



# University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

## BOARD OF REGENTS

Highlighted text denotes additional changes from the previous draft.

### 5. FACULTY

#### Policy 5.D: Reappointment ~~(to a tenure-track position)~~, Tenure, and Promotion of Tenure-track and Tenured Faculty

##### 5.D.1 Tenure Probationary Period

(A) A recommendation on tenure shall be made after a probationary period of continuous full-time ~~or full-time equivalent~~ service as a professor, associate professor, or assistant professor. (See exceptions in section 5.D.1(GD)). The probationary period shall not exceed seven years, unless an extension has been approved by the dean and chancellor or the chancellor’s designee. If an individual’s professional accomplishments warrant, the probationary period may be waived and tenure may be recommended upon hire.

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

##### (1) Parental Leave

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

##### (2) Negotiated Alternative Leave

(a) If a faculty member qualifies for leave under FMLA/FAMLI during the tenure probationary period and believes that the leave will harm their chances for a successful tenure review, they may request a tenure clock stoppage. If the dean of the school or college determines the leave is such that the faculty member’s performance cannot be appropriately evaluated during the period, the faculty member shall be granted a one-year stoppage of the tenure clock. The campus shall have a process for the faculty to appeal the dean’s decision. A faculty member may irrevocably elect, no later than six months following their return to full-time service, to have the leave time count as part of the tenure probationary

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45 period. Such an election shall be made in writing and is subject to  
46 approval by the dean of the school or college and chancellor or designee.

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

55  
56 (3) If a one-year stoppage of the tenure clock is provided, a one-year delay  
57 applies to the start of all personnel actions scheduled to occur after the leave  
58 period (i.e., comprehensive review or tenure review).

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

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

70  
71 (1) the faculty member is reappointed to a tenure-track position, or

72  
73 (2) the faculty member is informed that not reappointed to a tenure-track  
74 position, and they will be given a one-year terminal appointment and the  
75 tenure-track appointment will not be continued.

76  
77 The faculty member shall be informed in writing of the results of the comprehensive  
78 review.

79  
80 ~~(G)(D)~~ In the Schools of Medicine, Pharmacy and Public Health, promotion and tenure  
81 are separate processes, but may occur concurrently.

82  
83 (1) Unless waived by the faculty member and approved by the dean of the  
84 school or college and chancellor, a decision regarding promotion to associate  
85 professor shall be made after a maximum probationary period of seven years  
86 of continuous full-time service at the rank of assistant professor. Normally,  
87 the promotion review of a faculty member will commence at the beginning of  
88 the seventh year of service.

89  
90 (2) School of Medicine, Pharmacy and Public Health tenure-track faculty  
91 members in the rank of associate professor or professor are eligible for  
92 consideration for tenure. There will be no maximum time limit for the award of  
93 tenure; however, the faculty member who is turned down for tenure may not  
94 be reconsidered for three years.

95  
96 5.D.2 Standards for Tenure

- 97  
98 (A) Tenure may be awarded only to faculty members with demonstrated meritorious  
99 performance in each of the three areas of: teaching (or librarianship),  
100 scholarly/creative work, and leadership and service (to the university, profession  
101 and/or public); and demonstrated excellence in either teaching, or  
102 scholarly/creative work.

103  
104 Additionally:

- 105  
106 (1) In the School of Medicine, tenure may be awarded only to faculty members  
107 with national and international reputations for academic excellence who are  
108 among the best in their field of academic endeavor and who have  
109 demonstrated excellence in scholarship and demonstrated excellence in, and  
110 dedication to, teaching (as further defined in the rules of the School of  
111 Medicine).

112  
113 Professional/administrative leadership and service and/or clinical activities  
114 should be weighed into any decision regarding tenure, but such activities in  
115 the absence of significant accomplishments in both teaching and scholarship  
116 are not an adequate basis for tenure.

- 117  
118 (2) In its tenure recommendations, the Colorado School of Public Health may  
119 consider public health practice/clinical activity and scholarship, as further  
120 defined in its bylaws.

- 121  
122 (3) In the School of Pharmacy, tenure may be awarded only to faculty members  
123 who have demonstrated excellence in scholarship and demonstrated  
124 excellence in, and dedication to, teaching (as further defined in the  
125 appointment, reappointment, promotion and tenure policy of the School of  
126 Pharmacy).

- 127  
128 (4) Candidates at the University of Colorado Colorado Springs may also be  
129 evaluated on professional practice, in which case they shall also demonstrate  
130 meritorious performance in that area.

131  
132 ~~(4)(5)~~ Recognizing the importance to the University of Colorado of the commercial  
133 and community-based innovation and entrepreneurial activities of the faculty,  
134 primary units are encouraged to consider impactful include in their primary  
135 unit criteria impactful innovative and entrepreneurial activities and to award  
136 credit for these activities within the usual evaluative areas specified in primary  
137 unit criteria.

- 138  
139  
140 (B) A recommendation of tenure based on excellence in scholarly/creative work shall  
141 include evidence of impact beyond the institution. A recommendation for tenure  
142 based on excellence in teaching shall include multiple measures of teaching  
143 evaluation and demonstrated achievement at the campus, local, national, and/or  
144 international level which furthers the practice and/or scholarship of teaching and  
145 learning beyond one's immediate instructional setting.

