



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(CDE)). The probationary period shall not exceed seven years, unless the faculty member is granted an automatic or approved extension of the tenure clock, has been stopped, 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.~~

Commented [MD1]: Since the distribution of the Governance Committee packet last week, the rest of this sentence was rephrased for improved flow and more precise language.

Commented [MD2]: Since the distribution of the Governance Committee packet last week, any references in the policy to tenure clock "stops" or "stoppage" have been updated in favor of tenure clock "extension" language.

(1) Any change to the probationary period because of leave will be in increments of one year.

~~(A)(2)~~ If a one-year extension stoppage of the tenure clock is provided, a one-year delay applies to the start of all personnel actions related to the tenure clock, such as comprehensive review or tenure review, scheduled to occur after the leave period.

Commented [MD3]: Since the distribution of the Governance Committee packet last week, the rest of this sentence was rephrased to be more precise with language.

(3) If an individual's professional accomplishments warrant, the probationary period may be waived and tenure may be recommended upon hire.

(4) Full-time service in the rank of assistant professor, associate professor, or professor at other institutions may reduce the probationary period. Years of credit must be negotiated before the comprehensive review and preferably at the time of the appointment.

(B) A faculty member may apply for leave during their tenure 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)(1,2) and (2). ~~Any change to the probationary period because of leave will be in increments of one year.~~

(1) Parental Leave and the Tenure Probationary Period

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

(2) Other FMLA/FAMLI Leave that is not Parental Leave and the Tenure Probationary Period Negotiated Alternative Leave

56 (a) If a faculty member qualifies for leave under FMLA/FAMLI during the
57 tenure probationary period for reasons other than parental leave, and the
58 leave period is for one semester to one year, they will automatically
59 receive a one-year tenure clock extension stoppage. If, however, the
60 leave period is for less than a semester, and the faculty member believes
61 that the leave period will harm their chances for a successful tenure
62 review, the faculty member may request a tenure clock extension
63 stoppage.

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65 If the dean of the school or college determines the leave is such that the
66 faculty member's performance cannot be appropriately evaluated during
67 the existing probationary period, the faculty member shall be granted a
68 one-year extension stoppage of the tenure clock. The campus shall have
69 a process for the faculty to appeal the dean's decision. The dean's
70 decision may be appealed to the chancellor or their designee. A faculty
71 member may irrevocably elect, no later than six months following their
72 return to full-time service, to have the leave time count as part of the
73 tenure probationary period. Such an election shall be made in writing and
74 is subject to approval by the dean of the school or college and chancellor
75 or designee.

(3) Negotiated Alternative Leave and the Tenure Probationary Period

78 (a) If a faculty member may apply for leave for other reasons not
79 covered in 5.D.1(B)(1) or (2), the request shall be reviewed by the chair
80 and dean of the school or college, and the dean will issue a
81 recommendation to the provost. The request is subject to the provost
82 approval. If the leave is approved and the leave period leave without pay
83 for other reasons during their probationary period, and the leave period is
84 for one semester to one year, they will automatically receive a one-year
85 tenure clock extension stoppage. If, however, the leave period is for less
86 than a semester, and the faculty member believes that the leave period
87 will harm their chances for a successful tenure review, the faculty
88 member may request a tenure clock extension stoppage.

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90 If the dean of the school or college determines the leave is such that the
91 faculty member's performance cannot be appropriately evaluated during
92 the existing probationary period, the faculty member shall be granted a
93 one-year extension stoppage of the tenure clock. The campus shall have

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a process for the faculty to appeal the dean's decision. The dean's decision may be appealed to the chancellor or their designee. 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 chancellor or designee.

(C) In extraordinary circumstances, the president may empower the chancellors to approve tenure clock extensions that are independent of leave.

Commented [MD4]: This point was added since the distribution of the Governance Committee packet last week.

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

- (1) the faculty member is reappointed to a tenure-track position, or
- (2) the faculty member is ~~informed that not reappointed to a tenure-track position, and~~ they will be given a one-year terminal appointment ~~at their existing rank and salary, and the tenure-track appointment will not be continued.~~ at their existing rank and salary.

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

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

- (1) Unless waived by the faculty member and approved by the dean of the school or college and chancellor, a decision regarding promotion to associate professor shall be made after a maximum probationary period of seven years of continuous full-time service at the rank of assistant professor. Normally, the promotion review of a faculty member will commence at the beginning of the seventh year of service.
- (2) School of Medicine, Pharmacy and Public Health tenure-track faculty members in the rank of associate professor or professor are eligible for consideration for tenure. There will be no maximum time limit for the award of tenure; however, the faculty member who is turned down for tenure may not be reconsidered for three years.

