



**Faculty Council
Educational Policy & University Standards (EPUS)**

Friday, October 9th, 2026

Zoom

MINUTES

Attending:

Ravinder Singh (UCB), Heather Anderson (Anschutz), Jed Brown (UCB), Elizabeth Pugliano (UCD), Norah Mazel (UCCS), Yelena Gordiyenko (UCD), Michael Lightner (System), Maureen Durkin (System)

1. Call to Order & Chair's Report

- Ravinder Singh convened the meeting and welcomed updates from the Office of Academic Affairs (OAA). The committee prioritized APS 1017 and APS 1045, both with October 12 feedback deadlines, ahead of detailed review of Regent Policy 5.E.
- Ravinder clarified that the preliminary Policy 5.E working draft is for EPUS internal review and should not yet be distributed to campus assemblies.

2. OAA Update / Regent Policy 5.E: Tenured and Tenure Track Dismissal for Cause

- Maureen Durkin and Michael Lightner presented Working Draft 0 of Regent Policy 5.E, developed with the Faculty Senate Grievance Committee (FSGC) and University Counsel. Revisions reorganize the dismissal for cause process to clarify decision points, roles, and stages of review; related timelines and details will be placed in appendices. Presidential review would occur in every case rather than only through an appeal.
- OAA explained that dismissal for cause provisions previously spread across Policies 5.E and 5.G are being consolidated in 5.E. The revised 5.G addresses non-dismissal grievances, and the existing policy remains in force until related changes are implemented.
- Discussion emphasized faculty understanding of the multi-stage process, early communication and support, education for chairs and deans, possible mediation, and the importance of an independent, unbiased FSGC perspective. Mike explained that presidential review considers campus and FSGC materials, and that faculty may request a final presentation to the Board of Regents under the dismissal process.
- Members raised concerns about outside political and media influence, confidentiality throughout proceedings (including administrators and Regents), and use of AI-generated material in case documentation. Mike welcomed possible safeguards and suggested exploring these broader issues across applicable policies without delaying the current review cycle.
- Policy 5.E feedback is due December 7. EPUS will begin detailed review at its October 23 meeting; Andrea Hutchins (FSGC chair) and Anne Fleming will be invited to provide the FSGC perspective.

3. APS 1017: Distinguished Professorships

- EPUS reviewed and incorporated comments into the working draft, including clarification of reviewing committee size and campus representation, limits on external letters of support, and eligibility for future nominations. Members also recommended revising Section 5 to emphasize a more holistic, discipline-sensitive evaluation of scholarly merit, using the Declaration on



Research Assessment (DORA) as a framework rather than relying primarily on quantitative metrics.

4. APS 1045: Transfer of a Tenured Appointment

- EPUS reviewed and incorporated comments into the working draft, including clarification of the receiving unit's tenured faculty review process, distinctions between the transfer of tenure and academic rank, and responsibilities for subsequent reviews or performance monitoring.

5. Upcoming Policy Work & Next Steps

- OAA noted upcoming drafts of Article 5, Part C (Sections 1–3) and Policy 5.C on faculty appointments and tenure, expected October 23; EPUS feedback is requested by February 12, 2027. Research-related APS 1005, 1012, and 1016 are also being prepared.

Next Meeting: Friday, October 23, 2026, via Zoom.