



University of Colorado

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OFFICE OF POLICY AND EFFICIENCY

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TO: Regent Governance Committee  
FROM: Dan Montez, Office of Policy and Efficiency  
DATE: July 30, 2025  
SUBJECT: Renumbering of Regent Laws and Policies and Associated Conforming Amendments to Related Regent Laws and Policies

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In November 2015, the University of Colorado Board of Regents directed a formal review of all regent laws and policies. The formal review was completed in February 2025.

As a result of the multiple law and policy revisions approved by the board during the ten-year review process, the administration's Laws and Policies Coordinating Committee recommended renumbering several laws and policies and identified non-substantive conforming amendments needed to maintain internal consistency across regent laws and policies.

In April 2025, the board approved a resolution authorizing the administration's Laws and Policies Coordinating Committee to make necessary non-substantive conforming amendments to regent laws and policies, including renumbering and cross-reference updates.

### Regent Laws

*Appendix A (see page 1)* provides the crosswalk of the regent approved renumbering for regent laws. No URL changes are required unless specifically noted in the crosswalk. The following table provides a list of the regent laws requiring non-substantive conforming amendments and cross-reference updates. The redline revisions to these laws are provided in *Appendix C (see page 11)*.

List of Impacted Regent Laws	Page
Article 1: University of Colorado Legal Origin, Mission, Policy Framework and Freedom of Expression	12
Article 5.B: Academic Freedom	18
Article 6: Staff	23
Article 7.C: Academic Freedom	24
Article 8: Conduct of Members of the University Community	26
Article 9: Nondiscrimination	28
Article 14.B: Facilities	29

## Regent Policies

*Appendix B (see page 5)* provides a crosswalk of the approved renumbering for regent policies. No URL changes are required unless specifically noted in the crosswalk. The following table provides a list of the regent policies requiring non-substantive conforming amendments and cross-reference updates. The redline revisions to these policies are provided in *Appendix C (see page 11)*.

<b>List of Impacted Regent Policies</b>	<b>Page</b>
Policy 1.D: Freedom of Expression	<b>31</b>
Policy 3.I: Compensation for Officers of the Administration Returning to Their Faculty Positions	<b>35</b>
Policy 5.B: Academic Freedom	<b>37</b>
Policy 5.J: Intellectual Property Related to Discoveries and Patents for Their Protection and Commercialization	<b>39</b>
Policy 5.K: Intellectual Property that is Educational Material	<b>44</b>
Policy 8.A: Principles of Ethical Behavior	<b>47</b>
Policy 10.A: Diversity, Equity, and Inclusion	<b>51</b>
Policy 10.M: Disability Inclusion and Universal Design	<b>53</b>
Policy 11.B: Faculty Salary	<b>55</b>
Policy 11.E: Leave Policies for Employees	<b>61</b>
Policy 11.F: Benefits	<b>65</b>
Policy 14.I: Weapons Control	<b>70</b>
Policy 14.J: Naming University Facilities and Programmatic Units	<b>72</b>

The non-substantive amendments were implemented on July 30, 2025.

## APPENDIX A: CROSSWALK OF CHANGES TO REGENT LAWS

1

Current Articles	Proposed Articles
<p><b>Article 1: UNIVERSITY OF COLORADO LEGAL ORIGIN, MISSION, POLICY FRAMEWORK AND FREEDOM OF EXPRESSION</b></p> <p>Part A: Establishment and Location</p> <p>Part B: Mission of the University of Colorado</p> <p>Part C: University of Colorado Policy Framework</p> <p><del>Part D: Reserved for Future Use</del></p> <p>Part E: Freedom of Expression</p>	<p><b>Article 1: UNIVERSITY OF COLORADO LEGAL ORIGIN, MISSION, POLICY FRAMEWORK AND FREEDOM OF EXPRESSION</b></p> <p>Part A: Establishment and Location</p> <p>Part B: Mission of the University of Colorado</p> <p>Part C: University of Colorado Policy Framework</p> <p><b>Part D: Freedom of Expression</b> (Moves up from Part E)</p>
<p><b>Article 2: THE REGENTS OF THE UNIVERSITY OF COLORADO</b></p> <p>Part A: Organization and Powers</p> <p>Part B: Meetings</p> <p>Part C: University Seal</p> <p>Part D: Regents Awards</p> <p>Part E: Amendments to the Laws of the Regents</p>	<p><b>Article 2: THE REGENTS OF THE UNIVERSITY OF COLORADO</b></p> <p>Part A: Organization and Powers</p> <p>Part B: Meetings</p> <p>Part C: University Seal</p> <p>Part D: Regents Awards</p> <p>Part E: Amendments to the Laws of the Regents</p>
<p><b>Article 3: OFFICERS OF THE UNIVERSITY AND ADMINISTRATION</b></p> <p>Part A: Officers</p> <p>Part B: Officers of the University</p> <p>Part C: Officers of the Administration</p> <p>Part D: Temporary Appointment to President</p>	<p><b>Article 3: OFFICERS OF THE UNIVERSITY AND ADMINISTRATION</b></p> <p>Part A: Officers</p> <p>Part B: Officers of the University</p> <p>Part C: Officers of the Administration</p> <p>Part D: Temporary Appointment to President</p>

## APPENDIX A: CROSSWALK OF CHANGES TO REGENT LAWS

2

Current Articles	Proposed Articles
<p><b>Article 4: ACADEMIC ORGANIZATION AND PROGRAM PLANNING</b></p> <p>Part A: Academic Units</p> <p>Part B: Degree Programs and Other Credentials</p>	<p><b>Article 4: ACADEMIC ORGANIZATION AND PROGRAM PLANNING</b></p> <p>Part A: Academic Units</p> <p>Part B: Degree Programs and Other Credentials</p>
<p><b>Article 5: FACULTY</b></p> <p>Part A: Faculty Governance</p> <p>Part B: Academic Freedom</p> <p>Part C: Faculty Appointments and Tenure</p> <p>Part D: Faculty Grievance</p>	<p><b>Article 5: FACULTY</b></p> <p>Part A: Faculty Governance</p> <p>Part B: Academic Freedom</p> <p>Part C: Faculty Appointments and Tenure</p> <p>Part D: Faculty Grievance</p>
<p><b>Article 6: STAFF</b></p> <p>Part A: Staff Definitions</p> <p>Part B: Staff Government</p>	<p><b>Article 6: UNIVERSITY AND CLASSIFIED STAFF</b></p> <p>Part A: Staff Definitions</p> <p>Part B: Staff Government</p>
<p><b>Article 7: STUDENTS</b></p> <p>Part A: Admissions</p> <p>Part B: Standards of Conduct</p> <p>Part C: Academic Freedom</p> <p>Part D: Student Government</p>	<p><b>Article 7: STUDENTS</b></p> <p>Part A: Admissions</p> <p>Part B: Standards of Conduct</p> <p>Part C: Academic Freedom</p> <p>Part D: Student Government</p>

# APPENDIX A: CROSSWALK OF CHANGES TO REGENT LAWS

3

Current Articles	Proposed Articles
<b>Article 8: CONDUCT OF MEMBERS OF THE UNIVERSITY COMMUNITY</b> Part A: Nondiscrimination Part B: Ethical Conduct of the University of Colorado Community Part C: Professional Employee Conduct	<b>Article 8: CONDUCT OF MEMBERS OF THE UNIVERSITY COMMUNITY</b> Part A: Ethical Conduct of the University of Colorado Community (moves from Part B) Part B: Professional Employee Conduct (moves from Part C)
<b>Article 9: RESERVED FOR FUTURE USE</b>	<b>Article 9: NONDISCRIMINATION</b> Part A: Nondiscrimination (moves from Article 8.A) NOTE: URL changes from <a href="https://www.cu.edu/regents/law/8">https://www.cu.edu/regents/law/8</a> to <a href="https://www.cu.edu/regents/law/9">https://www.cu.edu/regents/law/9</a>
<b>Article 10: RESERVED FOR FUTURE USE</b>	
<b>Article 11. COMPENSATION AND BENEFITS</b> Part A: Salaries Part B: Insurance, Benefits and Leave	<b>Article 11. COMPENSATION AND BENEFITS</b> Part A: Salaries Part B: Insurance, Benefits and Leave
<b>Article 12: TUITION, FEES, SCHOLARSHIPS AND LOANS</b> Part A: Tuition and Fees Part B: Scholarships and Loans	<b>Article 12: TUITION, FEES, SCHOLARSHIPS AND LOANS</b> Part A: Tuition and Fees Part B: Scholarships and Loans

## APPENDIX A: CROSSWALK OF CHANGES TO REGENT LAWS

4

Current Articles	Proposed Articles
<p><b>Article 13: BUSINESS AND FINANCE</b></p> <p>Part A: Finance</p> <p>Part B: Fiscal Authority and Responsibility of Officers</p> <p>Part C: Fiscal Authority and Responsibility of All Employees</p> <p>Part D: Financial Records</p>	<p><b>Article 13: BUSINESS AND FINANCE</b></p> <p>Part A: Finance</p> <p>Part B: Fiscal Authority and Responsibility of Officers</p> <p>Part C: Fiscal Authority and Responsibility of All Employees</p> <p>Part D: Financial Records</p>
<p><b>Article 14: PROPERTY AND FACILITIES</b></p> <p>Part A: Property</p> <p>Part B: Facilities</p>	<p><b>Article 14: PROPERTY AND FACILITIES</b></p> <p>Part A: Property</p> <p>Part B: Facilities</p>
<p><b>Article 15: TREASURY OF THE UNIVERSITY</b></p>	

## APPENDIX B: CROSSWALK OF CHANGES TO REGENT POLICIES

5

Current Policies	Proposed Policies
<p><b>1. University of Colorado Self-Governance, Guiding Principles and Freedom of Expression</b></p> <ul style="list-style-type: none"> <li>A. Preservation of Self-Governing Responsibilities</li> <li>B. Guiding Principles</li> <li>C. Reserved for Future Use</li> <li>D. Freedom of Expression</li> </ul>	<p><b>1. University of Colorado Self-Governance, Guiding Principles and Freedom of Expression</b></p> <ul style="list-style-type: none"> <li>A. Preservation of Self-Governing Responsibilities</li> <li>B. Guiding Principles</li> <li>C. <b>Freedom of Expression</b> (Renumbered Policy 1.D to Policy 1.C)</li> </ul>
<p><b>2. Regents of the University</b></p> <ul style="list-style-type: none"> <li>A. Conflict of Interest–Board of Regents</li> <li>B. Regent Acceptance of Money from the University</li> <li>C. Regent Committees</li> <li>D. Regents Awards</li> <li>E. Faculty, Staff, and Student Representatives to the Board of Regents</li> <li>F. Board Meetings</li> <li>G. Direct Expenditure Authorization via Board Resolution</li> <li>H. Regent Travel Policy</li> <li>I. Political and Social Expression by Regents</li> <li>J. Fiduciary Obligations</li> <li>K. Personnel Authority for Employees Exempt from the State Personnel System</li> <li>L. Public Comment at Committee Meetings of the Board</li> <li>M. Reprimand or Censure of a Board Member</li> <li>N. Approval, Revisions or Repeal of Regent Policy</li> </ul>	<p><b>2. Regents of the University</b></p> <ul style="list-style-type: none"> <li>A. Conflict of Interest–Board of Regents</li> <li>B. Regent Acceptance of Money from the University</li> <li>C. Regent Committees</li> <li>D. Regents Awards</li> <li>E. Faculty, Staff, and Student Representatives to the Board of Regents</li> <li>F. Board Meetings</li> <li>G. Direct Expenditure Authorization via Board Resolution</li> <li>H. Regent Travel Policy</li> <li>I. Political and Social Expression by Regents</li> <li>J. Fiduciary Obligations</li> <li>K. Personnel Authority for Employees Exempt from the State Personnel System</li> <li>L. Public Comment at Committee Meetings of the Board</li> <li>M. Reprimand or Censure of a Board Member</li> <li>N. Approval, Revisions or Repeal of Regent Policy</li> </ul>

## APPENDIX B: CROSSWALK OF CHANGES TO REGENT POLICIES

6

Current Policies	Proposed Policies
<p><b>3. Officers of the University and Administration</b></p> <ul style="list-style-type: none"> <li>A. Definitions of Officers of the University</li> <li>B. Definitions of Officers of the Administration</li> <li>C. Searches for Officers of the University and Chancellors</li> <li>D. Searches for Officers of the Administration (except Chancellors)</li> <li>E. Appointments of Officers of the University and Officers of the Administration</li> <li>F. Evaluations for Officers of the University and Officers of the Administration</li> <li>G. Officer Emeritus/Emerita</li> <li>H. Reserved for Future Use</li> <li>I. Compensation for Administrative Officers Returning to Any Faculty Positions</li> </ul>	<p><b>3. Officers of the University and Administration</b></p> <ul style="list-style-type: none"> <li>A. Definitions of Officers of the University</li> <li>B. Definitions of Officers of the Administration</li> <li>C. Searches for Officers of the University and Chancellors</li> <li>D. Searches for Officers of the Administration (except Chancellors)</li> <li>E. Appointments of Officers of the University and Officers of the Administration</li> <li>F. Evaluations for Officers of the University and Officers of the Administration</li> <li>G. Officer Emeritus/Emerita</li> <li>H. Compensation for Administrative Officers Returning to Any Faculty Positions (Renumber Policy 3.I to Policy 3.H)</li> </ul>
<p><b>4. Academic Organization and Program Planning</b></p> <ul style="list-style-type: none"> <li>A. Administration and Governance of Academic Units</li> <li>B. Academic Planning and Accountability</li> </ul>	<p><b>4. Academic Organization and Program Planning</b></p> <ul style="list-style-type: none"> <li>A. Administration and Governance of Academic Units</li> <li>B. Academic Planning and Accountability</li> </ul>
<p><b>5. Faculty</b></p> <ul style="list-style-type: none"> <li>A. Faculty Governance</li> <li>B. Academic Freedom</li> <li>C. Faculty Appointments</li> <li>D. Reappointment (to a tenure-track position), Tenure, and Promotion</li> <li>E. Tenured and Tenure-Track Faculty Dismissal for Cause</li> </ul>	<p><b>5. Faculty</b></p> <ul style="list-style-type: none"> <li>A. Faculty Governance</li> <li>B. Academic Freedom</li> <li>C. Faculty Appointments</li> <li>D. Reappointment (to a tenure-track position), Tenure, and Promotion</li> <li>E. Tenured and Tenure-Track Faculty Dismissal for Cause</li> </ul>