5.D.2 Standards for Tenure

- (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.

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- (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).

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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.

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- (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.

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- (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).

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- (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.

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- ~~(4)~~ 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 include in their primary unit criteria impactful innovative and entrepreneurial activities and to award credit for these activities within the usual evaluative areas specified in primary unit criteria.

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- (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.

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- (1) For the School of Medicine and the School of Pharmacy, which require 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.

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

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

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

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

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

219 [\(B\) At the time of comprehensive review, institutional factors may be considered in the](#)
220 [reappointment decision.](#)

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

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

231 (1) A [complete record of accomplishments as a scholar or artist](#) that, taken as a
232 whole, may be judged to be excellent; and

233 (2) A record of significant contribution to graduate and undergraduate education,
234 unless individual or departmental circumstances can be shown to require a
235 stronger emphasis, or singular focus, on one or the other; and

236 (3) A record since receiving tenure or promotion to Associate Professor that
237 indicates substantial, significant, and continued growth, development, and
238 accomplishment in teaching or librarianship, scholarly/creative work, and
239 leadership and service.

5.D.4 Mentoring

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- 247 (A) While the candidate is responsible for developing a professional record that
248 warrants tenure, the department/unit and administration have certain obligations to
249 mentor tenure-track faculty and to help them navigate the processes of review
250 (reappointment, tenure and promotion). Mentoring opportunities will be provided
251 by primary units and/or colleges/schools.
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5.D.5 Review Process

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254 (A) The case for reappointment, tenure and promotion of a tenure-track faculty
255 member and promotion of a tenured faculty member is evaluated at multiple levels.
256 The expertise of the primary unit is balanced by the broader perspective introduced
257 at other levels of review. At each stage of the review process, the candidate should
258 be informed of the outcome as expeditiously as possible. Detailed review
259 procedures are provided in [the corresponding Administrative Policy Statement](#)
260 [1022](#).
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263 (1) The primary unit criteria shall be used at every level of the review process
264 and the criteria shall be included in the candidate's dossier.
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266 (2) A decision on reappointment or promotion shall be issued by the chancellor.
267 The chancellor's decision is final, unless a denial of promotion coincides with
268 a denial of tenure, in which case both decisions can be appealed in
269 accordance with section 5.D.6.
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271 (3) A decision to recommend or deny tenure shall be issued by the chancellor.
272 The chancellor's decision on tenure is final if the decision is negative. (See
273 section 5.D.6 for information on the appeals process.) The chancellor shall
274 forward positive tenure decisions to the president for review.
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276 (a) If the president concurs with a recommendation to award tenure, a
277 positive recommendation is issued to the Board of Regents.
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279 (b) If the president does not concur, the president's decision not to award
280 tenure is final. (See section 5.D.7 for grievance rights.)
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5.D.6 Appeal of Decisions Regarding Tenure

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283 (A) Within 10 business days of receipt of notification, a candidate denied tenure by the
284 chancellor may request a review by the president. The only grounds for a
285 presidential review are: (1) procedural errors of sufficient magnitude that they may
286 have affected the outcome; (2) factual errors of sufficient magnitude that they may
287 have affected the outcome; or (3) the material violation of the laws of the regents or
288 regent policy; or some combination of these grounds.
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290 (1) The president may determine there are no grounds for appeal and uphold the
291 decision to deny tenure. In this circumstance, the case is closed.
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293 (2) If the president determines there are grounds for an appeal:
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295 (a) The president may remand the case to the campus to rectify errors and
296 require the chancellor to then revise or reaffirm the original
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298 recommendation.

299 (b) The president may overrule the campus decision and recommend
300 tenure to the Board of Regents.
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302 (c) The president may convene a faculty advisory committee to review the
303 case and issue a recommendation. Ultimately, the president will either
304 make the final decision to deny tenure or will recommend tenure to the
305 Board of Regents.
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308 5.D.7 Grievance Rights
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310 (A) If a candidate is denied reappointment, promotion, or tenure and believes that
311 there have been serious procedural or factual errors in the case, or the denial
312 occurred through the material violation of the laws of the regents or regent policy,
313 the candidate may submit a grievance to the Faculty Senate grievance committee
314 in accordance with regent policy 5.G. A grievance may not be filed until all
315 available administrative appeals have been exhausted.
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317 **History:**

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