



TO: Regents Governance Committee

FROM: Leonard Dinegar
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DATE: August 22, 2024

RE: Recommended Changes to Regent Policy 3.C and 3.D Searches for Administrators and Guidelines for the Appointment of Chief Officers of the University

Reorganization of Policy 3.C

Currently, Regent Policy 3.C addresses searches for Officers of the University, and Officers of the Administration. For organization purposes and ease of readability, it is proposed to separate the current policy into two distinct policies:

- Searches for Officers of the University and Chancellors (this includes the President, University Counsel and Secretary of the Board, Associate Vice President of Internal Audit, and Treasurer (Regent Policy 3.C))
- Searches for Officers of the Administration (this includes those with the title of interim or acting vice president; associate vice president; vice chancellor; associate vice chancellor; associate counsel; and deans of the schools, colleges, and libraries). (Regent Policy 3.D)

Officers of the University have a direct reporting relationship to the Board of Regents. Regent Policy 3.C requires the Board of Regents to designate regents to serve on the search committees for these positions, and the Board of Regents ultimately makes the hiring decision. Sections of policy governing searches for the University Counsel and Secretary of the Board of Regents, Treasurer, and Association Vice President of Internal Audit were combined to eliminate duplicate language.

Though Chancellors are considered Officers of the Administration, the search for the Chancellor position has unique requirements that mimic those for a president search (see CRS 24-6-402 (3.5) on searches for a chief executive officer of an institution of higher education). Due to the similarities, the President and Chancellor search provisions are placed in the same section of policy 3.C to avoid duplication.

Searches for Officers of the Administration are officers that do not report directly to the Board of Regents. As of June 17, 2024, CU has 149 employees who fall into this category. This



policy provides direction for searches for Officers of the Administration but leaves details for individual searches to the campus or system office responsible for the search.

In addition to the specific changes mentioned above, Policy 3.C, has been reorganized to eliminate duplication and allow for ease of reading.

Feedback Received

After the last presidential search, CU solicited feedback from multiple external entities as well as from CU employees. The feedback received is available in two documents and includes notes on if the suggestion was incorporated into the proposed draft.

Proposed Changes of Note

- 3.C.3(A)(4) – Search Committee Chair
 - (4) Change “work with affirmative action officer” to “work with the human resources representative and diversity officer” to reflect current titles and organization of CU.
 - (7) Change language that required the chair of the search committee to be the “sole spokesperson regarding committee activities” to state that the chair of the search committee “may be or may delegate the role of spokesperson”.
 - (8) Allow the chair of the search committee to delegate the role of communicating with candidates rather than requiring them to assume this responsibility.
 - (14) Add language to address comments from Black and Gold Project to ensure each committee member is given time and attention for comments during the search process.
- 3.C.3(B) – Composition of the Search Committee
 - (1) Clarify that self-nominations to a search committee will be considered, which is consistent with current practice.
- 3.C.3(C) – Charge to the Search Committee
 - (2) Change “requirements of affirmative action” to “Diversity, equity, and inclusion expectations for diverse candidate pools” to be consistent with current roles and expectations of the university.
- 3.C.3(F) – Committee Process
 - Require the committee search plan to include reaching out to historically marginalized or excluded groups, including community members and current and



past faculty and staff, to encourage applications and to solicit candidate recommendations.

Deletions of Note

- Delete all references to Officers of the Administration since this employment category is being relocated to policy 3.D.
- 3.C.3 (A) and (B) – “The Search Committee” and “Membership”
 - Remove committee chair language as it was duplicated in section 3.C.3(A) for Search Committee Chair
 - (1) - Remove “Notwithstanding the above, the board reserves the right to appoint regents as the search committee”. 3.C.1(B) allows the board to deviate from processes within the policy, which would include the option of appointing regents as the search committee.
- Delete Appendix A because it outlines a process that the search committee should decide upon at the time of the search.

Community Input Not Included in this Proposal

- Comments received from the community that involved job attributes for job descriptions and job postings are not included in the proposed revisions. Specific job attributes are not included in Regent policy, and a job description and job posting are reevaluated before the start of every search.
- Suggestions that do not align with federal or state law are not incorporated in the proposed revisions. Such suggestions include releasing individual demographic information of applicants.
- Some suggestions may have the effect of limiting the ability of the university to run a complete and thorough search. Such suggestions included excluding a person in an interim position from being considered for the job, requiring search committee members to live in Colorado for a documented time frame, or placing requirements on the search firms that can be hired. Including these types of limitations in policy limits the ability and function of the search committee and may be detrimental to a thorough search process.