



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

BOARD OF REGENTS

1 **5. FACULTY**

2
3 **Policy 5.D: Reappointment (to a tenure-track position), Tenure, and Promotion**

4
5 5.D.1 Tenure Probationary Period

6
7 (A) A recommendation on tenure shall be made after a probationary period of
8 continuous full-time ~~or full-time equivalent~~ service as a professor, associate
9 professor, or assistant professor. [\(See exceptions in section 5.D.1\(C\)\).](#) The
10 probationary period shall not exceed seven years, unless an extension has been
11 approved by the dean and chancellor or the chancellor's designee. If an
12 individual's professional accomplishments warrant, the probationary period may be
13 waived and tenure may be recommended upon hire.

14
15 (B) A faculty member may apply for leave during their probationary period. -The Provost
16 shall decide whether the leave is granted and whether it affects the probationary
17 period (except in the case of [leave covered by the Family Medical Leave Act](#)
18 [\(FMLA\)](#) or the [State of Colorado Family and Medical Leave Insurance Act](#)
19 [\(FAMLI\)](#) ~~Parental Leave~~, see sections [5.D.1\(BA\)\(12\)](#) and [\(2\)](#)). Any change to the
20 probationary period because of leave will be in increments of one year.

21
22 (1) Parental Leave

23 [\(a\) If a faculty member utilizes parental leave during the tenure](#)
24 [probationary period, the faculty member shall be granted a one-year](#)
25 [stoppage of the tenure clock. A faculty member may irrevocably elect, no](#)
26 [later than six months following their return to full-time service, to have the](#)
27 [leave time count as part of the tenure probationary period. Such an](#)
28 [election shall be made in writing and is subject to approval by the dean](#)
29 [and the chancellor or designee. See Administrative Policy Statement](#)
30 [5062, section 11 for additional detail on parental leave benefits for faculty.](#)

31
32 (2) Negotiated Alternative Leave

33 [\(a\) If a faculty member qualifies for leave under FMLA/FAMLI during the](#)
34 [tenure probationary period and believes that the leave will harm their](#)
35 [chances for a successful tenure review, they may request a tenure clock](#)
36 [stoppage. If the dean determines the leave is such that the faculty](#)
37 [member's performance cannot be appropriately evaluated during the](#)
38 [period, the faculty member shall be granted a one-year stoppage of the](#)
39 [tenure clock. A faculty member may irrevocably elect, no later than six](#)
40 [months following their return to full-time service, to have the leave time](#)
41 [count as part of the tenure probationary period. Such an election shall be](#)

42 made in writing and is subject to approval by the dean and chancellor or
43 designee.

44
45 (b) A faculty member may apply for leave without pay for other reasons
46 during their probationary period. If the faculty member requests leave,
47 with or without a tenure clock stoppage, the request shall be reviewed by
48 the chair and dean, and the dean will issue a recommendation to the
49 provost. The request is subject to provost approval. Any change to the
50 probationary period because of leave shall be in increments of one year.

51
52 (3) If a one-year stoppage of the tenure clock is provided, a one-year delay
53 applies to the start of all personnel actions scheduled to occur after the leave
54 period (i.e., comprehensive review or tenure review).

55
56 ~~(1) — A faculty member who utilizes parental leave during the tenure probationary period will~~
57 ~~be granted a one-year extension of the tenure probationary period. A faculty member may~~
58 ~~irrevocably elect, no later than six months following their return to full-time service, to have the~~
59 ~~leave time count as part of the tenure probationary period. Such an election shall be made in~~
60 ~~writing and must be approved by the dean and the chancellor.~~

61
62 (B) Each tenure-track faculty member shall be evaluated in a comprehensive manner
63 at least once during the tenure probationary period apart from the review for award
64 of tenure. The comprehensive review typically occurs during the fourth year of full-
65 time service. The comprehensive review results in one of two outcomes:

- 66
67 (1) the faculty member is reappointed to a tenure-track position, or
68
69 (2) the faculty member is informed that they will be given a one-year terminal
70 appointment and the tenure-track appointment will not be continued.

71
72 The faculty member shall be informed in writing of the results of the comprehensive
73 review.

74
75 (C) In the Schools of Medicine, Pharmacy and Public Health, promotion and tenure are
76 separate processes, but may occur concurrently.

