



University of Colorado

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BOARD OF REGENTS

3. OFFICERS OF THE UNIVERSITY AND ADMINISTRATION

Policy 3.E: Appointments of Officers of the University and Officers of the Administration

3.E.1 Conditions of Appointments

- (A) The terms and conditions, job description and benefits, of every appointment shall be stated in writing and shall be in the possession of both the university and the appointee, whenever possible, before the appointment has begun.
- (B) Except as otherwise expressly provided in an individual employment contract, as authorized by state law, officers are employees-at-will in their positions. Service as an officer is at the pleasure of the appointing authority. The appointment is terminable by either the employee or the [appointment appointing](#) authority at any time.
- (C) Officers are subject to all laws, policies and regulations for university staff.

History:

- Sections contained in this policy were previously contained in Article 3.C.2 of the Laws of the Regents.
- Revised: April 17, 2015 (the term “officer and exempt professional” was replaced with the term “university staff”); September 7, 2017; and February 10, 2022 - revised for changes related to the Colorado Equal Pay for Equal Work Act and made retroactive to January 1, 2021.
- Last Reviewed: September 7, 2017.