## APPENDIX B: CROSSWALK OF CHANGES TO REGENT POLICIES

7

Current Policies	Proposed Policies
<ul style="list-style-type: none"> <li>F. Termination of Faculty Appointments Following Program Discontinuance</li> <li>G. Faculty Grievance</li> <li>H. Reserved for Future Use</li> <li>I. Reserved for Future Use</li> <li>J. Intellectual Property Related to Discoveries and Patents for Their Protection and Commercialization</li> <li>K. Intellectual Property that is Educational Material</li> </ul>	<ul style="list-style-type: none"> <li>F. Termination of Faculty Appointments Following Program Discontinuance</li> <li>G. Faculty Grievance</li> <li>H. Intellectual Property that is Educational Material (Renumber Policy 5.K to Policy 5.H)</li> <li>I. Intellectual Property Related to Discoveries and Patents for Their Protection and Commercialization (Renumber Policy 5.J to Policy 5.I)</li> </ul>
<b>6. University and Classified Staff</b> <ul style="list-style-type: none"> <li>A. Delegations of Authority</li> <li>B. Staff Recruitment</li> <li>C. Appointments of Staff</li> <li>D. Evaluations for Staff</li> </ul>	<b>6. University and Classified Staff</b> <ul style="list-style-type: none"> <li>A. Delegations of Authority</li> <li>B. Staff Recruitment</li> <li>C. Appointments of Staff</li> <li>D. Evaluations for Staff</li> </ul>
<b>7. Students</b> <ul style="list-style-type: none"> <li>A. Admissions</li> <li>B. Standards of Conduct</li> <li>C. Academic Freedom</li> <li>D. Student Government</li> </ul>	<b>7. Students</b> <ul style="list-style-type: none"> <li>A. Admissions</li> <li>B. Standards of Conduct</li> <li>C. Academic Freedom</li> <li>D. Student Government</li> </ul>
<b>8. Conduct of Members of the University Community</b> <ul style="list-style-type: none"> <li>A. Principles of Ethical Behavior</li> <li>B. Professional Employee Conduct – University Staff</li> </ul>	<b>8. Conduct of Members of the University Community</b> <ul style="list-style-type: none"> <li>A. Principles of Ethical Behavior</li> <li>B. Professional Employee Conduct – University Staff</li> </ul>

## APPENDIX B: CROSSWALK OF CHANGES TO REGENT POLICIES

8

Current Policies	Proposed Policies
<p>9. Reserved for Future Use</p>	<p>9. <b>Nondiscrimination</b> (Renumbered Policy 10 to Policy 9 and renumbered Policy 10.A to Policy 9.A and Policy 10.M to Policy 9.B)</p> <p>A. <b>Diversity, Equity, and Inclusion</b></p> <p>B. <b>Disability Inclusion and Universal Design</b></p> <p>NOTE: URL changes for all the above from <a href="https://www.cu.edu/regents/policy/10">https://www.cu.edu/regents/policy/10</a> to <a href="https://www.cu.edu/regents/policy/9">https://www.cu.edu/regents/policy/9</a></p>
<p>10. <b>Nondiscrimination</b></p> <p>A. Diversity, Equity, and Inclusion</p> <p>B. Reserved for Future Use</p> <p>C. Reserved for Future Use</p> <p>D. Reserved for Future Use</p> <p>E. Reserved for Future Use</p> <p>F. Reserved for Future Use</p> <p>G. Reserved for Future Use</p> <p>H. Reserved for Future Use</p> <p>I. Reserved for Future Use</p> <p>J. Reserved for Future Use</p> <p>K. Reserved for Future Use</p> <p>L. Reserved for Future Use</p> <p>M. Disability Inclusion and Universal Design</p> <p>N. Reserved for Future Use</p> <p>O. Reserved for Future Use</p> <p>P. Reserved for Future Use</p>	<p>10. <b>Reserved for Future Use</b></p>

## APPENDIX B: CROSSWALK OF CHANGES TO REGENT POLICIES

9

Current Policies	Proposed Policies
<b>11. Compensation</b> <ul style="list-style-type: none"> <li>A. Compensation Principles</li> <li>B. Faculty Salary</li> <li>C. University Staff Salary</li> <li style="background-color: #e0e0e0;">D. Reserved for Future Use</li> <li>E. Leave Policies for Employees</li> <li>F. Benefits</li> </ul>	<b>11. Compensation and Benefits</b> <ul style="list-style-type: none"> <li>A. Compensation Principles</li> <li>B. Faculty Salary</li> <li>C. University Staff Salary</li> <li>D. <b>Benefits</b> (Renumber Policy 11.F to Policy 11.D)</li> <li>E. Leave Policies for Employees</li> </ul>
<b>12. Student Tuition, Fees, and Financial Aid</b> <ul style="list-style-type: none"> <li>A. Student Tuition</li> <li>B. Student Fees</li> <li>C. Student Financial Aid</li> </ul>	<b>12. Student Tuition, Fees, and Financial Aid</b> <ul style="list-style-type: none"> <li>A. Student Tuition</li> <li>B. Student Fees</li> <li>C. Student Financial Aid</li> </ul>
<b>13. Business and Finance</b> <ul style="list-style-type: none"> <li>A. University Investments</li> <li>B. Intercollegiate Athletics Policy</li> <li>C. Approval of the University Risk and Insurance Management Program</li> <li>D. Defense and Indemnification of University of Colorado Employees</li> <li>E. Fiscal Misconduct</li> <li>F. Gifts Benefiting the University of Colorado</li> <li>G. Contractual Indemnification of Contractors</li> <li>H. Limited Authority to Transfer Certain University Funds to Certain University Auxiliary Funds to Certain University Affiliated Entities</li> <li>I. Contracting Authority and Regent Notification</li> </ul>	<b>13. Business and Finance</b> <ul style="list-style-type: none"> <li>A. University Investments</li> <li>B. Intercollegiate Athletics Policy</li> <li>C. Approval of the University Risk and Insurance Management Program</li> <li>D. Defense and Indemnification of University of Colorado Employees</li> <li>E. Fiscal Misconduct</li> <li>F. Gifts Benefiting the University of Colorado</li> <li>G. Contractual Indemnification of Contractors</li> <li>H. Limited Authority to Transfer Certain University Funds to Certain University Auxiliary Funds to Certain University Affiliated Entities</li> <li>I. Contracting Authority and Regent Notification</li> </ul>

## APPENDIX B: CROSSWALK OF CHANGES TO REGENT POLICIES

10

Current Policies	Proposed Policies
<p><b>14. Property and Facilities</b></p> <ul style="list-style-type: none"> <li>A. Use of the University Seal</li> <li>B. Use of University's Name and Marks in Advertising and Marketing by External Entities</li> <li>C. Reserved for Future Use</li> <li>D. Authorization to Form and Contract with Nonprofit Corporation(s) for Developing Discoveries and Technologies of the University of Colorado</li> <li>E. Reserved for Future Use</li> <li>F. Reserved for Future Use</li> <li>G. Reserved for Future Use</li> <li>H. Reserved for Future Use</li> <li>I. Weapons Control</li> <li>J. Naming University Facilities</li> </ul>	<p><b>14. Property and Facilities</b></p> <ul style="list-style-type: none"> <li>A. Use of the University Seal</li> <li>B. Use of University's Name and Marks in Advertising and Marketing by External Entities</li> <li>C. Naming University Facilities (Renumber Policy 14.J to 14.C)</li> <li>D. Authorization to Form and Contract with Nonprofit Corporation(s) for Developing Discoveries and Technologies of the University of Colorado</li> <li>E. Weapons Control (Renumber Policy 14.I to 14.E)</li> </ul>

## APPENDIX C: CONFORMING AMENDMENTS AND CROSS-REFERENCE UPDATES TO REGENT LAWS AND REGENT POLICIES

*Appendix C* contains the detailed redline revisions to the following regent laws and regent policies which required non-substantive conforming amendments and cross-reference updates as a result of the renumbering of regent laws and policies (as listed in *Appendix A* and *B*).

<b>List of Impacted Regent Laws</b>	<b>Page</b>
Article 1: University of Colorado Legal Origin, Mission, Policy Framework and Freedom of Expression	<b>12</b>
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Policy 5.K: Intellectual Property that is Educational Material	<b>44</b>
Policy 8.A: Principles of Ethical Behavior	<b>47</b>
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Policy 10.M: Disability Inclusion and Universal Design	<b>53</b>
Policy 11.B: Faculty Salary	<b>55</b>
Policy 11.E: Leave Policies for Employees	<b>61</b>
Policy 11.F: Benefits	<b>65</b>
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Policy 14.J: Naming University Facilities and Programmatic Units	<b>72</b>



# University of Colorado

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## BOARD OF REGENTS

### LAWS OF THE REGENTS

#### ARTICLE 1: UNIVERSITY OF COLORADO LEGAL ORIGIN, MISSION, POLICY FRAMEWORK AND FREEDOM OF EXPRESSION

##### Part A: Establishment and Location

###### 1.A.1 Constitution of 1876

The University of Colorado was originally established as a territorial university by act of the Council and House of Representatives of the Colorado Territory on November 7, 1861. Upon Colorado's admission to the Union in 1876, the Constitution of the State of Colorado declared the territorial institution of the "University at Boulder" to be an institution of the State.

[See section 5 of article VIII of the State Constitution.]

###### 1.A.2 Constitutional Amendments of 1923

Section 5 of article VIII of the State Constitution was amended in 1923 to authorize the Regents of the University to operate all or any part of the departments of medicine, dentistry, and pharmacy at Denver. Also, nothing in section 5 was to be construed to prevent the university or other state educational institutions from giving temporary lecture courses in any part of the state, or conducting class excursions for the purpose of investigation and study.

###### 1.A.3 Constitutional Amendments of 1972

In 1972, section 5 of article VIII of the State Constitution was further amended to:

- (A) describe the university as being "at Boulder, Colorado Springs, and Denver";
- (B) extend the University of Colorado Anschutz Medical Campus provision to include all or any part of the schools of medicine, dentistry, nursing, and pharmacy of the university, together with hospitals and supporting facilities and programs related to health; and
- (C) make clear nothing in section 5 was to be construed to prevent any state institution of higher education, with prior approval of the General Assembly, from "establishing, maintaining, and conducting or discontinuing centers, medical centers, or branches in any part of the state."

#### 1.A.4 Location and Administration of Four Campuses

The University of Colorado shall consist of a president's office and four campuses, each of which shall be headed by a chancellor. The campuses shall operate at several principal sites located and referred to as follows:

- (1) at Boulder, "the University of Colorado Boulder";
- (2) at Colorado Springs, "the University of Colorado Colorado Springs";
- (3) at Denver, "the University of Colorado Denver";
- (4) at Aurora, "University of Colorado Anschutz Medical Campus."

#### **Part B: Mission of the University of Colorado**

The University of Colorado is a public research university with multiple campuses serving Colorado, the nation, and the world through leadership in high-quality education and professional training, public service, advancing research and knowledge, and state-of-the-art health care. Each campus has a distinct role and mission as provided by Colorado law.

#### **Part C: University of Colorado Policy Framework**

The University of Colorado promulgates a structure for describing and ranking the law and policies applicable to the university community. The structure (see Exhibit 1) represents the hierarchy of University of Colorado policy documents in order of precedence (1 – 8). To the extent that any document lower in the hierarchy is inconsistent with a higher document, the higher document prevails.

- [1] The University of Colorado is a public entity recognized in the Colorado Constitution. As a public entity, the Regents of the University of Colorado and the University of Colorado are subject to the requirements of the United States Constitution and applicable federal laws as interpreted by the United States Supreme Court and the Tenth Circuit Court of Appeals.

The University of Colorado is subject to the requirements of the Colorado Constitution and laws enacted by Colorado's General Assembly as interpreted by the Colorado Supreme Court and Colorado Court of Appeals. In construing laws enacted by the General Assembly, the University of Colorado shall be guided by the principle that any such legislation operates to divest the Regents of the University of Colorado of the constitutional grant of supervision and control of the university only when the legislation demonstrates a clear legislative intent to displace the Board of Regents' presumptive authority to govern the University of Colorado.

- [2] The Laws of the Regents are the highest source of authority within the University of Colorado, establish how the University of Colorado is organized and governed, and are binding upon the Regents of the University of Colorado and the university community.
- [3] Regent Policies are enacted by the Regents of the University of Colorado to operationalize the Laws of the Regents, direct the operation of functions for which the Board of Regents retains ultimate responsibility, and delegate authority to officers of the university and the administration.

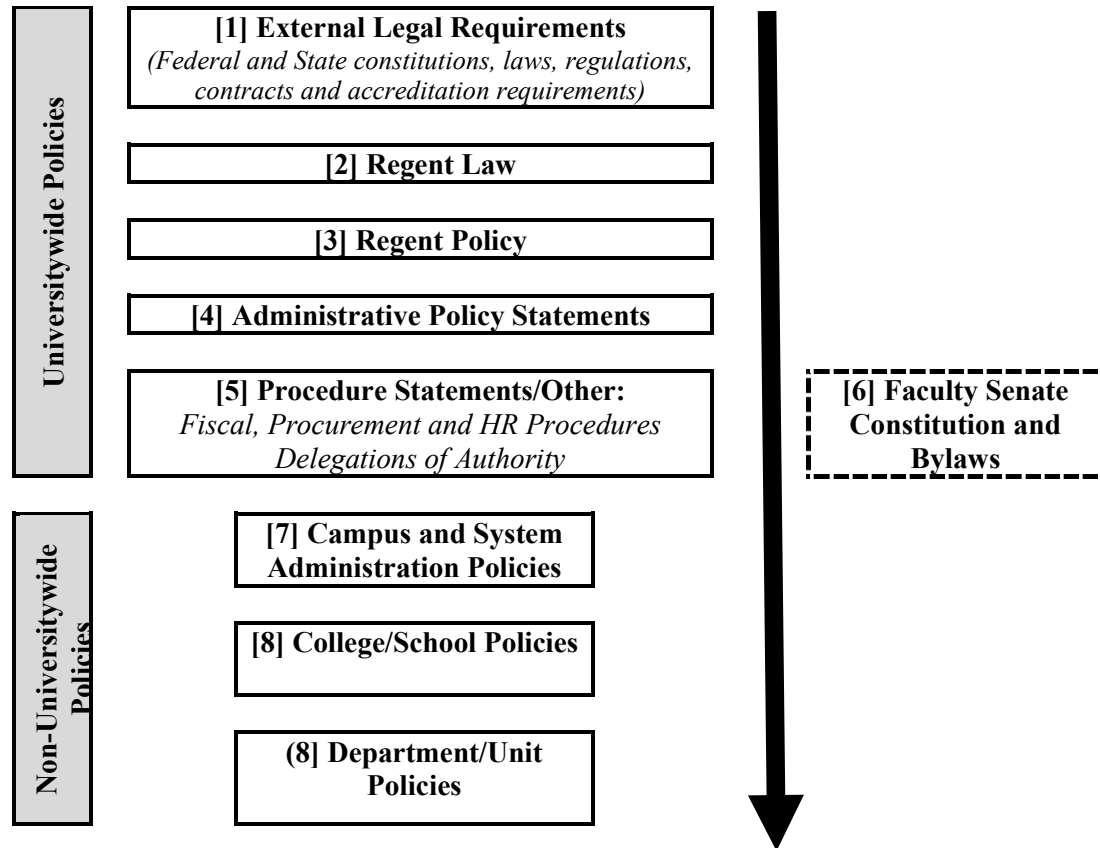
- [4] Universitywide administrative policy statements (APS) are enacted by the president of the university in accordance with defined processes to provide operational requirements to the entire university community and delegate authority to officers of the university and the administration.
- [5] Universitywide procedure statements include detailed information on rules and how to complete specific tasks within functional areas including, but not limited to, finance, procurement, human resources, risk management and university relations.
- [6] The Faculty Senate Constitution and Bylaws provides a system for participation of faculty in the governance of the university as specified in the Laws of the Regents of the University of Colorado, which enumerate the rights, privileges and responsibilities of the faculty.
- [7] System administration policies are enacted by the president of the university in accordance with defined processes to provide operational requirements to the members of the university community of the system administration and to delegate authority to officers of the system administration.

