

II. POLICY STATEMENT

A recommendation to discontinue an academic unit or degree program at the University of Colorado Colorado Springs ~~Campus~~ campus must follow the process outlined in this campus policy.

~~Consistent with APS 1015, in some circumstances,~~ The CU System's Vice President of Academic Affairs may approve a chancellor's request to waive certain procedures related to this policy. This may be warranted when program discontinuance has no impact, or negligible impact, ~~(as determined by CU System's Vice President of Academic Affairs)~~ on students, staff, and faculty.

In all cases, the Board of Regents shall make the final decision with respect to program discontinuance and any subsequent revocation of tenure.

A. General principles for program discontinuance

1. The decision to discontinue an academic program is a decision that should never be taken lightly. Those involved in such a process shall endeavor at all times to assess each program in the context of the mission of the campus and university at large through a process that is highly consultative, transparent, and collegial.
2. In producing their final report and recommendation, the Faculty Program Discontinuance Committee (FPDC) shall be guided by the evidence gathered during the review process outlined in the Program Discontinuance ~~Review~~ Procedure (linked in Section III.B.1 below).
3. All faculty, staff, and students of the academic unit will have the opportunity to present written evidence or arguments related to a program's potential discontinuance to the ~~Faculty Program Discontinuance Committee~~ (FPDC). The faculty members of the academic unit shall have the right of reasonable participation in all phases of the review process. The review process shall be transparent.
4. The FPDC ~~Committee chair~~ shall submit its report with its ~~determination recommendation~~ to the chancellor, copying the provost, and the president of Faculty Assembly within 90 days of convening.

~~4.~~

~~5. Conflict of interest clause:~~

~~If the academic unit or program under review for discontinuance is housed within the Provost's or Chancellor's home department or reporting unit, they shall recuse themselves from participating in the review process, including providing final recommendations to the Board of Regents. In such cases:~~

- ~~a. For the Provost's role, the Chancellor shall appoint an interim administrator or delegate another qualified vice chancellor to oversee the review process and make recommendations to the Chancellor.~~
- ~~b. For the Chancellor's role, the Executive Vice Chancellor of Academic Affairs, or another qualified administrator designated by the President, shall present the final recommendation to the Board of Regents.~~

5. Program closure considerations are non-exclusive lists of factors that may be considered during review of a program being considered for discontinuance. The most current list may be found in Appendix A: Program closure considerations in APS 1015, and is adopted in its entirety for the purposes of this policy.

B. Implementation of Program Discontinuance Policy

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Following a decision by the Board of Regents to discontinue a program, the chancellor will collaborate with a committee comprised of faculty and staff, ~~including representatives from the impacted program, from the impacted program~~ to develop a plan for implementation. Consistent with APS 1015, this plan must include:

1. The timing for phasing out the program.
2. Plans for reassigning faculty to other academic units, if applicable.
 - a. This may include reassignment to other teaching or research commitments as available.
 - b. In accordance with APS 1015, before the one-year notification of termination for tenured and tenure-track faculty members, reasonable efforts shall be made by the chancellor or chancellor's designee to find another suitable position for the faculty member within the university, subject to the requirement that intercampus or interdepartmental transfers can be made only if they are mutually acceptable to the faculty member, the receiving academic unit (by a vote of its faculty), and the chancellor(s). Tenured/tenure-track faculty who are moved to another department retain their tenure rights. Teaching load expectations can be negotiated with the receiving department. ~~The receiving department should try to maintain the same task expectations as the previous program.~~
 - c. Instructional, Research and Clinical (IRC) faculty are addressed through the implementation planning process and applicable employment policies. ~~This policy provides different protections for tenured/tenure track faculty consistent with APS 1015, and that IRC appointments are considered as part of the overall discontinuance impact analysis.~~
3. A strategy to allow students in the program to complete the degree in a reasonable time.
 - a. Students will be notified of program discontinuance and timing for phasing out programs.
 - b. ~~Every reasonable~~ Reasonable efforts shall be made to allow students enrolled in the affected program to complete their original degree program in reasonable time. "Reasonable time" is intentionally flexible and determined case-by-case, but would generally align with the amount of time students would have reasonably expected to complete the degree had the program not been discontinued.
 - c. Program or campus transfers shall be permitted if mutually acceptable to the student and the receiving department.
 - d. Students shall be provided advising assistance with respect to their academic program options.
4. Identification of, rationale for, and timing of, all tenured and tenure-track faculty appointments that may be terminated.

In accordance with APS 1015, before the one-year notification of termination for tenured and tenure-track faculty members, reasonable efforts shall be made by the chancellor or chancellor's designee to find another suitable position for the faculty member within the university, subject to the requirement that intercampus or interdepartmental transfers can be made only if they are mutually acceptable to the faculty member, the receiving academic unit (by a vote of its faculty), and the chancellor(s). If tenured faculty are to be terminated due to program discontinuance, the action to terminate is contingent upon the revocation of tenure by the Board of Regents. Tenured/tenure-track faculty who are moved to another department retain their tenure rights, ~~and standard teaching load expectation.~~

5. Analysis of other faculty (e.g. Instructional, research, or clinical faculty [IRC]) and staff appointments affected by discontinuance.
6. Any other issues related to discontinuance of the program.

III. RELATED POLICIES AND PROCEDURES

A. Administrative Policy Statements (APS) and Other Policies

1. APS 1015
2. Regent Policy 4.B
3. Regent Policy 5.F

B. Procedures

1. Program Discontinuance ~~Review~~ Procedure