77
78 (1) Unless waived by the faculty member and approved by the dean and
79 chancellor, a decision regarding promotion to associate professor shall be
80 made after a maximum probationary period of seven years of continuous full-
81 time service at the rank of assistant professor. Normally, the promotion
82 review of a faculty member will commence at the beginning of the seventh
83 year of service.

84
85 (2) School of Medicine, Pharmacy and Public Health tenure-track faculty
86 members in the rank of associate professor or professor are eligible for
87 consideration for tenure. There will be no maximum time limit for the award of
88 tenure; however, the faculty member who is turned down for tenure may not
89 be reconsidered for three years.
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91 5.D.2 Standards for Tenure

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(A) Tenure may be awarded only to faculty members with demonstrated meritorious performance in each of the three areas of: teaching (or librarianship), scholarly/creative work, and leadership and service (to the university, profession and/or public); and demonstrated excellence in either teaching, or scholarly/creative work.

Additionally:

(1) In the School of Medicine, tenure may be awarded only to faculty members with national and international reputations for academic excellence who are among the best in their field of academic endeavor and who have demonstrated excellence in scholarship and demonstrated excellence in, and dedication to, teaching (as further defined in the rules of the School of Medicine).

Professional/administrative leadership and service and/or clinical activities should be weighed into any decision regarding tenure, but such activities in the absence of significant accomplishments in both teaching and scholarship are not an adequate basis for tenure.

(2) In its tenure recommendations, the Colorado School of Public Health may consider public health practice/clinical activity and scholarship, as further defined in its bylaws.

(3) In the School of Pharmacy, tenure may be awarded only to faculty members who have demonstrated excellence in scholarship and demonstrated excellence in, and dedication to, teaching (as further defined in the appointment, reappointment, promotion and tenure policy of the School of Pharmacy).

(4) Candidates at the University of Colorado Colorado Springs may also be evaluated on professional practice, in which case they shall also demonstrate meritorious performance in that area.

~~(4)~~(5) Recognizing the importance to the University of Colorado of the commercial and community-based innovation and entrepreneurial activities of the faculty, primary units are encouraged to consider impactful innovative and entrepreneurial activities within the usual evaluative areas specified in primary unit criteria.

(B) A recommendation of tenure based on excellence in scholarly/creative work shall include evidence of impact beyond the institution. A recommendation for tenure based on excellence in teaching shall include multiple measures of teaching evaluation and demonstrated achievement at the campus, local, national, and/or international level which furthers the practice and/or scholarship of teaching and learning beyond one's immediate instructional setting.

- 141 (1) For the School of Medicine and the School of Pharmacy, which require
142 excellence in both teaching and scholarship, at least one area, as specified in
143 the primary unit criteria, must show evidence of impact beyond the institution.
144
- 145 (C) Effort or promise of performance shall not be a criterion for excellence or
146 meritorious performance. Demonstrated performance and outcomes are required
147 for tenure.
148

149 5.D.3 Primary Unit Criteria for Reappointment, Tenure, and Promotion
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- 151 (A) Primary units develop criteria that define the teaching, scholarly/creative work, and
152 leadership and service expectations for faculty, such as expectations for
153 publications, grants for scholarly/creative work, measures of clinical excellence,
154 etc., in terms of their scholarly field(s). These primary unit criteria are reviewed for
155 rigor, fairness, and consistency with regent requirements and are not effective until
156 approved by the dean and provost. In those cases where the primary unit has
157 requested and received Board of Regents approval of specific alternative or
158 additional criteria (see section 5.D.2(A)), those criteria shall be applied in
159 appointment, reappointment, tenure, and promotion decisions.
160
- 161 (1) If new or revised primary unit criteria have been adopted during a faculty
162 member's tenure probationary period, the faculty member may choose to be
163 evaluated for tenure based on the new criteria or the criteria in place at the
164 time of appointment. When a faculty member is evaluated for promotion to
165 full professor, the current primary unit criteria shall apply. See the
166 corresponding administrative policy statement.
167
- 168 (a) Faculty members on the Anschutz Medical Campus who are evaluated
169 for promotion to associate professor without a coincident evaluation of
170 tenure may choose to be evaluated for promotion based on the primary
171 unit criteria at the time of appointment or the current primary unit criteria
172 (if revisions have been adopted since the date of appointment).
173

174 (B) At the time of comprehensive review, institutional factors may be considered in the
175 reappointment decision.
176