Campuswide policies are enacted by the chancellor of a University of Colorado campus in accordance with defined processes to provide operational requirements to the members of the university community of the campus and to delegate authority to officers of the campus administration.

- [8] Unit policies are enacted by departments, divisions, schools, colleges, institutes, or programs and do not have universitywide or campuswide application.



Exhibit 1: University Policy Framework and Hierarchy

**Part D:**

~~Laws previously included in Regent Article 1.D has been moved to Regent Article 8:  
Conduct of Members of the University Community.~~

**Part ~~E~~D: Freedom of Expression****1.~~E~~D.1 Governing Principles**

The University of Colorado is committed to the principle of freedom of expression embodied in the First Amendment to the United States Constitution and Article II, Section 10 of Colorado's State Constitution. The University of Colorado has an obligation to uphold the principle of freedom of expression. All members of the university community, defined as the Regents of the University of Colorado, the officers of the university and the administration, and the university's faculty, staff, and students, have a responsibility to protect the university as a forum for the free expression of ideas.

The University of Colorado is an institution of higher education and its campuses are devoted to the pursuit of learning and the advancement of knowledge through the free exchange of ideas. The free exchange of ideas includes not only the right to speak, but the right to listen.

The university community must strictly adhere to the principle of viewpoint neutrality, meaning that the university shall not prohibit or restrict speech based upon either the substantive content of the speech or the message it conveys or because of the reaction or opposition of others to such expression.

Speech related to political, academic, artistic, and social concern serve vital purposes, both in society and within the university itself. Speech related to these topics is within the boundaries of free expression, even when others construe that speech as wrong or insensitive. The proper response to ideas that members of the university community find offensive or unwarranted is to challenge those ideas through the exercise of reason and debate, rather than attempt to interfere with or suppress them.

#### 1.E.D.2 Scope of Regent Law

This article of the Laws of the Regents addresses speech that occurs on University of Colorado campuses, but not speech occurring in the course of research or in the classroom instructional environment. Speech in research and teaching is governed by Article 5, Part B and Article 7, Part C of the Laws of the Regents.

#### 1.E.D.3 Definition of Free Expression

Free expression encompasses verbal and written means by which individuals may communicate ideas to others, including all forms of peaceful assembly, protests, speaking verbally, holding signs, circulating petitions, and distributing written materials. Free expression includes voter registration activities but does not include speech that is primarily for a commercial purpose, including the promotion, sale, or distribution of any product or service.

Free expression does not include speech or conduct that is not within the First Amendment's protections, including speech or conduct that is a true threat, fraudulent, harassing, obscene, defamatory, or otherwise unlawful.

#### 1.E.D.4 Authority to Enact Lawful Regulations

As described in regent policy 3.A and 3.B, the Board of Regents authorizes the president and the chancellors to enact regulations in accordance with university policy and applicable law to promote free expression on the University of Colorado campuses and property, while simultaneously protecting the university environment, establishing lawful standards of conduct, and preventing disruption of university activities.

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#### History:

- Adopted: February 11, 2010.
- Revised: January 22, 1998; April 5, 2018 (Parts A, B, C, and D); September 14, 2018 (Added Article 1.E: Freedom of Expression and revised Article 1.D: Ethical Conduct of University of Colorado Employees); June 18, 2020 (Article 1.D: Ethical Conduct of the University of Colorado Community was moved into Article 8: Conduct of Members of the University Community); June 4, 2025 (Parts A and B were reviewed with no changes).
- Last Reviewed: June 4, 2025 (Parts A and B only).

- Non-substantive Changes: January 2024; [July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Article 1.E: Freedom of Expression renumbered to Article 1.D: Freedom of Expression\)](#).



## LAWS OF THE REGENTS

### ARTICLE 5: FACULTY

#### Part A: Faculty Governance

##### 5.A.1 Principle of Shared Governance

- (A) The Regents of the University of Colorado is the governing board charged with the governance of the university. It is a guiding principle of the shared governance recognized by the Board of Regents that the faculty and the administration shall collaborate in major decisions affecting the academic welfare of the university. The nature of that collaboration, shared as appropriate with students and staff, varies according to the nature of the decisions in question.
- (B) Tenured and tenure-track faculty with appropriate participation by instructional, research, and clinical faculty have the principal responsibility for decisions concerning pedagogy, curriculum, research, scholarly or creative work, academic ethics, and recommendations on the selection and evaluation of faculty. The development of general academic policies shall be a collaborative effort between the faculty and administration.

In light of the differences in expectations of faculty at the Anschutz Medical Campus, particularly those with clinical responsibilities, the practice of shared governance may differ from the other campuses. The review and evaluation of faculty and how faculty and/or faculty governance groups participate in the preparation of unit budgets may differ from the other campuses and will be incorporated into bylaws, policies and procedures that will be approved at the primary unit, school/college and campus levels using a shared governance process.

- (C) The administration has the principal responsibility for the internal operations and external relations of the university. Issues concerning the academic calendar, course scheduling, and teaching modalities shall be determined in collaboration with the faculty.
- (D) In every case, the faculty and the administration collaborate in the governance and operation of the university as provided by, and in accordance with, the laws and policies of the Board of Regents and the laws and regulations of the state of Colorado.
- (E) The governance roles and responsibilities of the faculty are further elaborated in regent policy 5.A.

### 5.A.2 Faculty Government

- (A) The faculty shall form a Faculty Senate for the purpose of faculty participation in shared governance and other activities deemed important by the faculty.
  - (1) The university president shall be the president of the Faculty Senate.
  - (2) Faculty Senate membership shall be defined in the Faculty Senate constitution. Voting membership shall include those members who have a faculty appointment of 0.5 FTE or greater.
- (B) The Faculty Senate constitution shall provide a system for participation of faculty in the governance of the university.
- (C) On specific matters of shared governance, the Faculty Senate shall assign a spokesperson to address the Board of Regents.
- (D) Consistent with the governance responsibilities articulated in regent policy 5.A, each school/college/library shall have a faculty governance body. The structure and operating rules shall be determined by the school/college/library faculty.

### Part B: Academic Freedom

#### 5.B.1 Freedom of Inquiry and Discourse as a Core Principle of the University

- (A) The University of Colorado was created and is maintained to afford individuals a liberal education in the several branches of literature, arts, sciences, and the professions and to create knowledge through the pursuit of research. These aims can be achieved only in an atmosphere of free inquiry and discourse.
- (B) The core principle of free inquiry and discourse is recognized by the Board of Regents as academic freedom.
- (C) All members of the university community have the right to free expression as stated in article ~~4.E.1.D~~ of regent law and further elaborated in regent policy ~~4.D.1.C~~; however, this right is distinct from academic freedom.

#### 5.B.2 Principles of Academic Freedom

- (A) Academic freedom is the freedom to inquire, discover, access, publish, disseminate, and teach truth as the individual understands it, subject to no control or authority, save the control and authority of the rational methods by which knowledge is established in the field.
- (B) All university employees, whose duties include independent teaching, scholarly or creative work are afforded the right of academic freedom relative to these duties (see corresponding APS 1043 - Independent Teaching and Scholarly/Creative Work) and have the right to grieve perceived violations of academic freedom through the Faculty Senate grievance process.

- (C) The rights and responsibilities associated with the principles of academic freedom are elaborated in regent policy 5.B.

## **Part C: Faculty Appointments and Tenure**

### **5.C.1 Faculty Appointments**

- (A) The faculty directly serves the teaching, research, service, and health care missions of the university and each faculty member plays a distinct role in achieving these missions. The types of faculty appointments, as further discussed in regent policy 5.C, reflect the different faculty roles and responsibilities that exist within the university.
- (B) Faculty appointments shall be made in accordance with section 2.A.4(B) of regent law or section 3.A.1(G)(1) of regent policy. Appointments may only be terminated in accordance with applicable regent laws and policies, campus policies, and applicable state and federal law.
- (C) Faculty tenure, privileges and rights as enumerated in regent law and policy, shall conform to the constitutions, laws, and regulations of the United States and the state of Colorado.

### **5.C.2 Tenure**

- (A) Tenure-track faculty are awarded tenure in the university based upon the recommendation of the president and the approval of the Board of Regents.
- (B) A tenured appointment shall be held only by a professor or associate professor. When a faculty member is hired at the rank of associate or full professor, the award of tenure remains subject to Board of Regents approval.
- (C) The standards and procedures to be employed in making recommendations throughout the tenure process shall be in accordance with regent policy 5.D.

### **5.C.3 Instructional, Research, and Clinical Faculty**

- (A) The Board of Regents recognizes the importance of all members of the faculty in achieving the teaching, research, service, and health care missions of the university.
- (B) The Board of Regents further recognizes that each campus has a distinct role and mission that directly affects the extent and manner to which they employ the expertise of instructional, research, and clinical faculty.
- (C) The Board of Regents, subject to the framework provided in the corresponding administrative policy statement, delegates to the chancellor of each campus the responsibility to maintain appropriate policies for the appointment, reappointment, promotion, and termination of instructional, research, or clinical faculty. Campus policies shall also include rights of appeal and associated procedures for instructional, research, and clinical faculty. All policies shall be developed in collaboration with the appropriate faculty governance bodies and must adhere to

state law, regent law and policy, and any associated administrative policy statements.

#### 5.C.4 Dismissal for Cause

- (A) The administration may terminate a tenured or tenure-track faculty appointment for cause when in the judgment of the Board of Regents and subject to the Board of Regents constitutional and statutory authority, the good of the university requires such action.
  - (1) The grounds for dismissal shall be demonstrable professional incompetence; conviction, whether by a plea or a verdict of guilty or following a plea of nolo contendere, for any felony or any offense involving moral turpitude; violation of university policies pertaining to discrimination, sexual misconduct, or fiscal misconduct; violation of the weapons control policy; material or repeated neglect of duty; or other conduct that falls below minimum standards of professional integrity.
- (B) Dismissal for cause proceedings for tenured and tenure-track faculty shall follow the rules and procedures stated in regent policy 5.E. Only the Board of Regents may revoke tenure.
  - (1) Nonrenewal of a tenure-track appointment shall not be regarded as dismissal for cause and the provisions of regent policy 5.E shall not apply.
- (C) Nonrenewal or termination of an instructional, research, or clinical faculty appointment is subject to campus policies and the terms of the individual's letter of offer or employment agreement, which shall align with the framework established in the corresponding administrative policy statement. See article 5.C.3(C). The provisions of regent policy 5.E shall not apply.

### Part D: Faculty Grievance

#### 5.D.1 Grievance Rights

- (A) Tenured and tenure-track faculty members who are denied reappointment, promotion or tenure and believe there have been serious procedural or factual errors in the case, or the denial occurred through the material violation of the laws of the regents or regent policy, may submit a grievance to the Faculty Senate grievance committee, as specified in regent policy 5.G.
- (B) Tenure and tenure-track faculty members who believe they have been unjustly dismissed for cause may submit a grievance to the Faculty Senate grievance committee, as specified in regent policy 5.G.
- (C) Instructional, research, and clinical faculty members who believe they have been denied reappointment or promotion contrary to campus policies, or have been terminated contrary to campus policies, may appeal in accordance with campus policies. See article 5.C.3(C). The provisions of regent policy 5.G shall not apply.

- (D) Members of the Faculty Senate who believe their academic rights (as provided for in regent law and policy) have been violated may file a grievance with the Faculty Senate grievance committee, as specified in regent policy 5.G.
  - (E) Additionally, any university employees afforded academic freedom under article 5, part B, who feels their academic freedom has been violated may file a grievance with the Faculty Senate grievance committee, as specified in regent policy 5.G.
  - (F) The Faculty Senate grievance committee is authorized by the Board of Regents to investigate, mediate, hear grievances, and make recommendations to the administration on specific grievance cases.
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**History:**

- Adopted: September 14, 2018 (Moved from the old article 5.B, 5.C., 5.D, and 5.E); Became effective July 1, 2020.
- Revised: N/A.
- Last Reviewed: April 10, 2025.
- Non-substantive Changes: January 2024; [July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Reference to article 1.E changed to article 1.D and reference to regent policy 1.D changed to regent policy 1.C in Article 5.B: Academic Freedom\)](#).





# University of Colorado

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## BOARD OF REGENTS

### LAWS OF THE REGENTS

#### ARTICLE 6: UNIVERSITY AND CLASSIFIED STAFF

##### Part A: Staff Definitions

- 6.A.1 Classified staff are employees who are governed in the state personnel system. Classified staff will be appointed and evaluated in accordance with the provisions of the state constitution, state laws, the rules of the state personnel board, and regent policy.
- 6.A.2 University staff<sup>1</sup> are employees who are exempt from the rules, procedures and regulations that govern the state of Colorado personnel system per C.R.S. § 24-50-135. University staff positions are subject to all other applicable federal and state law and regulations, as well as laws and policies set forth by the University of Colorado Board of Regents and other university policies.

##### Part B: Staff Government

- 6.B.1 Staff councils exist and derive their power from the authority delegated to them by the Board of Regents.
- 6.B.2 The University of Colorado Staff Council (UCSC) serves as the universitywide representative body for communicating to the administration and Board of Regents matters of concern to exempt professionals and classified staff employees of the university. The chair of the UCSC is the spokesperson for university staff and classified staff when addressing the Board of Regents on matters of concern to these employees.
- 6.B.3 The staff councils on each of the campuses and in system administration serves as the representative staff governance organization of the respective campus. At the chancellor's discretion, or the president's discretion with regard to system administration, staff on each campus and in system administration may be organized into separate university staff and classified staff councils, or the two groups may form a combined staff council.

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#### History:

- Adopted:
- Revised: December 19, 2002; January 24, 2008; April 17, 2015; September 7, 2017.
- Last Reviewed: April 10, 2025.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Title of Article 6: Staff changed to Article 6: University and Classified Staff\).](#)

<sup>1</sup> The term "officer and exempt professional" was replaced with the term "university staff" effective April 17, 2015.



# University of Colorado

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## BOARD OF REGENTS

### LAWS OF THE REGENTS

#### ARTICLE 7: STUDENTS

##### Part A: Admissions

- 7.A.1 The goal of the admissions process is to identify individuals with qualifications that indicate a high probability for degree completion. Admission is based on evidence of scholarly ability and accomplishment, general level of academic performance before admission to the university, motivation and potential for academic growth, and ability to work in an academic community.
- 7.A.2 The university reserves the right to deny admission or readmission to applicants whose credentials reflect an inability to assume obligations of performance and behavior deemed essential by the university and relevant to any of its lawful missions, processes, and functions as an educational institution.
- 7.A.3 University admission policies shall comply with state law and the policies of the Colorado Commission on Higher Education.

##### Part B: Standards of Conduct

- 7.B.1 Each campus shall establish standards of student conduct and processes for determining violations and any subsequent sanctions. See regent policy 7.B.

