

1 **LAWS OF THE REGENTS**

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3 **ARTICLE 4: ACADEMIC ORGANIZATION AND PROGRAM PLANNING**

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5 **Part A: Academic Units**

6 The Board of Regents shall approve the formation or discontinuance of academic units. For the
7 purposes of Regent Laws and Policies, academic units are considered to be schools, colleges,
8 and departments that roster tenured and/or tenure track faculty and offer at least one degree
9 program.

10 A school or college shall be administered by a Dean, who, except in extraordinary
11 circumstances and with the recommendation of the provost and approval of the chancellor, shall
12 be a tenured full professor.

13 **Part B: Degree Programs and Other Credentials**

14 The Board of Regents shall approve the creation and discontinuance of degree programs. A
15 degree program is a course of study leading to a degree at the bachelor's, master's, or doctoral
16 level and may only be offered by an academic unit or a program within an academic unit.

17 A complete record of the academic degrees approved by the Board of Regents shall be
18 maintained in the president's office.

19 When specified by the Colorado Commission on Higher Education, other credentials shall also
20 require Board of Regents approval. The Board of Regents delegates to the chancellors the
21 discontinuance of other Regent-approved credentials.

22 Upon the recommendation of the faculty of a school or college, the Board of Regents shall
23 award the appropriate academic degrees to students who have successfully completed an
24 approved course of study. Only the Board of Regents has the right to revoke a degree.

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26 **POLICIES OF THE REGENTS**

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28 **POLICY 4A: ADMINISTRATION AND GOVERNANCE OF ACADEMIC UNITS**

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31 4.A.1 Administration and Governance

32 The dean shall be the principal academic and administrative officer of a school or
33 college, and the presiding officer for faculty meetings of the school or college.

34 Each dean shall be responsible for matters at the school or college level including but
35 not limited to enforcement of admission requirements; the efficiency of departments and
36 other divisions within the school or college; budgetary planning and allocation of funds;
37 faculty assignments and workload; recommendations on personnel actions; curriculum
38 planning; academic advising accountability and reporting.

39 Departments and programs within a school or college shall develop their working
40 structures and rules, subject to the approval of the dean and provost and in accordance
41 with policies established by the Board of Regents.

42 Regent Law 5.E.5 specifies the shared governance principles of participation. A school
43 or college faculty shall collaborate with the dean in the shared governance of the school
44 or college. Subject to specific Board of Regents requirements, voting membership of a
45 school or college faculty shall be determined by its faculty.

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48 **POLICIES OF THE REGENTS**

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50 **POLICY 4B: ACADEMIC PLANNING AND ACCOUNTABILITY**

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52 4.B.1 Academic Program Review

53 Review of all degree programs shall be conducted at least once every seven years
54 within an established timetable. As appropriate, professional accreditation processes
55 may be used to meet some, or all, program review requirements. Professional
56 accreditation processes may require adjustments to the seven-year time period. The
57 Board shall receive an annual report on program review activities and, where
58 appropriate, recommendations for Board action.

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60 4.B.2 Notification of Accreditation Status Change

61 The president and chancellors shall notify the Board of Regents of any change in the
62 status of institutional accreditation or a change to the accreditation status of a degree
63 program, department, or other unit that results in probation or loss of accreditation.

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65 4.B.3 Proposals for Academic Units, Degree Programs, and Other Credentials

66 Proposals for new academic units, degree programs, and other credentials shall be
67 developed by the campus and, upon recommendation of the chancellor and with
68 concurrence of the president, shall be submitted to the Board of Regents. Each campus
69 shall have processes for the development of proposals for new academic units, new
70 degree programs, and other credentials that are consistent with the corresponding
71 Administrative Policy Statement.

72 Each campus shall have a process for name changes of academic units or degree
73 programs. Name changes shall be approved by the Chancellor and communicated to
74 the Board of Regents through the Vice President of Academic Affairs.

75

76 4.B.4 Academic Unit and Degree Program Discontinuance

77 Upon recommendation by the chancellor and with concurrence of the president,
78 proposals for discontinuance of Regent approved academic units or degree programs
79 will be submitted to the Board of Regents for consideration. Discontinuance may be for
80 educational, strategic realignment, resource allocation, or financial reasons, or a
81 combination of these reasons.

82 A recommendation to terminate an academic unit or degree program shall only be made
83 in collaboration with the faculty and administration of the degree program or academic
84 unit, and provost.

85 Each campus shall have processes for the discontinuance of academic units or degree
86 programs that are consistent with those provided in the corresponding Administrative
87 Policy Statement.

88 Upon a decision by the Board of Regents to terminate a degree program, every
89 reasonable effort will be made to allow students to complete their degrees. Termination
90 of appointments of tenured or tenure track faculty that occur as the result of formal

91 discontinuance of an academic unit or degree program shall follow procedures detailed
92 in Appendix 4.1.

93 4.B.5 Records of Degree Completions

94 The campus registrars shall maintain the official records of the candidates to whom
95 degrees are awarded.

96 The conferring of degrees and the issuance of academic transcripts may be withheld for
97 failure to meet financial obligations to the university

98 4.B.6 Degree Revocation

99 Degrees may be revoked if it is discovered that degree requirements were not satisfied
100 due to academic misconduct or administrative error. Upon recommendation of the
101 faculty and the chancellor, and with concurrence of the president, degree revocation
102 actions will be submitted to the Board of Regents for consideration. Procedures for
103 revoking a degree shall be consistent with the corresponding Administrative Policy
104 Statement.

