



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

BOARD OF REGENTS

2. REGENTS OF THE UNIVERSITY

Policy 2.K: Personnel Authority for Employees Exempt from the State Personnel System

In accordance with its constitutional and statutory authority and duties, the Board of Regents shall make or approve all appointments, terminations, title changes, and salaries, including administrative stipends ("Personnel Matters"), for those employees exempt from the state personnel system. As used in this policy, termination does not include acceptance of resignations and retirements.

As permitted by C.R.S. §23-5-117, the board ~~may delegates~~ its authority over Personnel Matters regarding faculty and staff to the president except as provided in Section 2.K.1 and 2.K.2. ~~This policy describes the authority over Personnel Matters retained by the board and the authority over Personnel Matters delegated to the president.~~

2.K.1 The board retains authority for:

- (A) Personnel Matters pertaining to ~~the president, university counsel and secretary, university treasurer, and the associate vice president of internal audit~~ officers of the university as defined in Article 3.B;
- (B) The award of tenure to faculty and the ~~appointment and dismissal~~ revocation of tenured ~~faculty~~; and
- (C) the award of term contracts as authorized by C.R.S. §24-19-104(1.5) and extensions to such term contracts.

~~In those cases where the Board of Regents is not required, by its Laws or policies, to act on the end of appointments of individuals for whom the board retains authority, the end of appointments of such individuals, except tenured faculty, shall be reported to the board as informational items on board meeting agendas.~~

2.K.2 ~~In consultation with the audit committee chair, t~~The associate vice president of internal audit will be the hiring authority regarding Personnel Matters pertaining to university staff reporting directly to the associate vice president of internal audit.

~~Except for the above authority retained by the board, the board delegates to the president authority over Personnel Matters regarding faculty and university staff.~~

2.K.3 The president ~~shall have the authority to further delegate the president's~~ may delegate the authority provided herein to a chancellor or vice president. The chancellor or vice president may further delegate this authority to an officer of the administration. on the following terms:

45 (A) ~~The president's All delegations of the president's authority provided further~~
46 ~~delegation must be express and in writing and shall be posted on a central website;.~~

47
48 (B) ~~The president may delegate to a chancellor, and, upon the recommendation of~~
49 ~~the chancellor, to an officer of the administration authority over Personnel Matters~~
50 ~~regarding the campus' university staff and faculty rostered on their campuses;~~
51 ~~and~~

52
53 (C) ~~The president may delegate to an officer of the administration authority over~~
54 ~~personnel matters regarding university staff reporting through that vice president.~~

55
56 ~~2.K.4 In consultation with the audit committee chair, the associate vice president of internal~~
57 ~~audit will be the hiring authority regarding Personnel Matters pertaining to university staff~~
58 ~~reporting directly to the associate vice president of internal audit.~~

59
60 ~~2.K.5 In the event of a conflict between the provisions of this policy and other previously~~
61 ~~approved policies, the provisions of this policy shall control.~~

62
63 2.K.64 The delegation described in this policy applies only to Personnel Matters as that term is
64 defined in this policy, ~~i.e., appointments, terminations, title changes, and salaries,~~
65 ~~including administrative stipends.~~ Authority over any personnel actions that are not
66 included in the definition of Personnel Matters - for example, leave approvals,
67 evaluations and acceptance of resignations and retirements - shall be exercised in
68 accordance with and under the authority provided by applicable ~~board Law or policy~~
69 ~~policies and procedures.~~

70
71
72 Last revised: September 11, 2015

73
74 **Resources:**

75 <https://www.cu.edu/regents/policy-2k-attachment>

76
77 **History:**

- 78 • The board approved a resolution on delegation of personnel authority on April 25, 1996;
79 revised June 26, 1997; and revised January 20, 2000, effective July 1, 2000.
80
81 • On August 3, 2000 the board approved Regent Policy 2-K; revised December 11, 2003;
82 September 23, 2004; June 1, 2006; August 16, 2007; February 11, 2010; September 12,
83 2011; April 17, 2015 and September 11, 2015.
84
85 • The term "officer and exempt professional" was replaced with the term "university staff"
86 effective April 17, 2015.
87