##### Part C: Academic Freedom

- 7.C.1 The core principle of free inquiry and discourse is recognized by the Board of Regents as academic freedom. For students, academic freedom pertains to their course discussions, course assignments, and course/credit-based scholarly and creative work. See regent policy 7.C.
  - (A) Note that all members of the university community have the right to freedom of expression as stated in article ~~4-E~~1.D of regent law and further elaborated in regent policy ~~4-D~~1.C; however, this right is distinct from academic freedom.
- 7.C.2 In any course, students shall be free to discuss topics or ask questions related to the course, provided that students follow applicable campus policies and reasonable procedures established by the faculty member to ensure orderly discussion and progress toward class and course goals. See regent policy 7.C.
- 7.C.3 Students should be evaluated solely on academic performance, according to the published requirements established by the instructor or academic unit.

- 7.C.4 Each campus shall have policies and procedures to investigate claims of, and remediate confirmed violations of, student rights of academic freedom.

#### **Part D: Student Government**

- 7.D.1 On each campus, the students shall be represented by a campus student government organization that reports to the chancellor.
- 7.D.2 Each campus student government organization shall operate in accordance with a constitution that defines its governing structure and principles. The constitution is subject to approval by the chancellor.
- 7.D.3 An Intercampus Student Forum shall serve as the universitywide student representative body for communicating with the president and the Board of Regents. The Intercampus Student Forum shall assign a spokesperson to address the Board of Regents.

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#### **History:**

- Adopted:
- Revised: December 19, 2002; January 24, 2008; September 14, 2018 (revisions included moving article 7.C to policy 7.B); June 4, 2025.
- Last Reviewed: June 4, 2025.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Reference to article 1.E changed to article 1.D and reference to regent policy 1.D changed to regent policy 1.C in Article 7.C: Academic Freedom\).](#)



# University of Colorado

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## BOARD OF REGENTS

### LAWS OF THE REGENTS

#### ARTICLE 8: CONDUCT OF MEMBERS OF THE UNIVERSITY COMMUNITY

##### **Part A: Nondiscrimination**

~~The University of Colorado does not discriminate on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, marital status, political affiliation, or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities.~~

##### **Part B: Ethical Conduct of the University of Colorado Community**

In pursuing the mission of the University of Colorado, all members of the university community, including regents, officers, faculty, and staff, are responsible for understanding and upholding the highest standards of legal and ethical conduct. The Board of Regents' policies and related university policies describe principles of ethical behavior that articulate a basic ethical framework for the decisions, actions and behavior of all members of the University of Colorado community.

##### **Part C: Professional Employee Conduct**

Employees must uphold ethical standards appropriate to their position within the university as defined in state law, regent policies, and system and campus policies.

University employees shall refrain from conduct that disrupts university functions, causes injury to persons or damage to property in university programs or on university-owned or controlled property, or impedes freedom of movement of students, school officials, employees, and invited guests to all facilities of the university. Interference in any manner with the public or private rights of citizens, conduct that threatens or endangers the health or safety of any person, and damage to property are prohibited in university programs or on university-owned or controlled property.

#### **History:**

- Adopted: June 18, 2020, from previous Regent Article 1.D: Ethical Conduct of the University of Colorado Community; Article 3.E: Professional Conduct; Article 10: Nondiscrimination; and Article 11.D: Other Personnel Matters.
- Revised: September 8, 2023 (added "marital status" to Part A [\[now Article 9.A\]](#) to comply with state law).
- Last Reviewed: June 18, 2020.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Article 8.A: Nondiscrimination was moved to Article 9.A:](#)

Nondiscrimination – without any changes; Article 8.B was renumbered to Article 8.A and Article 8.C was renumbered to Article 8.B).



# University of Colorado

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## BOARD OF REGENTS

### LAWS OF THE REGENTS

#### ARTICLE 9: NONDISCRIMINATION

##### Part A: Nondiscrimination

The University of Colorado does not discriminate on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, marital status, political affiliation, or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities.

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##### History:

- Adopted: June 18, 2020, from previous Article 10: Nondiscrimination.
- Revised: September 8, 2023 (added "marital status" to Part A to comply with state law).
- Last Reviewed: June 18, 2020.
- Non-substantive Changes: July 30, 2025 (Conforming amendments made for renumbering of regent laws and policies: Article 8.A: Nondiscrimination was moved to Article 9.A: Nondiscrimination – without any changes).



# University of Colorado

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## BOARD OF REGENTS

### LAWS OF THE REGENTS

#### ARTICLE 14: PROPERTY AND FACILITIES

##### PART A: PROPERTY

###### 14.A.1 Official Seal

The official seal of the University of Colorado shall be used only as permitted by the Board of Regents.

###### 14.A.2 Commercial Seal

The commercial seal of the University of Colorado is the property of the university and shall be used only as permitted by the Board of Regents. The university's [Trademark and Licensing Program](#) approves the use of the commercial seal on licensed products. The commercial seal may also be used internally, in accordance with the [CU Branding and Identity Standards Manual](#), for documents, certificates of appreciation, awards, standard university stationery, invitations, and other similar uses.

###### 14.A.3 Real Property Transactions

All transactions involving the acquisition or transfer of real property of the university shall be executed as authorized by the Board of Regents. All documentation evidencing ownership in real property of the university shall be transmitted to the treasurer of the university.

##### PART B: FACILITIES

###### 14.B.1 Naming Facilities

Facilities shall be named in accordance with policies of the Board of Regents.

###### 14.B.2 Principle for Appropriate Use

The university is dedicated to the pursuit of knowledge through a free exchange of ideas, and this shall be a pivotal principle in the determination of whether a proposed use of university facilities is appropriate.

#### 14.B.3 Campus Regulations Regarding Use

- (A) The chancellor of each campus shall adopt, in accordance with regent policy ~~1.D.1.C.3~~, university policy and applicable external laws and regulations, procedures governing the use of university grounds, buildings, and facilities on that campus.
- (B) Such regulations shall include provisions to prevent interference with university functions or activities.
- (C) The use of university facilities shall be limited to faculty, staff and students of the university except as the use by others may be specifically authorized under such regulations.

#### 14.B.4 Standard of Conduct for Persons who are not Employees

While on university property, persons who are not employees of the university shall adhere to the standard of conduct applicable to university employees as provided in these Laws and Policies, and shall abide by other applicable university regulations.

#### 14.B.5 Identification upon Request

All persons on university property must identify themselves upon request of a university employee who reasonably suspects that the person has committed, is committing, or is about to commit a crime or a violation of a university rule or regulation.

#### 14.B.6 Exclusion of Persons from University Property

- (A) Properly authorized personnel may exclude any person from university property whose behavior is deemed to be detrimental to the well-being of the university or incompatible with the function of the university as an educational institution.
- (B) The person excluded may request in writing, within one month from the date on which notice is given of the exclusion, a hearing with the appropriate chancellor or designee of the university. Each chancellor shall establish procedures for such hearings. Hearings shall be conducted in an orderly fashion so as to afford all parties the essential elements of procedural due process.

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#### History:

- Adopted:
- Revised: September 10, 1998; November 9, 2000; December 19, 2002; May 19, 2009; June 13, 2019.
- Last Reviewed: June 13, 2019.
- Non-substantive Changes: January 2024; [July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Reference to regent policy 1.D.3 changed to regent policy 1.C.3 in Article 14.B: Facilities\)](#).





# University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

## BOARD OF REGENTS

31

### 1. UNIVERSITY OF COLORADO SELF-GOVERNANCE, GUIDING PRINCIPLES AND FREEDOM OF EXPRESSION

#### Policy 1.DC: Freedom of Expression

- 1.DC.1 As required by Regent Law, the University of Colorado shall protect the freedom of expression of its students, faculty, and staff on campus and in its programs and activities.
- 1.DC.2 This policy addresses speech that occurs on University of Colorado campuses, but not speech occurring in the course of research or in the classroom instructional environment. Speech in research and teaching is governed by regent articles 5.B and 7.C.
- 1.DC.3 Use of University Grounds, Buildings and Facilities:
  - (A) No campus shall designate any area as a free speech zone or otherwise limit free expression to a predetermined and designated area of campus. Generally accessible outdoor areas on the campuses shall be available to members of the university community for free expression in accordance with campus policies authorized by this section.
  - (B) The president of the university shall adopt, in accordance with university policy and applicable external law, regulations and procedures governing the use of university grounds, buildings, and facilities not located upon any university campus.
  - (C) The chancellor of each campus shall adopt, in accordance with university policy and applicable external law, regulations and procedures governing the use of university grounds, buildings and facilities on that campus.
    - (1) The use of university grounds, buildings, and facilities shall be limited to members of the university community, except as the use by others is specifically authorized under regulations adopted in accordance with university policy and applicable law.
    - (2) The use of university grounds, buildings, and facilities may be subject to requirements that govern the time, place, and manner of expression, including scheduling requirements, but all such requirements must be:
      - (a) Reasonable;
      - (b) Justified without reference to the content of the expression;

- (c) Narrowly tailored to protect the university environment, prevent disruption of university activities, or serve another significant university interest;
    - (d) Leave open ample alternate channels for communication of the information or message.
  - (3) The use of university grounds, buildings, and facilities by members of the university community may be conditioned upon the payment of reasonable expenses incurred by the campus in hosting an event. Any such fees shall be determined based upon the campus's good faith estimate, based upon the application of objective criteria, of the actual expenses it shall incur in hosting an event. In no instance shall a campus assess any such expenses in a manner that is based upon disapproval of the substantive message that the speaker expresses.
  - (4) Nothing in this section grants members of the university community the right to materially disrupt previously scheduled or reserved activities occurring on university grounds, buildings, and facilities.
- (D) Freedom of Expression by University of Colorado Faculty
- (1) When engaged in teaching and research, faculty enjoy the associated rights and observe the associated responsibilities of academic freedom as expressed in regent policy 5.B.
  - (2) University faculty are members of our communities and members of a learned profession. When university faculty speak or write as citizens, not in furtherance of their university duties or in the course and scope of their university employment, on matters of political, academic, artistic, or social concern, the university shall not censor their expression, initiate disciplinary action against them, or otherwise subject the faculty members to adverse employment actions because it disapproves of the substance of their expression.
  - (3) When university faculty speak or write in their personal capacities, not in furtherance of their university duties or in the course and scope of their university employment, they must make every effort to indicate that their expression is their own and does not represent the opinion or position of the university.
  - (4) The freedom of expression recognized in this section does not grant university faculty the right to refuse to perform official duties, to materially disrupt the university environment or university activities, or to disregard the standards of ethical conduct as expressed in article 8, part ~~B~~-A of the Laws of the Regents or regent policy 8.A.

## (E) Freedom of Expression by University of Colorado Staff

- (1) All staff of the university are members of our communities. When staff of the university speak or write in their personal capacities, not in furtherance of their university duties or in the course and scope of their university employment, on matters of political, academic, artistic, or social concern, the university shall not censor their expression, initiate disciplinary action against them, or otherwise subject the staff members to adverse employment actions because it disapproves of the substance of their expression.
- (2) When staff of the university speak or write as citizens, they must make every effort to indicate that their expression is their own and does not represent the opinion or position of the university.
- (3) The freedom of expression recognized in this section does not grant staff of the university the right to refuse to perform official duties, to materially disrupt the university environment or university activities, or to disregard the standards of ethical conduct as expressed in article 8, part ~~B~~<sup>A</sup> of the Laws of the Regents or regent policy 8.A.

## (F) Freedom of Expression by University Students

- (1) When engaged in educational activities, university students enjoy the associated rights and observe the associated responsibilities of academic freedom as expressed in article 7, part C of the Laws of the Regents.
- (2) University students are members of our communities. When university students speak or write in their personal capacities on matters of political, academic, artistic, or social concern, not in furtherance of their studies or in the course of their academic duties, the university shall not censor their expression, initiate disciplinary action against them, or otherwise subject the students to adverse academic actions because it disapproves of the substance of their expression.
- (3) The freedom of expression recognized in this section does not grant university students the right to materially disrupt the university environment or university activities or to disregard the standards of conduct as promulgated under article 7, part C of the Laws of the Regents.

**History:**

- Adopted: September 14, 2018.
- Revised: N/A.
- Last Reviewed: September 14, 2018.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Regent Policy 1.D: Freedom of Expression renumbered to](#)

[Regent Policy 1.C: Freedom of Expression and references to article 8.B updated to article 8.A\).](#)



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## BOARD OF REGENTS

### 3. OFFICERS OF THE UNIVERSITY AND ADMINISTRATION

#### Policy 3.H: Compensation for Officers of the Administration Returning to Their Faculty Positions

- 3.H.1 An administrator (Officer of the Administration) who holds a tenured position at the University of Colorado has the right to return to their tenured faculty position upon conclusion of their administrative appointment. Letters of offer or addenda for this type of administrative appointment shall include reference to this policy.
- 3.H.2 The letter of offer or addenda should include a method to determine the faculty salary upon the administrator's return to the faculty. The method must be mutually agreed upon by the faculty member, the appointing authority in consultation with the dean of the school/college and the chair/director of the unit in which the faculty is rostered; reviewed by university counsel for consistency and compliance with statute; and approved and signed by the chancellor.
  - (A) Upon the return to the faculty, only under extraordinary circumstances (e.g., a change in home department; a change in statute) may the campus chancellor authorize and approve exceptions to this agreed upon method.
  - (B) For a chancellor who is a tenured faculty member, the letter of offer or addenda should satisfy sections 3.H.1, 3.H.2, and 3.H.2(A) of this policy, with the exception that the president would sign the letter of offer or addenda. Upon the return to the faculty, only under extraordinary circumstances (e.g., a change in home department; a change in statute) may the president authorize and approve exceptions to the agreed upon method.
- 3.H.3 If a letter of offer or addenda for this type of administrative appointment does not contain a mutually agreed upon return salary method, the faculty return salary shall be determined by the appointing authority in consultation with the dean of the college/school and the chair/director of the unit in which the faculty position is rostered. The appropriate salary shall be based upon the faculty member's academic and administrative experience, expertise, and standing in the discipline. The faculty member's salary shall be within the salary range of faculty of the same rank in the academic unit and shall be no higher than the highest salary in the academic unit.
  - (A) Only under extraordinary circumstances (e.g., a change in home department; a change in statute), may the campus chancellor (or the president in the case of the chancellor returning to their faculty position) authorize and approve exceptions to this policy.
- 3.H.4 Compensation for differential assignments upon return to the faculty are not subject to this policy.

3.H.5 For those administrators who were receiving an administrative stipend in addition to a faculty salary (e.g., interim appointments), that administrative stipend shall end upon returning to their faculty position.

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**History:**

- Adopted: November 20, 1975 (pp. 294-296).
- Revised: June 3, 1998 (p. 174); June 2, 2004; February 8, 2024; April 10, 2025.
- Last Reviewed: April 10, 2025.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Regent Policy 3.I: Compensation for Officers of the Administration Returning to Their Faculty Positions renumbered to Regent Policy 3.H: Compensation for Officers of the Administration Returning to Their Faculty Positions\).](#)



# University of Colorado

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## BOARD OF REGENTS

### 5. FACULTY

#### Policy 5.B: Academic Freedom

For the purposes of discussing academic freedom, “the faculty” as referred to in regent policy 5.B.1 and 5.B.2, shall mean all those afforded academic freedom under regent law 5.B.