- 146  
147 (1) For the School of Medicine and the School of Pharmacy, which require  
148 excellence in both teaching and scholarship, at least one area, as specified in

the primary unit criteria, must show evidence of impact beyond the institution.

- (C) Effort or promise of performance shall not be a criterion for excellence or meritorious performance. Demonstrated performance and outcomes are required for tenure.

5.D.3 Primary Unit Criteria for Reappointment, Tenure, and Promotion

- (A) Primary units develop criteria that define the teaching, scholarly/creative work, and leadership and service expectations for faculty, such as expectations for publications, grants for scholarly/creative work, measures of clinical excellence, etc., in terms of their scholarly field(s). These primary unit criteria are reviewed for rigor, fairness, and consistency with regent requirements and are not effective until approved by the dean and provost. In those cases where the primary unit has requested and received Board of Regents approval of specific alternative or additional criteria (see section 5.D.2(A)), those criteria shall be applied in appointment, reappointment, tenure, and promotion decisions.

- (1) If new or revised primary unit criteria have been adopted during a faculty member's tenure probationary period, the faculty member may choose to be evaluated for tenure based on the new criteria or the criteria in place at the time of appointment. When a faculty member is evaluated for promotion to full professor, the current primary unit criteria shall apply. See the corresponding administrative policy statement.

- (a) Faculty members on the Anschutz Medical Campus who are evaluated for promotion to associate professor without a coincident evaluation of tenure may choose to be evaluated for promotion based on the primary unit criteria at the time of appointment or the current primary unit criteria (if revisions have been adopted since the date of appointment).

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

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

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

- (1) A complete record of accomplishments as a scholar or artist that, taken as a whole, may be judged to be excellent; and
- (2) A record of significant contribution to graduate and undergraduate education, unless individual or departmental circumstances can be shown to require a stronger emphasis, or singular focus, on one or the other; and
- (3) A record since receiving tenure or promotion to Associate Professor that indicates substantial, significant, and continued growth, development, and

accomplishment in teaching or librarianship, scholarly/creative work, and leadership and service.

5.D.4 Mentoring

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

5.D.5 Review Process

- (A) The case for reappointment, tenure and promotion of a tenure-track faculty member and promotion of a tenured faculty member is evaluated at multiple levels. The expertise of the primary unit is balanced by the broader perspective introduced at other levels of review. At each stage of the review process, the candidate should be informed of the outcome as expeditiously as possible. Detailed review procedures are provided in [the corresponding Administrative Policy Statement 1022](#).

- (1) The primary unit criteria shall be used at every level of the review process and the criteria shall be included in the candidate's dossier.
- (2) A decision on reappointment or promotion shall be issued by the chancellor. The chancellor's decision is final, unless a denial of promotion coincides with a denial of tenure, in which case both decisions can be appealed in accordance with section 5.D.6.
- (3) A decision to recommend or deny tenure shall be issued by the chancellor. The chancellor's decision on tenure is final if the decision is negative. (See section 5.D.6 for information on the appeals process.) The chancellor shall forward positive tenure decisions to the president for review.
  - (a) If the president concurs with a recommendation to award tenure, a positive recommendation is issued to the Board of Regents.
  - (b) If the president does not concur, the president's decision not to award tenure is final. (See section 5.D.7 for grievance rights.)

5.D.6 Appeal of Decisions Regarding Tenure

- (A) Within 10 business days of receipt of notification, a candidate denied tenure by the chancellor may request a review by the president. The only grounds for a presidential review are: (1) procedural errors of sufficient magnitude that they may have affected the outcome; (2) factual errors of sufficient magnitude that they may have affected the outcome; or (3) the material violation of the laws of the regents or regent policy; or some combination of these grounds.
  - (1) The president may determine there are no grounds for appeal and uphold the decision to deny tenure. In this circumstance, the case is closed.

- 254 (2) If the president determines there are grounds for an appeal:  
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256 (a) The president may remand the case to the campus to rectify errors and  
257 require the chancellor to then revise or reaffirm the original  
258 recommendation.  
259  
260 (b) The president may overrule the campus decision and recommend  
261 tenure to the Board of Regents.  
262  
263 (c) The president may convene a faculty advisory committee to review the  
264 case and issue a recommendation. Ultimately, the president will either  
265 make the final decision to deny tenure or will recommend tenure to the  
266 Board of Regents.  
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268 5.D.7 Grievance Rights  
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- 270 (A) If a candidate is denied reappointment, promotion, or tenure and believes that  
271 there have been serious procedural or factual errors in the case, or the denial  
272 occurred through the material violation of the laws of the regents or regent policy,  
273 the candidate may submit a grievance to the Faculty Senate grievance committee  
274 in accordance with regent policy 5.G. A grievance may not be filed until all  
275 available administrative appeals have been exhausted.  
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277 **History:**

- 278 • Adopted: September 14, 2018 (Moved from the old article 5.B, 5.C and policy 5.M);  
279 Became effective July 1, 2020.  
280 • Revised: N/A.  
281 • Last Reviewed: September 14, 2018.  
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