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108 **RELATED ADMINISTRATIVE POLICY STATEMENTS**

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110 APS 10xx: New Degree Programs (to be developed)

111 APS 10xx: Degree Revocation (to be developed)

112 APS 1008: Procedures for the Establishment of Centers, Institutes, Laboratories and Bureaus

113 APS 1015: Implementing Program Discontinuance

114 APS 1019: Implementation of Regent Policy on Program Review

115 APS 1023: Restricted, Proprietary and Classified Research

116 APS 1026: Roles and Responsibilities of Department Chairs

117

118 **NOTE:** Policies governing the dismissal of faculty as a result of academic unit or degree
119 program discontinuance will be moved to the Faculty section of Regent Law and Policy. The
120 following policy (formerly Regent Policy 4H) shall remain in effect until the laws and policies in
121 the Faculty section have been revised and those changes have been reviewed by faculty
122 governance groups and approved by the Board of Regents.

123

124 **Appendix 4.1: Academic Unit or Degree Program Discontinuance**

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126 **4.H.3 Termination of Faculty**

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128 Termination of appointments of tenured or tenure track faculty may occur as the result of
129 formal discontinuance of an academic program or department of instruction. Once a
130 decision to terminate a program has been made, recommendations on termination of
131 appointments of individual faculty members rostered in the organizational unit under
132 review will be made by the chancellor in consultation with appropriate faculty members
133 and administrators. All plans for termination of individual appointments will be reviewed
134 and approved by the president and the Board of Regents prior to implementation. Unless
135 there is a compelling academic reason to do otherwise, no appointment of a faculty
136 member with tenure will be considered for termination until the appointments of faculty
137 members in the unit without tenure have been considered for termination.

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139 **4.H.4 Notification to Faculty Members**

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141 Following formal approval of termination plans by the Board of Regents, one year's
142 formal notice (the Notice Year) will be provided to tenured and tenure track faculty
143 members whose appointments are to be terminated. For faculty members with nine-
144 month contracts, the year's notice will commence at the beginning of the academic year
145 following formal approval by the Board. For faculty members with twelve-month
146 contracts, the year's notice will commence at the beginning of the fiscal year following
147 formal approval by the Board. Timing for phasing out programs and displacing faculty
148 members will be based on institutional needs, including analysis of reasonable time for
149 enrolled students to complete their degree programs.

150

151 **4.H.5 Obligations to Tenured Faculty**

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153 Before terminating the appointment of a faculty member with tenure because of program
154 discontinuance, reasonable efforts will be made to find another suitable position for the
155 faculty member within the university. Inter-departmental or inter-campus transfers may
156 be made only if mutually acceptable. Retraining for faculty members during the Notice
157 Year should be provided under the sponsorship of the campus where the program is
158 discontinued if, in the judgment of the university and the faculty member, such retraining
159 will prepare the faculty member for another suitable University of Colorado position. Any
160 retraining opportunities shall not interfere with the faculty member's assigned teaching
161 and other professional obligations during the Notice Year. Faculty members meeting age
162 and service requirements as specified in university policy have the option to retire.

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165 **4.H.6 Severance Pay**

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167 After exhaustion of the options in 4.H.5 above, the tenured faculty member may be
168 terminated involuntarily and with applicable severance pay. Faculty members who elect
169 to resign or retire from the university may not receive severance pay. In order to be
170 eligible for severance pay, faculty members must fulfill their assigned teaching and other
171 professional obligations throughout the Notice Year.

172
173 Upon termination, severance pay in the amount of base salary for one academic year
174 will be provided to faculty members with 9-month contracts and for one fiscal year to
175 faculty members with 12-month contracts by the campus where the program is
176 discontinued.

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178 **4.H.7 Reinstatement Rights of Tenured Faculty**

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180 If a program is reinstated within three years at the campus where it was discontinued,
181 tenured faculty members who were terminated will have a right to reinstatement,
182 provided positions are available and the position is substantially similar in responsibilities
183 to the one previously held by the faculty member.

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185 **4.H.8 Notification, Rights and Options of Tenure Track Faculty**

186
187 After the Board of Regents formally approves the termination of a program and the
188 program discontinuance plan, the campus shall provide those tenure track faculty
189 identified in the plan for termination with at least one year of notice before termination.

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191 **4.H.9 Other Rights of All Faculty**

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193 A faculty member who is terminated for reasons of program discontinuance will be
194 eligible to participate in the university group insurance program for 18 months following
195 the date of termination under the conditions of the Consolidated Omnibus Budget
196 Reconciliation Act of 1985 (COBRA) if the faculty member is enrolled in the university's
197 group insurance program at the time of termination.

198
199 Faculty members will be provided counseling regarding employment opportunities
200 outside of the university if they request it.

201
202 A faculty member whose appointment is terminated for reasons of program
203 discontinuance has the right to appeal denial of specified rights to the committee on
204 privilege and tenure under established policies and procedures.

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206 **4.H.10 Role of Faculty Council Personnel Committee**

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208 The Faculty Council Personnel Committee will monitor the efforts made by the university
209 to find suitable positions for displaced faculty members within the university and make
210 recommendations as appropriate to the Faculty Council.

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