##### 5.B.1 Associated Rights

- (A) All faculty members, within the scope of their faculty responsibilities, must have freedom to study, learn, and conduct scholarship and creative work within their discipline, and to communicate the results of these pursuits to others, bound only by the control and authority of the rational methods by which knowledge is established in the field. The best method for advancing the state of knowledge is engaging with the broadest range of theories, methodologies, data, and conflicting opinions.
- (B) Faculty members shall not be subjected to direct or indirect pressures in an attempt to influence their work in a manner that would conflict with professional standards of the field. The Board of Regents and administration shall not impose such pressures or influence and shall resist such pressures or interference when exerted from inside or outside the university.
- (C) Faculty personnel actions such as reappointment, promotion, and tenure, shall not consider any factors related to a faculty member exercising their freedom of expression under regent law ~~4-E~~1.D and regent policy ~~4-D~~1.C.
- (D) Subject to the responsibilities identified in section 5.B.2(C), faculty are afforded freedom in achieving the goals of their assigned courses.

##### 5.B.2 Associated Responsibilities

- (A) Faculty members have the responsibility to maintain professional competence; to devote themselves to developing and improving their teaching, scholarship, research, creative work, clinical activities, writing, and speaking; and to act with integrity, in accordance with the highest standards of their profession.
- (B) While academic freedom affords faculty members wide latitude in defining their scholarly activities, their teaching, scholarship, and creative work shall be assessed by reference to the criteria of the faculty member’s primary unit(s).

- (C) Faculty members are responsible for requirements (e.g., course content, topic order, course schedule, assessment mechanisms) specified by responsible faculty bodies, such as curriculum committees.
  - (D) Faculty members should be able to justify, in terms of curriculum and student learning, all materials introduced into the classroom.
  - (E) All members of the university community shall comply with the standards of ethical conduct stated in regent law 8, part ~~B~~A and regent policy 8.A.
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**History:**

- Adopted: September 14, 2018 (Moved from the old article 7.C and 5.D); Became effective July 1, 2020.
- Revised: April 10, 2025.
- Last Reviewed: April 10, 2025.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Reference to article 1.E changed to article 1.D, reference to regent policy 1.D changed to regent policy 1.C, and reference to article 8.B changed to article 8.A\).](#)





## 5. FACULTY

### Policy 5.JI: Intellectual Property Related to Discoveries and Patents for Their Protection and Commercialization

#### 5.JI.1 Objectives

Creating and disseminating knowledge is a fundamental mission of the University of Colorado. The creative environment of the university is conducive to the development of inventions, software, and other discoveries. This policy of the university has been established to accomplish the following objectives:

- (A) To encourage the faculty and staff employees of the university to make all discoveries available for public use and benefit as efficiently and quickly as possible;
- (B) To protect the university's primary role of teaching and research by regulating the involvement of the university, its faculty, staff employees, students and visitors in the development of discoveries;
- (C) To protect the potential interests of the university, its faculty, staff employees, students and visitors in discoveries; and
- (D) To provide a method of using royalty income from discoveries to advance discoveries and encourage innovation within the university.

#### 5.JI.2 Definitions

- (A) The term "discovery" or "discoveries," means any inventive idea and/or its reduction to practice that relates to, but is not limited to: new processes or methods of producing a new and useful industrial result; any composition of matter, including chemical and biological compounds and research materials; any new devices; any new plant; any new design in connection with the production or manufacture of an article; any new computer hardware and/or software programs; any clinical protocol or survey instrument; any new use or improvement of existing systems, processes, or methods of producing a new and useful industrial result, devices, compositions of matter, or software programs; and any know-how and data supporting these inventive ideas.
- (B) The term "substantial use of university resources" means use of university administered funds, sponsored programs, facilities, research equipment, including software, research space or other physical assets that goes above and beyond those customarily and currently provided to included persons in accordance with their university position as an employee, student, or volunteer. A visiting scholar or any other visitor makes substantial use of university resources by using any

university administered funds, sponsored programs, facilities, research equipment, including software, research space, or other physical assets. For purposes of this policy, offices, office equipment, library access, desktop and laptop computers, photocopy equipment, telephone, servers, and fax machines that are customarily provided, are excluded from substantial use of university resources. Use of university resources as permitted under a separately executed facilities use agreement will not be considered substantial use of university resources. (This provision is not intended to override any other university policy concerning reimbursement for facilities or equipment usage.)

- (C) The term "university discoveries" means discoveries made:
- with the substantial use of university resources, and/or
  - in fulfillment of an included person's work responsibilities.

A discovery made by an included person in connection with consulting or other third-party contractual arrangements is a university discovery if it meets the above criteria.

- (D) The term "visiting scholar" means a person who has been granted access to university administered funds, sponsored programs, facilities, research equipment, including software, research space or other physical assets pursuant to an appropriately executed visiting scholar agreement.
- (E) The term "visiting scholar agreement" means a separately executed written agreement between a person or that person's home institution and university permitting substantial use of university resources, which agreement includes intellectual property provisions approved by the appropriate principal technology transfer officer.
- (F) The term "work responsibilities" means any work, including third-party employment such as consulting activity, that is related to an included person's activities or field of expertise at the university as evidenced by their research focus, or as otherwise articulated in a faculty member's professional plan or an employee's position description.

### 5.4.3 University Ownership

- (A) The university owns all university discoveries. Every included person(s), by accepting employment with the university and/or making substantial use of university resources, assigns to the Regents of the University of Colorado any legal rights that may exist in such university discoveries and any intellectual property rights in such university discoveries.
- (B) The university has separately established through Regent Policy [5-K5.H](#): Intellectual Property that is Educational Material that the university will not take ownership of educational materials and creative and scholarly works, and the ownership and administration of educational materials and creative and scholarly works will be in accordance with regent policy [5-K5.H](#). Where an educational material or a creative or scholarly work is also a discovery, the university will establish a process by which it will be determined whether the educational material

or creative or scholarly work will be treated as a discovery under this policy or as an educational material or creative or scholarly work under regent policy ~~5.K~~5.H.

- (C) The university will make no ownership claim on discoveries created without substantial use of university resources to develop the discovery and where the discovery is not related to an included person's work responsibilities.
- (D) Should the terms of a university-approved third-party grant or contract, including consulting agreements approved by the principal technology transfer officer, be in conflict with the terms of this policy, the terms of the approved third-party grant or contract control. Only the principal technology transfer officer or their designee has the legal, delegated authority to waive ownership by the university, or to assign ownership, license, or otherwise provide legal rights to university discoveries and intellectual property in a university discovery.

#### 5.~~J~~I.4 Ownership of Student Discoveries

- (A) The university will not own a discovery created:
  - (1) by a student who is not employed by the university at the time the discovery is made and who has not made substantial use of university resources to develop the discovery, provided that the university will own a discovery where the student:
    - (a) creates the discovery with an included person who assigns to university (in which case the university will jointly own the discovery with the student);
    - (b) assigns ownership rights in the discovery to the university in writing; or
    - (c) must make an assignment of such ownership rights to the university as a condition for participation in a course.
  - (2) by a student who is employed by the university at the time the discovery is made, but the discovery is not related to the student-employee's work responsibilities and is made without substantial use of university resources, provided that the university will own a discovery where the student:
    - (a) creates the discovery with an included person who assigns to university (in which case the university will jointly own the discovery with the student);
    - (b) assigns ownership rights in the discovery to the university in writing; or
    - (c) must make an assignment of such ownership rights to the university as a condition for participation in a course.
- (B) If the student-created discovery is a university discovery and the student assigns ownership rights in the discovery to the university, the student will be bound by this policy the same as an included person, including but not limited to, having rights in the distribution of net receipts.

- (C) A student who holds a research stipend or fellowship through the university and who creates a discovery during the course of the stipend or fellowship will be considered an included person bound by this policy.

#### 5.1.5 Responsibilities of Included Persons

Every included person, by accepting employment with the university or making substantial use of university resources and as a condition of employment or making substantial use of university resources, must comply with this policy.

Each included person shall make a timely, written report to the university of all discoveries made by the included person. The university will review the written report to determine whether the discovery is a university discovery.

In the event the university determines that the discovery is a university discovery, the included person must:

- (A) Execute and deliver any and all documents that may be necessary or desirable to perfect the title in the university to all university discoveries and related intellectual property;
- (B) Execute all documents necessary to complete a patent, license, or other commercial application, and all documents necessary to accomplish a licensing agreement or other agreement for commercial development;
- (C) Cooperate reasonably with the university in activities necessary or desirable for the commercial development of university discoveries in accordance with the applicable policies and procedures established by the university.

It will be the responsibility of all included persons who would like to provide access to university research facilities, equipment, and other research resources to a visitor to ensure that such visitor has executed an agreement with the university prior to the visitor having such access, which agreement must include intellectual property provisions that have been approved by the appropriate principal technology transfer officer.

It will be the responsibility of the university to disseminate the policy to all included persons and to all others making substantial use of university resources. However, the failure of the university to do so does not, in any way, affect the rights and obligations of the university or of included persons under the terms of this policy.

#### 5.1.6 Dispute Resolution

The university shall create a process to address any disputes that may arise related to this policy.

#### 5.1.7 Principal Technology Transfer Officer

The university shall employ and appoint one or more member(s) of its staff to serve as the principal technology transfer officer(s) to perform such duties and responsibilities as it shall prescribe.

## 5.8 Division of Receipts

The university must determine how it will share and distribute net receipts; provided that the university must share no less than 30 percent of the net receipts with the included persons who are the identified inventors or creators of the discovery.

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### History:

- Adopted:
- Revised: May 19, 1983; June 20, 1985; April 21, 1994; January 16, 2003; March 2, 2006; June 20, 2024.
- Last Reviewed: June 20, 2024.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Policy 5.J: Intellectual Property Related to Discoveries and Patents for Their Protection and Commercialization renumbered to Regent Policy 5.I: Intellectual Property Related to Discoveries and Patents for Their Protection and Commercialization and references to regent policy 5.K updated to regent policy 5.H\).](#)



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## BOARD OF REGENTS

### 5. FACULTY

#### Policy 5.KH: Intellectual Property that is Educational Material

##### 5.KH.1 Introduction

Creating and disseminating knowledge are fundamental missions for the University of Colorado. The broad creative environment of the university fosters the development of intellectual property. In this policy, the University of Colorado reaffirms its commitment to the principles of academic freedom (see Regent Law 5, Part B: Academic Freedom), and reaffirms its commitment to encouraging the development of intellectual property. This policy functions in accordance with other University of Colorado policies and federal and state statutes and regulations.

The focus of this policy is specifically on intellectual property that is educational material. This policy also addresses intellectual property associated with scholarly and creative works and the ownership thereof. A separate policy on intellectual property applies to ownership of discoveries and patents, including certain software, and nothing in this policy shall affect ownership of such intellectual property. See Regent Policy 5.H: Intellectual Property Related to Discoveries and Patents for Their Protection and Commercialization, and APS 1013: Intellectual Property Policy on Discoveries and Patents for Their Protection and Commercialization.

##### 5.KH.2 Rights of Ownership to Intellectual Property that is Educational Material

Under United States federal copyright law, the university, as an employer, owns the copyrighted materials made by its employees pursuant to the course and scope of their employment. However, consistent with historic practice, the University of Colorado, through this policy, assigns the copyright it has in educational materials to the author(s) of the works. While the author(s) shall own the rights to all educational materials, the University of Colorado retains certain rights to administrative and instructional use of educational materials as set forth in APS 1014: Intellectual Property That is Educational Materials.

##### 5.KH.3 Scope of Policy

This policy is applicable to all units of the university, including its colleges, schools, departments, centers, and institutes, and to all university faculty, staff, and student employees.

This policy does not apply to works of authorship made by university employees in the course and scope of their employment in the furtherance of administrative responsibilities associated with a position, such as university staff, department head,

dean, provost, chancellor, and president, whose works are owned by the University of Colorado as works made for hire.

This policy does not apply to works of authorship made by university employees where the development of the work is required as a part of a sponsored program or a funding agreement administered by the University of Colorado. Ownership of such works are governed by the terms of the associated contract/grant (which generally assign ownership to the University of Colorado or impose on the University of Colorado other obligations that necessitate ownership by the University of Colorado).

#### 5.KH.4 Educational Materials

Educational materials are those works of authorship eligible for copyright protection made by university employees pursuant to the course and scope of their employment, and in furtherance of the employees' educational responsibilities. For the purposes of this policy, regardless of instruction mode, learning management system (LMS), or use of digital technologies, educational materials include, but are not limited to:

- (A) The course syllabus, including any lists of textbooks, books, readings, etc.
- (B) Course design and development materials, including templates and course maps.
- (C) The course learning objectives and expected student learning outcomes.
- (D) All significant course assessments, activities, and grading rubrics.
- (E) Written content in the LMS (e.g., narrative content in course pages and announcements).
- (F) All materials provided to the students, including notes, slides, other written materials, and/or links to said materials, including material associated with recorded lectures.
- (G) Recorded lectures, including any written material/slides used in the lectures.
- (H) Other forms of media created for teaching a CU course including, but not limited to, author-created images, diagrams, graphics, audio files (e.g., podcasts), videos, and models.
- (I) Software, whether in source code, executable code, or other machine-readable form, developed specifically for use in course settings.

Educational materials also include materials developed by authors pursuant to the course and scope of their employment for non-credit courses, co-curricular offerings, and alternative credentials, as well as materials developed for professional and other University of Colorado learning offerings except as these are covered by separate agreements.

## 5.K.H.5 Scholarly and Creative Works

Distinct from educational materials, scholarly and creative works are those works of authorship made by university employees in the course and scope of their employment, and in furtherance of the employees' scholarly responsibilities such as, but not limited to, monographs, papers, models, musical compositions, works of art, textbooks, and unpublished manuscripts.

Consistent with historic practice, the University of Colorado, through this policy, assigns the copyright it has in scholarly and creative works to the authors of the works, unless otherwise addressed in Regent Policy ~~5.J~~[5.I](#): Intellectual Property Related to Discoveries and Patents for their Protection and Commercialization, APS 1013: Intellectual Property Policy on Discoveries and Patents for Their Protection and Commercialization, and any other related policies.

Ownership and use of scholarly and creative works that are developed as a part of sponsored programs are subject to the terms of the associated contract/grant. Similarly, ownership and use of scholarly and creative works that are specifically commissioned by university contract are subject to the terms of the contract.

Copyright of scholarly and creative works typically occurs in professional/academic journals, books, and other professional resources and traditionally requires that the author(s) sign over the copyright to the publisher. Nothing in this policy shall be construed to restrict or constrain these traditions, except as may be required by contracts or grants with third-party sponsors.

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### History:

- Adopted:
- Source: Regent Action of January 16, 2003.
- Revised: June 20, 2024.
- Last Reviewed: June 20, 2024.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Policy 5.K: Intellectual Property that is Educational Material renumbered to Regent Policy 5.H: Intellectual Property that is Educational Material and references to regent policy 5.J updated to regent policy 5.I\).](#)





# University of Colorado

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## BOARD OF REGENTS

### 8. CONDUCT OF MEMBERS OF THE UNIVERSITY COMMUNITY

#### Policy 8.A: Principles of Ethical Behavior

The Laws of the Regents, ~~Article 8, Part B~~ [Article 8, Part A](#), makes members of the university community, including regents, officers, faculty, and staff, responsible for understanding and upholding the highest standards of legal and ethical conduct. The Principles of Ethical Behavior as outlined in this policy are not intended to be a comprehensive catalogue of all university rules and policies. Rather, these principles set forth the underlying expectations regarding the conduct and activities of the university community.