177 ~~(B)(C)~~ At the point of the tenure decision, The merit of the candidate is the only
178 consideration is the merit of the candidate. Merit is judged according to primary unit
179 criteria. in recommendations for awarding tenure. The program requirements of
180 the primary unit shall be considered only at the time of appointment and
181 reappointment.
182

183 ~~(C)(D)~~ To be promoted to the rank of Professor (also referred to as "Full Professor"), an
184 individual should have the terminal degree appropriate to their field or its
185 equivalent, and:
186

- 187 (1) A complete -record of accomplishments as a scholar or artist that, taken as a
188 whole, may be judged to be excellent; and
189

- 190 (2) A record of significant contribution to graduate and undergraduate education,
191 unless individual or departmental circumstances can be shown to require a
192 stronger emphasis, or singular focus, on one or the other; and
193
194 (3) A record since receiving tenure or promotion to Associate Professor that
195 indicates substantial, significant, and continued growth, development, and
196 accomplishment in teaching or librarianship, scholarly/creative work, and
197 leadership and service.
198

199 5.D.4 Mentoring
200

- 201 (A) While the candidate is responsible for developing a professional record that
202 warrants tenure, the department/unit and administration have certain obligations to
203 mentor tenure-track faculty and to help them navigate the processes of review
204 (reappointment, tenure and promotion). Mentoring opportunities will be provided
205 by primary units and/or colleges/schools.
206

207 5.D.5 Review Process
208

- 209 (A) The case for reappointment, tenure and promotion of a tenure-track faculty
210 member and promotion of a tenured faculty member is evaluated at multiple levels.
211 The expertise of the primary unit is balanced by the broader perspective introduced
212 at other levels of review. At each stage of the review process, the candidate should
213 be informed of the outcome as expeditiously as possible. Detailed review
214 procedures are provided in [the corresponding Administrative Policy Statement](#)
215 [1022](#).
216
217 (1) The primary unit criteria shall be used at every level of the review process
218 and the criteria shall be included in the candidate's dossier.
219
220 (2) A decision on reappointment or promotion shall be issued by the chancellor.
221 The chancellor's decision is final, unless a denial of promotion coincides with
222 a denial of tenure, in which case both decisions can be appealed in
223 accordance with section 5.D.6.
224
225 (3) A decision to recommend or deny tenure shall be issued by the chancellor.
226 The chancellor's decision on tenure is final if the decision is negative. (See
227 section 5.D.6 for information on the appeals process.) The chancellor shall
228 forward positive tenure decisions to the president for review.
229
230 (a) If the president concurs with a recommendation to award tenure, a
231 positive recommendation is issued to the Board of Regents.
232
233 (b) If the president does not concur, the president's decision not to award
234 tenure is final. (See section 5.D.7 for grievance rights.)
235

236 5.D.6 Appeal of Decisions Regarding Tenure
237

- 238 (A) Within 10 business days of receipt of notification, a candidate denied tenure by the
239 chancellor may request a review by the president. The only grounds for a

240 presidential review are: (1) procedural errors of sufficient magnitude that they may
241 have affected the outcome; (2) factual errors of sufficient magnitude that they may
242 have affected the outcome; or (3) the material violation of the laws of the regents or
243 regent policy; or some combination of these grounds.

244
245 (1) The president may determine there are no grounds for appeal and uphold the
246 decision to deny tenure. In this circumstance, the case is closed.

247
248 (2) If the president determines there are grounds for an appeal:

249 (a) The president may remand the case to the campus to rectify errors and
250 require the chancellor to then revise or reaffirm the original
251 recommendation.

252
253 (b) The president may overrule the campus decision and recommend
254 tenure to the Board of Regents.

255
256 (c) The president may convene a faculty advisory committee to review the
257 case and issue a recommendation. Ultimately, the president will either
258 make the final decision to deny tenure or will recommend tenure to the
259 Board of Regents.
260

261
262 **5.D.7 Grievance Rights**

263
264 (A) If a candidate is denied reappointment, promotion, or tenure and believes that
265 there have been serious procedural or factual errors in the case, or the denial
266 occurred through the material violation of the laws of the regents or regent policy,
267 the candidate may submit a grievance to the Faculty Senate grievance committee
268 in accordance with regent policy 5.G. A grievance may not be filed until all
269 available administrative appeals have been exhausted.

270

271 **History:**

272 • Adopted: September 14, 2018 (Moved from the old article 5.B, 5.C and policy 5.M);
273 Became effective July 1, 2020.

274 • Revised: N/A.

275 • Last Reviewed: September 14, 2018.

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