



University of Colorado **Anschutz Medical Campus**

## **School of Medicine, Department of Psychiatry, ARTS IFM & RFW Business Layoff Plan 7/24/25**

### **Description of planned changes in the fundamental structure, positions, or functions:**

Addiction Research and Treatment Services (ARTS) operates two residential treatment programs-Reflections for Women (RFW) and Inspiration for Men (IFM)-serving individuals recovering from substance use and co-occurring mental health disorders. The programs occupy three buildings located on the Ft. Logan campus in Denver and are affiliated with the University of Colorado Anschutz Medical Campus.

The goals of these programs have been to provide effective, compassionate care for those navigating addiction and mental health challenges.

The residential programs presented with fiscal challenges that would not be resolved in the coming fiscal year. After careful assessment of financial circumstances, ARTS finds it financially unsustainable to continue these operations. As a result, ARTS is submitting this plan to close both Reflections for Women and Inspiration for Men in August 2025 and employees will be separated effective October 15, 2025.

### **Reasons for the change:**

Reflections for Women and Inspiration for Men programs placed the health, treatment, and recovery of patients at the core of their mission positively impacting thousands of lives and beyond. Despite the programs' successes, increased operational costs for residential programs have led to current and projected program losses.

### **Reason for layoff and communication plan:**

Reflections for Women and Inspiration for Men closures are due to lack of sustainable funds. In FY25, the programs operated in deficit of \$1,094,441.00. The FY26 projected deficit is anticipated to be at least \$831,000.00. This estimate is based on a maximized census, something the programs have yet to achieve. Over the past year, ARTS implemented strategic efforts to boost program enrollment to avoid program closure, including outreach initiatives. Unfortunately, these efforts did not result in sustained census increases, leading to continued financial deficits. In addition, the programs do not have waitlists or outsized demand for their services, therefore reaching census capacity is unrealistic for the foreseeable future.

To support the affected employees, ARTS will provide timely notification, providing no less than 60 days' notice with full pay and benefits prior to the employees' separation date. Communications will be performed with sensitivity and respect, and ARTS will offer support resources to impacted employees. Examples of support resources that will be extended to affected employees during the notification period and that may be utilized during work hours include but are not limited to:

- Access to LinkedIn Learning's suite of career planning courses at no cost to the employee. Courses include resume writing, job networking skills, and interview strategies & best practices, etc.
- Access to schedule an appointment with CU Anschutz Talent Acquisition Specialists (recruiters) in central Human Resources and School of Medicine Human Resources professionals to help navigate current job openings and prepare CU job application(s) with the CU Anschutz campus, and the larger CU system of campuses.
- Referral to Colorado State Employee Assistance Program (CEAP) services including confidential counseling and career coaching. Time spent with CEAP services may count as work hours during the 60-day notification period.

- Access to schedule time with CU Employee Services Benefits Specialists to review post-employment benefits, and retirement consultations, if applicable.

Following notifications to all directly impacted employees, additional communications to patients and ARTS employees in areas not directly impacted by this layoff plan will occur. In addition, ARTS will communicate program closures to community partners.

**Anticipated results, including any cost savings:**

Based on a thorough financial analysis for FY 2025-2026, the Reflections for Women and Inspiration for Men programs would be facing significant deficits with no identified funding sources to subsidize. The program closures will relieve ARTS of these anticipated deficits estimated to exceed \$831,000.00 in FY26, prevent further financial losses and allow ARTS to preserve resources for other critical service areas.

**General description of the expected changes and their effects on employees:**

ARTS will close Reflections for Women and Inspiration for Men and the associated Intake Department for the programs affecting 37 individuals. Additional staff in ARTS Admin and Operations may be affected as well and will be assessed following the closure of the Reflections for Women and Inspiration for Men programs. ARTS recognizes this has a significant impact on affected employees and will actively collaborate with the School of Medicine Human Resources and central Human Resources Talent Acquisition units to explore opportunities for impacted employees to apply to open positions either within ARTS remaining programs or the University.

**Description of how work performed by the eliminated position(s) will be absorbed by the department:**

As both programs will be discontinued, their associated duties and responsibilities will not be absorbed into other departments. Operational functions specific to these programs will cease and no organization chart specific to these programs will remain.