##### 8.A.1 Responsible Conduct

Members of the university community are expected to conduct themselves ethically, and in compliance with all applicable laws, regulations, and university policies. Members of the university community are expected to practice and model ethical and responsible behavior in all aspects of their work. Expected conduct includes conducting fair and principled business transactions; acting in good faith; being personally accountable for individual actions; conscientiously fulfilling obligations towards others; and demonstrating ethical standards of conduct.

##### 8.A.2 Respect for Others

The University of Colorado recognizes that people are the most important resource in accomplishing its mission. The University of Colorado values academic freedom, diversity, and respect for all persons. The university is committed to the principle of non-discrimination and does not tolerate harassment on any basis, including race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, marital status, political affiliation, or political philosophy. Members of the university community are expected to treat colleagues, co-workers, and students with respect, professionalism, and dignity in all interactions and communications.

##### 8.A.3 Conflicts of Interest

As a state institution, it is imperative for both legal and ethical reasons that members of the university community do not improperly benefit from their positions at the university. Members of the university community are expected to avoid actual and perceived conflicts of interest related to their work and position. Actual or potential conflicts must be appropriately disclosed in accordance with university conflict of interest and conflict of commitment policies so that such conflicts may be reviewed, and as appropriate, managed or eliminated. Members of the university community are responsible for identifying potential conflicts and seeking appropriate guidance.

Conflicts of interest may also arise in the context of gifts, travel, and entertainment. Members of the university community are expected to conduct themselves so as to ensure that their positions are not misused for private gain with respect to the acceptance of gifts per the state law. Members of the university community may not solicit, accept, or agree to accept any benefit that is intended to influence the employee in the performance of their university duties.

#### 8.A.4 Research and Academic Integrity

Members of the university community have significant responsibility to ensure that research and academic work is conducted with the highest integrity, and in compliance with federal and state laws, and university policies. Academic freedom can flourish only in a community that values intellectual integrity. University of Colorado researchers and scholars are expected to follow campus policies when conducting research with human or animal subjects; and follow and demonstrate accountability for sponsors and regulatory body requirements. In addition, researchers and scholars are to ensure originality of work, accurately and fairly publish information, and fairly assign authorship credit on the basis of intellectual contributions.

#### 8.A.5 Stewardship of University Property

The university is committed to responsible stewardship of university resources, and members of the university community are expected to ensure that university property, funds, and technology are used appropriately. These responsibilities include using university property, equipment, and resources only for legitimate university purposes; promoting efficient operations; following sound financial practices; and engaging in appropriate accounting and monitoring.

University property includes the university seal, name, and logo. The university regulates the use of its seal, name and related trademarks and logos in order to protect the university's reputation and to ensure that their use is related to the university's educational, research, community service, and patient care missions.

#### 8.A.6 Contributing to a Safe Workplace

The University of Colorado is committed to protecting the health and safety of the university community and creating a safe working and learning environment. Safe workplace practices include participating in applicable training sessions, using appropriate personal safety equipment, and reporting accidents, injuries, and unsafe situations. Members of the university community are expected to conduct their activities in an environmentally responsible manner. This includes carefully handling chemical, radioactive and biological waste, and disposing of hazardous waste and other potentially harmful agents in an environmentally safe manner.

The illegal use and possession of controlled substances and the possession of firearms, explosives, and other weapons on university premises compromises the safety of the university community. The University of Colorado prohibits the unlawful manufacture, distribution, possession, or use of controlled substances and the unlawful possession of weapons in or on any premises or property owned or controlled by the University of Colorado.

### 8.A.7 Privacy and Confidentiality

Members of the university community are the creators and custodians of many types of information. Such information may relate to students, employees, alumni, donors, research sponsors, patients and others. Members of the university community are expected to comply with applicable legal, contractual, and policy obligations to maintain the confidentiality of such information, protect it from improper disclosure, and protect the privacy interests of individuals. To meet these responsibilities, members of the university community are expected to follow document preservation and retention guidelines, and maintain data security using electronic and physical safeguards.

### 8.A.8 Open and Effective Communication

Except as limited by section 8.A.7 of this policy, the University of Colorado is committed to open communication and an environment of transparency. Communicating openly with both internal and external constituents improves relationships and allows the university to operate more effectively. Members of the university community who have questions about a policy, decision, or activity are encouraged to discuss the issue with the individual(s) directly involved before discussing it with others. Supervisors are expected to respond in a timely manner to concerns and communicate with all individuals involved in the matter. The university is committed to providing the community with accurate information regarding the business and affairs of the university. For this reason, and in order to provide a coordinated, accurate, and timely response, all media and legislative inquiries should be directed to the Office of University Relations.

In furtherance of this principle, no employee of the university shall suffer punishment or prejudice in employment because of communications with members of the Board of Regents.

### 8.A.9. Reporting Suspected Misconduct (Whistleblower Policy)

The University of Colorado is committed to meeting federal and state legal requirements and fostering a culture of compliance. Members of the university community are expected to report known and suspected violations of university policies, as well as violations of applicable laws and regulations to appropriate offices. The university provides several options for reporting violations. Unless reporting is required to an appropriate office, members of the university community are encouraged to first report any known or suspected violations to their direct supervisor. Fraud, theft, embezzlement, abuse, or waste may be reported to the University Department of Internal Audit. The university's Ethics Hotline allows individuals to anonymously report concerns involving a possible violation of law, regulation, or policy. All members of the university community who act in good faith in reporting known or suspected violations of law or university policy are protected from retaliation.

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#### History:

- Adopted: February 11, 2010, as Policy 1.C: Principles of Ethical Behavior.
- Revised: June 18, 2020, and moved to Policy 8.A: Principles of Ethical Behavior; September 8, 2023 (added "marital status" to section 8.A.2 to comply with state law).
- Last Reviewed: June 18, 2020.

- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Reference to article 8.B changed to article 8.A\).](#)



# University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

## BOARD OF REGENTS

51

### **409.** NONDISCRIMINATION

#### **Policy 409.A: Diversity, Equity, and Inclusion**

At the University of Colorado, our vision is to be a premier, accessible, and transformative public research university that has diverse and inclusive working and learning environments woven into the fabric of our entire organization. Such environments are crucial to promoting academic excellence, most notably outstanding teaching, learning, research, creative work, meaningful community engagement, and culturally responsive health care.

The University of Colorado Board of Regents affirms its absolute commitment to the promotion of diversity in the university community and insists that no individual or group shall be marginalized or systemically excluded.

Diversity refers to the representation of our university community members who hold individual differences such as life experiences, and group/social differences such as race and ethnicity or class, protected identities as recognized in regent law, as well as cultural, political, geographical, religious, or other affiliations.

To execute our [mission](#), the university must focus on underrepresented populations and those who have faced barriers to access, inclusion and opportunity, and work diligently to identify and remove those barriers. The university must create a community culture that is accepting, supportive and unbiased, and advances a sense of belonging for all members. We must value and protect robust and respectful debate, champion academic freedom, and treat each other with fairness. The regents also recognize the distinct and primary roles of each campus: the Anschutz Medical Campus, Boulder, Denver, Colorado Springs, in addition to system administration, in advancing these goals.

The regents value faculty, student, and staff diversity to ensure the rich interchange of ideas in the pursuit of truth and learning. A true commitment to diversity, equity, and inclusion requires that each regent, member, department, and office of the university community engage in self-examination to identify the policies and practices that perpetuate inequities, and create and commit to action steps that foster a more diverse, inclusive, and equitable community.

The University of Colorado will continually assess its progress on these goals as we maintain our commitment to eradicating inequities. Strategic and budgetary planning must include measurable goals that prioritize the advancement of diversity, equity, and inclusion. Progress and assessment will be presented to the regents annually.

#### Term Definitions

*Equity* is the creation of opportunities for historically underserved populations to have equal access to and participate in academic and professional experiences that address disparate outcomes and propel communities toward success.

*Inclusion* means actively embracing diversity in all aspects of academic, social, and professional life. It involves making intentional efforts to engage with people from various backgrounds, learning from their experiences, and developing a deeper understanding of, and empathy towards, how individuals interact within different systems, institutions, and communities.

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**History:**

- Adopted: September 8, 2023.
- Revised: N/A.
- Last Reviewed: September 8, 2023.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Policy 10.A: Diversity, Equity, and Inclusion renumbered to Policy 9.A: Diversity, Equity, and Inclusion\).](#)



# University of Colorado

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## BOARD OF REGENTS

### 109. NONDISCRIMINATION

#### Policy 10-M9.B: Disability Inclusion and Universal Design

##### 10-M9.B.1 Policy Statement

The University of Colorado System is committed to fostering an inclusive and accessible educational environment for all students, faculty, staff, and visitors, including persons with disabilities. In alignment with federal and state laws, as well as best practices in reasonable accommodations and universal design, our system aims to ensure that qualified individuals with a disability have equal access to academic programs, facilities, and services.

##### 10-M9.B.2 Legal Framework

This policy is guided by the following federal and state laws:

- (A) Americans with Disabilities Act (ADA): Prohibits discrimination based on disability and requires reasonable accommodations in all areas of public life, including education.
- (B) Section 504 of the Rehabilitation Act of 1973: Ensures that individuals with disabilities have equal access to federally funded programs and activities.
- (C) Colorado Anti-Discrimination Act: Protects individuals from discrimination based on disability in various sectors, including education.

##### 10-M9.B.3 Commitment to Universal Design

Incorporating universal design principles into our educational practices and facilities contributes to creating an inclusive environment. Universal design refers to the design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation.

##### 10-M9.B.4 Commitment to Accommodations and Modifications

The University of Colorado is committed to ensuring individuals maintain equal access to their education and employment. As a system, we strive to meet and exceed state and federal requirements which ensure equal participation, inclusion, and enjoyment. As part of that commitment, the university will ensure requests for accommodation are easy to make and thoroughly considered in line with the goal of creating equal access for qualified individuals with a disability.

#### ~~10.M~~9.B.5 Implementation

- (A) Accessibility Staffing: Each campus will have staff responsible for facilitating accommodations, training, and promoting awareness of disability issues across campus.
- (B) Training and Resources: Each campus will encourage faculty and staff training on disability awareness, inclusive practices, and universal design principles.
- (C) Regular Assessment: The university will have procedures to ensure compliance with legal standards and this policy.

#### ~~10.M~~9.B.6 Conclusion

The University of Colorado System recognizes the value of diversity and is dedicated to removing barriers for persons with disabilities. By adhering to federal and state laws and embracing universal design, the university strives to create an educational community where all individuals can thrive.

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#### History:

- Adopted: November 18, 1993, as Policy 10.M: Commitment to Needs of Persons with Disabilities.
- Revised: February 6, 2025, and renamed Policy 10.M: Disability Inclusion and Universal Design. ([renumbered to policy 9.B on July 30, 2025](#))
- Last Reviewed: February 6, 2025.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Regent Policy 10.M: Disability Inclusion and Universal Design renumbered to Regent Policy 9.B: Disability Inclusion and Universal Design\).](#)





## 11. **COMPENSATION AND BENEFITS**

### **Policy 11.B: Faculty Salary<sup>1</sup>**

#### 11.B.1 Introduction

The university recognizes the vital importance of its faculty to the mission of the University of Colorado. Teaching students is one fundamental purpose of the university; it is faculty members who provide that instruction. The faculty convey the latest information and techniques to students so that graduates can be educated citizens and locally, nationally, and internationally competitive. Generating new knowledge is a second fundamental purpose of the university; it is faculty members who define the cutting edge of their fields of knowledge through their scholarly/creative work, which also strengthens the education of their students. Faculty members also contribute to the university's well-being, mission, and operations through shared governance and leadership and service to the institution and the community.

The university recognizes the central role of the faculty in maintaining and furthering its mission by investing resources in them, including resources to support their salaries. This policy is focused on key faculty salary principles and processes, with additional details articulated in administrative policy statements and campus policies.

Faculty salary (a portion of total compensation) is a major factor in attracting, retaining, and rewarding highly-qualified faculty and maintaining quality academic programs (see Regent Policy ~~10.E~~ 11.A – Compensation Principles). It shall be a priority in annual budgetary planning.

The university is committed to identifying and remedying unlawful pay inequities. Each campus shall have a policy or mechanism for periodic review of salary structure for inequities.

#### 11.B.2 Annual Salary Adjustments<sup>2</sup>

(A) Annual adjustments to an individual's salary may be the result of:

- (1) the annual base-building merit evaluation process;
- (2) other base-building adjustments, for example, to address market, career merit inequities, salary equity, promotion, or institutional priorities; and/or

<sup>1</sup> At the Anschutz Medical Campus, faculty covered by alternative faculty compensation plans shall follow the requirements of those plans. Such plans may include terms and procedures that differ from those contained in this regent policy. In addition, processes for salary pool allocations and annual faculty evaluation at the Anschutz Medical Campus may vary from those described in this policy.

<sup>2</sup> Salary adjustment may be an increase or a decrease in salary.

- (3) non-base building adjustments.
- (B) Each campus shall develop a plan for allocation of the annual salary pool to schools/colleges and other academic and administrative units.
  - (1) The campus plan shall not include salary recommendations for individual faculty.
  - (2) The administration shall provide the campus faculty assembly with the opportunity to review the campus plan for allocating the salary pool.
- (C) Based on the dean's authority and responsibilities as the principal academic and administrative officer of a school or college (see Regent Policy 4.A: Administration and Governance of Academic Units), the dean determines the salary pool allocation to primary units within a school or college.
- (D) Notwithstanding any other term or provision of this policy, the chancellor of each campus is authorized to approve individual retirement incentive agreements for eligible faculty on the chancellor's campus. See Administrative Policy Statement 5016 – Faculty Retirement Agreements.

#### 11.B.3 Determining Annual Salary Adjustments

A faculty member's total base salary adjustment shall include the annual merit-based salary adjustment, and any additional base-building salary adjustments to address market, career merit inequities, salary equity, promotion, and institutional priorities. A faculty member may also receive non-base building adjustments in certain circumstances.

Steps are discussed below, which include determining the annual merit score of each faculty member; determining the merit-based, base-building salary adjustments; determining additional base-building salary adjustments; and finally, determining any non-base building salary adjustments.

As part of the annual salary process, each faculty member shall have access to a copy of their salary recommendations from all administrative levels.

##### (A) Annual Merit Evaluation

- (1) Activities and expectations for teaching, scholarly/creative work, leadership and service, and where applicable, other categories specific to the unit (e.g., clinical activity, librarianship) vary widely across and within primary units. For this reason, the unit level annual evaluation process should reasonably include both objective and subjective professional judgments. Reducing the inherent complexity of faculty activities to a strict formula is discouraged.
- (2) Determinations of annual merit-based salary adjustments shall be made based on primary unit processes that are clearly articulated in a written document.

