days is proposed.

Section 5.D.5

This section is restructured and updated as follows:

- Information about findings and recommendations is re-organized first by type of employee (tenured/tenure track and any university employee with academic freedom), then by grievance type.
- There are differences in how types of grievances conclude. Edits are proposed to enhance clarity of understanding of process flows depending on the type of grievances.

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**