**A list of positions that will be eliminated as contemplated in the Layoff Plan include classified titles. Classified Staff and their position number are highlighted in yellow below.**

**Reflections for Women Impacted Positions**

- Health Care Program Manager – 00685285
- Clinical Instructor – 00007761
- HS/TS/OT – 00688610
- Health Care Sr. Prof. – 00700585
- Business Services Principal Prof. – 00218058
- Business Services Principal Prof. – 00699857
- Health Care Tech I – 00661280
- Health Care Tech II – 00217793
- Health Care Tech II – 00218387
- Health Care Sr Professional – 00685669
- Health Care Tech II – 00827363
- Mental Health Clinician II – 00685030 (Classified)
- Health Care Tech II – 00664266
- Health Care Tech II – 00828526

**Intake Impacted Positions**

- Health Care Senior Professional – 00677008
- Health Care Entry Professional – 00680681
- Mental Health Clinician II – 00218524 (Classified)

Inspiration for Men Impacted Positions

- Health Care Principle Professional – 00759650
- Health Care Professional – 00641779
- Health Care Professional – 00647778
- Business Services Entry Professional – 00001104
- Health Care Manager – 00666670
- Health Care Tech II – 00217691
- Health Care Tech II – 00214531
- Health Care Tech II – 00670362
- Health Care Tech II – 00217974
- Health Care Tech II – 00699274
- Health Care Tech II – 00704241
- Health Care Tech II – 00218474
- Health Care Tech III – 00708326
- Health Care Technician II – 00668949 (Classified)
- Health Care Tech II – 00682295
- Health Care Tech II – 00669442
- Admin Assistant III – 00682296
- Health Care Professional – 00217340
- Food Service Worker – 00675420
- Food Service Worker – 00828667

**Any modification to the special qualifications for positions affected by the layoff plan within sixty days or less prior to publication of the layoff plan, a list of such positions:**

Not Applicable

**Will post employment compensation be offered to employees?**

No. After receiving no less than 60 days' notice with full pay and benefits, employees will be separated. Employees will receive a vacation leave accrual payment, pursuant to university leave policies. Employees will also receive information on their COBRA continuation of insurance coverage rights, and unemployment eligibility information to assist with unemployment benefits application, as applicable.

**Ranking Criteria & Weights for Classified Employees**

Ranking Classified Employees: There are two considerations for ranking; first, for positions that will be eliminated, and second, for employees who will be displaced by an employee exercising retention rights. This ranking formula is applied to all classified employees in the affected class or classes. A lower-ranked employee is displaced before a higher-ranked employee in the same class, except that no veteran is displaced before a non-veteran with an equal or lesser amount of total state service.


Performance	75%
Performance Rating Period: last 3 years	
Performance Rating Scale: Maximum of 5 on 5-point rating scale	


Seniority plus applicable veterans' preference	25%


When two or more classified employees have the same performance ranking, seniority will be the deciding factor in determining which employee will be laid off; an employee who has less seniority will be displaced before employees with more seniority.

While this is the ranking criteria that CU Anschutz would use for classified employees, because this layoff plan impacts the entire program, no ranking criteria applied. All employees are affected.

Approved:

DocuSigned by:  
  
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 Kristen Dixon, MA, Appointing Authority  
 Executive Director, University of Colorado School of Medicine,  
 Addiction Research and Treatment Services (ARTS)  
 July 24, 2025 | 8:33:21 PM MDT  
 Date

DocuSigned by:  
  
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 Dr. C. Neill Epperson, MD, Professor and Chair, School of Medicine Psychiatry  
 July 25, 2025 | 11:13:14 AM MDT  
 Date

Signed by:  
  
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 Dr. John H. Sampson, MD, PhD, MHSc, MBA  
 July 25, 2025 | 1:22:57 PM MDT  
 Date  
 Dean, School of Medicine and Vice Chancellor for Health Affairs

**Classified Employee Signature, if applicable**

I acknowledge receipt of this layoff plan document. My signature confirms receipt of the document but does not indicate agreement with its contents.

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Classified Employee Printed Name

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Classified Employee Signature

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Date