- (a) The faculty of the primary unit shall develop, in consultation with the chair, dean, and the provost, a process for annual merit evaluation. As described in regent policy 5.C.4(B), faculty evaluations shall be based on peer review, with exceptions at the Anschutz Medical Campus. The annual merit evaluation process shall be made known to all faculty members within a unit.
- (b) The primary unit annual merit evaluation process shall consider teaching, scholarly/creative work, leadership and service, and where applicable, other categories specific to the unit (e.g., clinical activity, librarianship). The primary unit evaluation process shall lead to a determination of performance in each category. The annual merit evaluation process shall consider the individual's agreed upon workload for the evaluation year. The overall annual merit score shall be the weighted combination, based on workload, of the individual category scores.
- (c) Each primary unit shall have a mechanism that captures a uniform set of parameters for annual activities in teaching, scholarly/creative work, leadership and service, and where applicable, other categories specific to the unit (e.g., clinical activity, librarianship), including information from the annual Faculty Report of Professional Activity (e.g., faculty course questionnaire data, class size, course modality, research expenditures, acceptance rates of publication venues, etc.). This mechanism shall be clearly articulated in a written document that is available to all faculty members in the unit.
- (d) In any given year, primary units may choose to evaluate parameters (e.g., publications) based on performance over multiple years (up to five years) to reflect ongoing activities that may not yield measurable results in a single year. Parameters for multiple year evaluations shall be the same as the individual year parameters.
- (e) See Administrative Policy Statements 5008 - Faculty Performance Evaluations and 1009 - Multiple Means of Teaching Evaluation.
- (f) The administration may review the performance scores produced by the faculty process to evaluate, as appropriate, intra- and inter-unit consistency.

(B) Annual Merit-Based, Base-Building Salary Adjustment

- (1) Using annual merit scores, each primary unit shall have a transparent process for making initial annual merit-based, base-building recommendations for salary adjustments.

## (C) Additional Base-Building Salary Adjustments

Market, career merit inequities, salary equity, promotion, and institutional priorities may lead to additional base-building salary adjustments.

- (1) Campuses shall have a transparent process for evaluating needs and awarding salary adjustments to address market, career merit inequities, salary equity, promotion, and institutional priorities. The processes should also consider and address inequities arising from these related adjustments.

## (D) Total Annual Base-Building Salary Adjustment

- (1) Based on the recommendations in sections 11.B.3(B)(1) and 11.B.3(C), the annual base-building salary adjustment shall be made by the primary unit to the dean who shall then issue a recommendation to the provost and chancellor for final approval.

## (E) Non-Base Building Adjustments

Faculty members may be awarded non-base building salary adjustments based on merit and in accordance with specific criteria and guidelines approved by the campus chancellor. These salary adjustments may be awarded for no more than one academic year at a time; however, they may be renewed in subsequent years.

- (1) Faculty who perform work outside their regular duties or at a substantially higher level than their regular assignment may be awarded a non-base building salary supplement. This may include teaching or other work beyond the faculty members' standard assignment and is not associated with a differentiated workload.
- (2) Faculty who have an administrative appointment may qualify for a non-base building administrative salary supplement with approval by the dean and, as may be required, the provost, chancellor, or president.
- (3) Faculty who have received an approved monetary recognition or achievement award may be issued a non-base building salary supplement.

## 11.B.4 Appeal Processes

- (A) Faculty members who are not satisfied with their annual merit evaluation rating may request a peer review based on primary unit or school/college procedures. See Administrative Policy Statement 5008 – Faculty Performance Evaluations.
- (B) Faculty members who are not satisfied with their annual salary have the right to appeal through campus-defined administrative processes and to seek a review of that appeal.

- (C) For any perceived violations of academic freedom or academic rights, including those that may be associated with a salary appeal, a grievance to the Faculty Senate Grievance Committee (FSGC) may be filed in accordance with regent policy 5.G (See regent policy 5.G.1.C).

#### 11.B.5 Explanation of Terms

##### (A) Merit

Merit is the prevailing factor in all salary increases at the University of Colorado. Peer evaluation of faculty performance in the areas of teaching, scholarly/creative work, and leadership and service, and where applicable, other categories specific to the unit (e.g., clinical activity, librarianship) forms the basis for merit increases. Salary adjustments or increases that take into account market, career merit inequities, salary equity, promotion, or institutional priorities must be simultaneously based on merit.

##### (B) Career Merit

Year-to-year variations in the amount of funds in the available salary pool as well as the timing of faculty productivity can lead to salary inequities over time. Evaluations using career merit allow a unit to remedy any inadvertent discrepancies caused by the vicissitudes of budgets and timing of productivity.

##### (C) Market Adjustments

Market adjustments are salary adjustments given to the primary unit to match significant competitive changes in the salary available to members of a particular discipline or specialty at comparable institutions.

##### (D) Primary Unit

Schools and colleges are academic units approved by the Board of Regents. Departments are academic units, within a school or college, approved by the Board of Regents. Departments approved by the Board of Regents are primary units. Schools or colleges without regent-approved departments are primary units. According to regent policy 5.A.1(B)(3), faculty members of the primary unit shall have principal responsibility for the conduct of annual faculty performance evaluations and post-tenure reviews based on procedures developed in collaboration with the administration, as stated in regent policy 5.A.1(C)(1).

## (E) Salary Equity

The university is committed to salary equity for all members of the faculty and follows a practice of periodic equity reviews of salary profiles to compare individuals to similarly situated faculty in the primary unit.

## (F) Salary Pool

The term salary pool, approved annually by the Board of Regents, supports both annual merit evaluation-based salary adjustments and adjustments for market, career merit inequities, salary equity, promotion, and institutional priorities.

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**History:**

- Adopted: May 19, 2009,
  - Replaces and incorporates the provisions of Regent Policy 11.F.2: Compensation Principles and Policy for Faculty and Glossary,
  - Replaces and incorporates the provisions of Regent Policy 11.F.2: Addendum to Compensation Principles and Policy for Faculty,
  - Replaces and incorporates the provision of additional pay for extra work contained in Regent Policy 5.D Additional Remuneration For Extra Work,
  - Incorporates the provision for faculty salary computation for a faculty member ending an administrator appointment and returning to a faculty appointment contained in Regent Policy 3.I: Compensation for Administrative Officers Returning to ~~AY~~Any Faculty Positions (now regent policy 3.H).
- Revised: April 29, 2014; April 17, 2015 (the term “officer and exempt professional” was replaced with the term “university staff”); February 10, 2022 - revised for changes related to the Colorado Equal Pay for Equal Work Act and made retroactive to January 1, 2021; May 9, 2022 - administrative change made to address faculty grievance language by adding updated language that was removed from Regent Policy 10.E: Compensation Principles; June 22, 2023.
- Last Reviewed: June 22, 2023.
- Non-substantive Changes: July 30, 2025 (Conforming amendments made for renumbering of regent laws and policies: reference to Regent Policy 10.E: Compensation Principles changed to Regent Policy 11.A: Compensation Principles).



# University of Colorado

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## BOARD OF REGENTS

### 11. **COMPENSATION AND BENEFITS**

#### **Policy 11.E: Leave Policies for Employees**

##### 11.E.1 Vacation

###### (A) Nine-Month Faculty

- (1) **Accrual.** Nine-month faculty on academic appointments do not accrue vacation leave.
- (2) **Compensation.** N/A.

###### (B) University Staff and Twelve-Month Faculty

- (1) **Accrual.** Full-time university staff and faculty on twelve-month appointments are eligible to receive twenty-two (22) working days (176 hours) of paid vacation annually, earned as 14.67 hours per month. An eligible employee who works part-time (less than 100%) accrues vacation on a prorated basis. Eligible employees on leave without pay, except for military leave without pay and furloughs, do not accrue vacation leave. Vacation accrual may not exceed forty-four (44) days (352 hours) on July 1 of every year.
- (2) **Compensation.** Direct compensation is not provided in lieu of use of earned vacation. Upon retirement or termination of employment, not including transfers or intent to be rehired at CU within thirty (30) days, direct payment is made in the equivalent amount of the employee's earned unused vacation time up to a maximum of forty-four (44) days (352 hours) per separation from employment from the university. Vacation payout will be calculated at the employee's compensation rate at the time of each separation from employment.
  - (a) For business needs, a campus may create a policy to pay all or a portion of the vacation accrual, up to the maximum of forty-four (44) days (352 hours), without formal separation from the university. The campus policy must include eligibility criteria, funding sources, and maximum leave payout.

###### (C) Classified Staff

- (1) Leave benefits for classified staff are governed by the State of Colorado Personnel Board Rules.

## 11.E.2 Sick Leave

## (A) Nine-Month Faculty

- (1) **Accrual.** Sick leave benefits shall be available to faculty on nine-month appointments. Nine-month faculty on a 100% appointment will accrue eleven (11) days (88 hours) of sick leave annually, beginning on the first day of their eligible appointment. Eligible faculty who are on a part-time (less than a 100%) appointment accrue sick leave on a prorated basis. Eligible faculty on leave without pay, except for military leave without pay and furloughs, do not accrue sick leave.
- (2) **Compensation.** No compensation for unused sick leave shall be paid upon separation from employment with the university.

## (B) University Staff and Twelve-Month Faculty

- (1) **Accrual.** Full-time university staff and faculty on twelve-month appointments are eligible to receive fifteen (15) working days (120 hours) of paid sick leave annually, earned as 10 hours per month. Accrual begins on the first day of eligible appointment. Eligible employees who are on a part-time (less than 100%) appointment accrue sick leave on a prorated basis. Employees on leave without pay, except for military leave without pay and furloughs, do not accrue sick leave.
- (2) **Compensation.**
  - (a) Unused, accrued sick leave may be compensated when the employee separates from employment with the university and meets the age and service eligibility requirements for University of Colorado's Post-Retirement Benefits, per Board of Regent Policy 11.FD.3.
  - (b) Once the sick leave compensation is paid, the employee's remaining accrued sick leave balance will be removed, leaving the accrued sick balance at zero hours. An employee is eligible for sick leave compensation one time only, unless the employee rescinds their retirement with both CU and their respective retirement vendor and is subsequently employed in a leave-eligible position, in which case the eligible sick leave compensation will again be paid upon separation from the university.
  - (c) If an employee dies while actively employed, the spouse or estate will be compensated.
  - (d) The employee's maximum sick leave accrual for purposes of compensation is 120 days (960 hours). The maximum compensation payout is 30 days (240 hours), which is  $\frac{1}{4}$  of the employee's maximum sick leave accrual, except as noted below. If an employee's sick leave accrual balance is less than 120 days (960



hours), the compensation payout is  $\frac{1}{4}$  of the balance the employee has accrued.

- (i) For university staff and faculty on twelve-month appointments, accruals for the purpose of the maximum sick leave compensation will be based upon documented departmental sick leave records verified as of May 1, 2001.
- (ii) Any employee whose documented accrued sick leave was in excess of 120 days (960 hours) on May 1, 2001, will use the entire accrued balance as of May 1, 2001, to identify their maximum sick leave accrual for purposes of compensation. These employees will be eligible to receive compensation payment for one-fourth ( $\frac{1}{4}$ ) of any unused portion of the accrued balance.
- (e) Sick leave payment will be calculated at the employee's compensation rate at the time of each retirement-eligible separation from the university or upon death.

(C) Classified Staff

Leave benefits for classified staff are governed by the State of Colorado Personnel Board Rules.

(D) All Other Faculty on Contracts (including student faculty)

- (1) All other faculty and student faculty on a 100% appointment shall be eligible for three (3) days (24 hours) of sick leave per semester but no more than nine (9) days (72 hours) annually. Accrual begins on the first day of eligible appointment. An eligible employee who works part-time (less than 100%) accrues sick leave on a prorated basis. Employees on leave without pay, except for military leave without pay and furloughs, do not accrue sick leave.
- (2) Accrual may not exceed six (6) days (48 hours) on July 1 of every year.
- (3) Up to six (6) days (48 hours) of accrued sick leave may be carried over from year to year. C.R.S. § 8-13.3-403(3)(b).
- (4) Compensation. No compensation for unused sick leave shall be paid upon separation from the university.

(E) All other Paid Employees (including non-contract temporary and student hourly employees)

- (1) Other employees paid monthly or hourly are eligible to accrue 0.034 hours of sick leave for every hour worked. Accrual begins on the first day of

eligible appointment. An eligible employee who works part-time (less than 100%) accrues sick leave on a prorated basis. Employees on leave without pay, except for military leave without pay and furloughs, do not accrue sick leave.

- (2) Accrual may not exceed six (6) days (48 hours) on July 1 of every year.
- (3) Up to six (6) days (48 hours) of accrued sick leave may be carried over from year to year. C.R.S. § 8-13.3-403(3)(b).
- (4) Compensation. No compensation for unused sick leave shall be paid upon separation from the university.

### 11.E.3 Other Types of Leave

The president may establish additional types of leave as determined by federal and state law or as deemed necessary for specific employment classifications. Examples include: court and jury leave, military leave, bereavement leave, leave for job-related illnesses and injuries, leave without pay, parental leave, administrative leave, leave sharing and furloughs.

### 11.E.4 Verification of Leave Accruals and Recording Leave Usage

- (A) Each employee and supervisor is responsible for maintaining accurate and complete vacation and sick leave records within their department or unit. These records will be used to verify leave benefits involved in termination, retirement, or transfer. This record must accompany termination documents for payment of annual leave and sick leave if eligible for retirement.
- (B) Each supervisor is responsible for ensuring that these policies for vacation, sick leave, and other leaves are applied in a consistent manner and in consultation with appropriate human resources personnel, where necessary, to achieve substantial uniformity across all campuses of the University of Colorado.

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#### History:

- Adopted: May 9, 2002 - Regent Policy 11.H - Leave Policies.
- Revised: May 19, 2009. The current revisions incorporate the provisions of Regent Policy 11.J - Parental Leave for Faculty, Officers and Exempt Professionals, recommended for rescission. As part of the May 19, 2009 resolution, the board authorized staff to reformat and renumber the sections contained in Regent Policy 11. The policy was renumbered as Policy 11.E; April 17, 2015 - The term "officer and exempt professional" was replaced with the term "university staff"; April 2, 2020 - An interim provision to 11.E.1(B)(1) was approved on May 19, 2020, and was repealed on July 1, 2021; April 8, 2021, and made retroactive to January 1, 2021.
- Last Reviewed: April 8, 2021.
- Non-substantive Changes: April 2024; [July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Reference to regent policy 11.F.3 changed to regent policy 11.D.3\).](#)



# University of Colorado

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## BOARD OF REGENTS

### 11. COMPENSATION AND BENEFITS

#### Policy 11.FD: Benefits

##### 11.FD.1 Non-Salary Benefits

The university provides compensation beyond salary for eligible employees in the form of benefits. Benefits are authorized through the Board of Regents and include group insurance programs, such as medical, dental, life, and disability, and other benefits like flexible spending, paid leave, and retirement savings plans. New and revised university benefit programs, including eligibility, must be approved by the Board of Regents.

For university employees who are members of the state personnel system (classified staff), benefits and eligibility are defined in accordance with state laws and Department of Personnel & Administration (DPA) rules. Eligible classified staff have the option of enrolling in university benefit plans.

The university, through its payroll system, offers employees the opportunity for payroll deduction for approved services and organizations. Such deductions must be approved through university and/or state policy.

##### 11.FD.2 Retirement Plans and Savings Programs

Eligible employees shall be enrolled in a retirement program as provided by applicable state law or as authorized by the Board of Regents. State and university retirement plans are contributory. The employer and employee levels of contribution to the retirement plans are subject to change and limitations set by federal tax law.

#### (A) Classified Staff:

- (1) Eligible classified staff enroll in one of the two PERA retirement plans: The PERA Defined Benefit (DB) Plan or, effective January 1, 2019, The PERA Defined Contribution (DC) Plan. Eligibility and rules are governed by Colorado PERA.
- (2) Eligible classified staff may also choose to participate in the following voluntary retirement savings plans:
  - (a) 403(b) Plan: The university-sponsored 403(b) Plan offers two retirement savings programs: the pretax option and the ROTH option.
  - (b) 457 Plan: The 457 Plan is a state of Colorado-sponsored retirement savings plan.

- (c) PERA 401(k) Plan: The PERA 401(k) Plan is a PERA-sponsored retirement savings plan.

(B) Faculty and University Staff:

- (1) Eligible faculty and university staff enroll in the university-sponsored 401(a) Optional Retirement Plan (401(a) ORP).

Faculty and university staff who are active members in PERA who transfer into a position eligible for the 401(a) ORP may be required to make a one-time irrevocable enrollment decision to remain in PERA or enroll in the 401(a) ORP.

- (2) Eligible faculty and university staff may also choose to participate in the following voluntary retirement savings programs:

- (a) 403(b) Plan: The university-sponsored 403(b) Plan offers two retirement savings programs: the pretax option and the ROTH option.
- (b) 457 Plan: The 457 Plan is a state of Colorado-sponsored retirement savings plan.
- (c) PERA 401(k) Plan: The PERA 401(k) Plan is a PERA-sponsored retirement savings plan.

The Board of Regents maintains responsibility for the number and types of investment options as well as for the amount of employee and employer contribution levels for the 401(a) ORP. In addition, the board maintains responsibility for defining retirement plan eligibility. The administrative duties, including management of vendor contracts and employee enrollment processes, are carried out by the university's plan administrator.

(C) Graduate Medical Education (GME) Residents:

- (1) Eligible GME Residents are automatically enrolled in the university-sponsored 403(b) Plan and are eligible for an employer contribution.
- (2) In addition to the 403(b) Plan, eligible GME Residents may also choose to participate in the following voluntary retirement savings programs:
  - (a) PERA 457 Plan: The PERA 457 Plan is a PERA-sponsored retirement savings plan.
  - (b) PERA 401(k) Plan: The PERA 401(k) Plan is a PERA-sponsored retirement savings plan.

### 11.FD.3 Age and Years of Service Requirements for the University's Post-Retirement Benefits

#### (D) Classified Staff and Other University Employees Enrolled in a PERA Retirement Plan

To be eligible for university retirement benefits offered in addition to a PERA Retirement Plan, employees must have five (5) years of eligible CU Service and are required to retire (does not include a refund of your DB account) with PERA.

The combined years of service and age requirements for a PERA Retirement Plan are governed by PERA in accordance with Title 24, Article 51 of the Colorado Revised Statutes, and the Rules of the Colorado Public Employees' Retirement Association (visit the PERA website at: <https://www.copera.org/>)

#### (E) Faculty and University Staff Enrolled in the 401(a) ORP

To be eligible for university retirement benefits offered in addition to the 401(a) ORP, employees must be 55 years of age; have five (5) years of eligible CU Service; and meet the age and years of eligible CU service requirements for regular or early retirement.

Regular or early retirement is based on the 70/75 formula. If the combined age and years of eligible CU service for a faculty or university staff member enrolled in the 401(a) ORP adds up to 75 or more, that individual is eligible for regular retirement and is entitled to receive 100% of the University of Colorado contribution towards retiree insurance benefits upon retirement. If the age and years of eligible CU service adds up to 70-74, the individual is eligible for early retirement, and the University of Colorado contribution towards retiree insurance benefits will be pro-rated based on the actual years of eligible CU service divided by the required years of eligible CU service for regular retirement. Eligible years of CU service will include all years in which the employee worked in a regular, retirement-eligible position at 50% time or greater at the University of Colorado.

**Age and Years of Eligible CU Service Requirements for Regular and Early Retirement**

Age at time of Retirement	Years of Eligible CU Service	Combined Age and Years of Eligible Service for Regular Retirement		Age at time of Retirement	Years of Eligible CU Service	Combined Age and Years of Eligible Service for Early Retirement
55	20	75		55	15	70
56	19	75		56	14	70
57	18	75		57	13	70
58	17	75		58	12	70
59	16	75		59	11	70
60	15	75		60	10	70
61	14	75		61	9	70
62	13	75		62	8	70
63	12	75		63	7	70
64	11	75		64	6	70
65	10	75		65	5	70
66	9	75				
67	8	75				
68	7	75				
69	6	75				
70+	5	75				

**(F) Faculty, University Staff, and Classified Staff Terminated and Ineligible for Rehire**

Individuals who have been terminated from the University of Colorado and are Not Eligible for Rehire are ineligible for any CU Retirement Benefits that are offered in addition to PERA or the 401(a) ORP.

**11.FD.4 Early Retirement Incentive Programs**

- (G) Retirement Incentive Agreements for Tenure and Tenure-Track Faculty.** For the purpose of determining eligibility for a specific retirement incentive program for tenure and tenure-track faculty, such as a phased retirement program, the age plus years of service requirements may be reduced to total no less than 65 if the faculty member is at least 50 years of age upon retirement.

Also, tenure and tenure-track faculty may count years of service at other higher education institutions (employment of 50% time or greater) in determining whether the age plus years of service requirement is met if: (1) the faculty member will have been employed at the university for a minimum of five years prior to the retirement date in the retirement incentive agreement; and (2) the faculty member was age 55 or greater on the first date of employment at the university.

- (H) **Individualized Retirement Incentive Programs.** The president is authorized to develop retirement incentive options in addition to phased retirement programs for faculty, including a “window program” and an “individualized retirement incentive program.” In a window program, employees in an identified group who meet a specified combination of age and years of service would be eligible for a separation incentive. In an individualized retirement incentive program, an incentive, drawn from a menu of options tailored to the individual employee, would be offered to the employee. These options are considered perquisites under State Fiscal Rules, and the Board of Regents authorizes the president to seek necessary approvals from the governor and the state controller to implement such options.

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**History:**

- Adopted: May 19, 2009,
  - replaces and incorporates the provisions of Regent Policy 11.D Qualified Retirement Plan,
  - replaces and incorporates the provisions of Regent Policy 11.E 401(A) Optional Retirement Plan for Faculty and Unclassified Staff,
  - combines benefits section from Regent Policy 11.F.2: Compensation Principles and Policy for Faculty,
  - replaces and incorporates the provisions of Regent Policy 11.F.2, addendum to Compensation Principles and Policy for faculty,
  - replaces and incorporates the provisions of Regent Policy 11.I Age And Years Of Service Requirements For Faculty, Officers And Exempt Professionals Who Are Not Retiring With Public Employees Retirement Association (PERA) Retirement,
  - clarifies that in accordance with the Laws of the Regents, Article 11: Compensation, classified staff have the option of enrolling in benefit plans that are approved by the state Department of Personnel and Administration or selected university benefit plans.
- Revised: April 17, 2015 (the term “officer and exempt professional” was replaced with the term “university staff”); and February 10, 2022; April 10, 2025 (Added GME Resident eligibility for employer contribution).
- Last Reviewed: April 10, 2025.
- Non-substantive Changes: April 2024; [July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Regent Policy 11.F: Benefits renumbered to Regent Policy 11.D: Benefits\)](#).



# University of Colorado

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## BOARD OF REGENTS

### 14. PROPERTY AND FACILITIES

#### Policy 14.**E**: Weapons Control

The Board of Regents recognizes that the unauthorized possession of firearms, explosives, and other dangerous and illegal weapons on or within any University of Colorado campus, leased building, or areas where such possession interferes with the learning and working environment of the University of Colorado is inconsistent with the academic mission of the university.

The Board of Regents further recognizes that the Colorado General Assembly, in passing the state laws regarding concealed carry, authorizes qualified citizens to obtain a permit to carry a concealed handgun. The Colorado Supreme Court determined that the Colorado concealed carry laws apply to state institutions of higher education, including the University of Colorado, and that the concealed carry laws do not permit state institutions of higher education to prohibit the lawful carrying of concealed handguns in accordance with terms of the laws. However, the University of Colorado and members of the university community will comply with all state concealed carry laws that prohibit carrying a weapon on university property pursuant to a valid concealed carry permit.

Article 14.B.3 of the Laws of the Regents authorizes the chancellors of each campus to adopt procedures governing the use of university grounds, buildings, and facilities. Regent policy 8.A further recognizes that the possession of firearms, explosives, and other weapons on university premises compromises the safety of the university community.

In recognition of its obligation to both preserve the learning and working environment and to recognize the rights of citizens to exercise their rights under the Colorado concealed carry laws, the Board of Regents authorizes the enactment of rules lawfully regulating the possession of firearms, explosives, and other weapons. The president of the University of Colorado may enact such rules for system administration, and the chancellors of each campus may enact such rules for their respective campus. The carrying of a concealed handgun in accordance with the requirements of the Colorado concealed carry laws shall not be deemed unauthorized by such rules, unless prohibited by existing state statute.

Nothing in this policy limits the ability of the University of Colorado to enter into contracts for access to events or facilities that are not generally open to the public that limit the ability of students, employees, guests, or other visitors to the campus to carry a concealed handgun.



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**History:**

- Adopted: March 17, 1994.
- Revised: September 12, 2012; February 13, 2020; June 18, 2020 (reference to Regent Policy 1.C changed to 8.A); June 21, 2024.
- Last Reviewed: June 21, 2024.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Regent Policy 14.I: Weapons Control renumbered to Regent Policy 14.E: Weapons Control\).](#)



# University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

## BOARD OF REGENTS

72

### 14. PROPERTY AND FACILITIES

#### Policy 14.JC: Naming University Facilities and Programmatic Units

##### Introduction

This policy covers the naming of university facilities. This policy also sets forth the university's naming guidelines for major facilities and programmatic units. (See 14.J.5 14.C.5 for the definition of major facility and programmatic unit.)

The naming of a university facility or programmatic unit contributes to the University of Colorado's sense of its own heritage and is a significant event in the history of the institution. On occasion, the university seeks to honor the efforts and/or contributions of individuals by offering the naming of programs, buildings, portions of buildings, or other areas on its campuses.

The naming of a university facility or programmatic unit shall not distract from the institution's values, dignity, integrity, or reputation, nor shall any such naming create a conflict of interest, or the appearance of a conflict of interest, or confer special privileges.

##### 14.JC.1 Functional Naming of Facilities and Programmatic Units

- (A) Each new university facility and programmatic unit shall be given a functional name that is reasonably descriptive of and will identify the principal activity or purpose of the facility or program. The process for assigning functional names shall be determined as provided by [APS 3004 - Functional and Honorary Naming of University Facilities and Programmatic Units](#).

##### 14.JC.2 Guidelines for Honorary Names

From time to time, a functional name for a university facility or programmatic unit may be replaced with an honorary name to pay tribute to an individual, corporation, organization, or group having made a distinguished contribution of service, research, teaching, or support to the university.

- (A) Approvals and process for determining honorary names of major facilities and programmatic units.
  - (1) Honorary names for major facilities and programmatic units shall require approval of the Board of Regents to ensure the preservation of the university's values and reputation.

- (B) Criteria for honorary names for major facilities and programmatic units.
  - (1) Naming may be offered in recognition of service to the university or in recognition of charitable giving for the benefit of the university.
  - (2) When naming a major facility, the facility's size, location, age and prominence will be taken into consideration.
  - (3) When naming a university program, the program's size, stature and maturity will be taken into consideration.
  - (4) No major facility or program may be named for an elected public official while currently serving in an official capacity.
  - (5) Corporations and organizations are encouraged to be major donors to the university with opportunities for naming rights. The corporation or organization must have a prominent relationship with the university or the region, a positive image and demonstrated integrity.
  - (6) Additional criteria for naming major facilities and programmatic units will be determined as provided by APS 3004.
- (C) All other honorary naming opportunities are determined by the president, which may be delegated to the chancellors as provided by APS 3004.

14. [JC.3](#) Duration of Names and Changes to or Removal of Names of Major Facilities and Programmatic Units

- (A) An honorary name for a major facility is generally assigned to a facility for its useful life. If the facility is substantially renovated, replaced or demolished, the campus vice chancellor for advancement will consult with the honoree or the honoree's descendants, if reasonably possible, to determine whether the naming will be discontinued or if there is an opportunity to continue the naming in the renovated facility, a replacement facility or in another facility. The Board of Regents must approve the continuation of the naming in the renovated or replacement facility or in another facility.
- (B) An honorary name for a programmatic unit will generally be attached to a program unless and until the program is substantially changed or dissolved by action of the campus or Board of Regents. If a program is discontinued, the campus vice chancellor for advancement will consult with the honoree or the honoree's descendants, if reasonably possible, to determine whether to discontinue the naming or to continue the naming for a replacement program. The Board of Regents must approve the continuation of naming for a replacement program.
- (C) In circumstances where a major facility is named for a corporation or organization in recognition for a charitable contribution and the corporation or organization subsequently changes names or ceases to exist, the duration of the naming will be subject to review by the university.

- (1) If a corporation or organization changes its name, it may request that the name of the major facility also be changed. If such a request is made, the name will be changed if (a) the change is acceptable to the Board of Regents, and (b) as long as the corporation or organization pays the complete expense of making the change.
- (D) The university reserves the right to refuse a naming request or to reverse a naming decision should the individual, group of individuals, corporation, or organization after which the major facility or programmatic unit is named or is to be named, be shown to have acted in a way that is counter to values that preserve human dignity or the educational ideals of the university, as provided in regent law and policy, or in the case of a major facility or programmatic unit named after a benefactor, failure to fulfill the terms of the gift agreement.

#### 14.[J](#)[C](#).4 Implementation and Administration

- (A) When a major facility is named for an individual or group, it is expected that there will be suitable ceremonies of formal dedication and that appropriate prominent plaques and signs will be installed and maintained to recognize the individual or group who is being honored.
- (B) The president and each campus chancellor shall develop procedures for implementing this policy.

#### 14.[J](#)[C](#).5 Definitions

- (A) Major facilities typically include buildings, building wings, and building additions; any may also include facilities such as recreational fields, plazas, fountains, roadways, walkways, quadrangles or other similar campus infrastructure, as determined by the president and each campus chancellor.
- (B) Programmatic units typically include schools or colleges, institutes, and departments; and may also include units such as divisions, degree-granting interdisciplinary units, centers, or other similar operational areas of the university, as determined by the president and each campus chancellor.
- (C) Corporations and organizations include entities engaged in business or activities separate from the university.

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#### History:

- Adopted: February 28, 1973.
- Revised: January 23, 1974; May 17, 1984; September 15, 1988; September 10, 1998; and February 10, 2022.
- Last Reviewed: February 10, 2022.
- [Non-substantive Changes: July 30, 2025 \(Conforming amendments made for renumbering of regent laws and policies: Regent Policy 14.J: Naming University Facilities renumbered to Regent Policy 14.C: Naming University Facilities\).](#)