

1-1-301 F C .

Faculty contracts are of four types and are denominated, adjunct, contract-renewable, tenure-track and tenure. The basic, but not exclusive, distinctions between these contracts are as follows:

1-1-301(1) A . An adjunct contract is typically made when there is an unexpected need for a faculty member's services during a semester. Faculty in adjunct positions are not considered to be continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures]. Adjunct positions are not faculty budget line positions. Employment under an adjunct contract automatically terminates at the end of the contract period. [See also 2-3-202(1) Adjunct].

No ranks are available to adjunct faculty.

1-1-301(2) C - . A contract for a contract-renewable position is for a designated period not to exceed one year and automatically terminates upon the expiration of that period. Contract-renewable positions are used when there is an expectation of an on-going need for the services provided outside of a tenure-track appointment, or for Clinical Faculty, Visiting Faculty, Research Faculty, or Professionals-in-Residence [See 2-3-305 academic Titles]. Individuals in contract-renewable positions, except Visiting Faculty, are eligible for consideration for promotion to the next higher rank if they meet the minimum requirements for that rank [See 2-3-302 Rank Requirements]. Instructors can be promoted through the sequence of assistant professor, associate professor and professor. Lecturers can be promoted through the ranks of lecturer and senior lecturer. Contract-renewable positions may be converted to tenure-track positions according to 3-3-201(1) Contract-renewable Faculty. Re-employment of an employee after termination of a contract for a contract-renewable position is solely within the discretion of the University. However, faculty in contract-renewable positions are considered to be continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

Contract-renewable positions are funded through faculty budget lines. [See also 2-3- 201 Faculty Contracts.]

1-1-301(3) - . A tenure-track contract is for a designated period not to exceed one academic year and automatically terminates upon the expiration

promotion. The common minimum standard involves the academic background as determined by the highest degree earned by the individual. Other criteria, when applicable, may be considered by the University in lieu of formal degree requirements. Although faculty ranks are limited to lecturer, instructor, senior lecturer, assistant professor, associate professor, or professor, academic titles may be used for some faculty. Titles may include but are not limited to visiting Faculty, Clinical Faculty, Research Faculty, and Professional-in-Residence (e.g., Artist-in-Residence, Executive-in-Residence, etc.). [See also 2-3-301, et seq., Academic Ranks and Titles.]

1-1-303 F **C** **E** .

The President, through the ordinary governance process, shall adopt and maintain regulations and procedures governing faculty employment, faculty teaching responsibilities, compensation, course loads, conflicts of interest, leaves, and other matters affecting faculty duties. [See also 2-3-401, et seq., Faculty Responsibilities and Conditions of Employment.]

1-1-303(1) F . The faculty workload policy is designed to establish guidelines for assignments of faculty workload. The Chief Academic Officer (CAO) is responsible for monitoring college workload assignments and providing appropriate reports in accordance with University policy, State law, and Colorado Commission on Higher Education requests.

1-1-304 C .

The BOT recognizes that curriculum design is within the purview of the faculty. The BOT authorizes a curriculum approval process in which changes to academic programs and courses are initiated by the affected academic unit. These changes are reviewed for their academic desirability by faculty committees at the academic unit and college levels. Implementation, including resource availability and compliance with external stakeholder requirements, shall be determined by the appropriate unit leader, dean, and the CAO (or delegate). The addition of new credentials to the catalog, and changes to academic programs that result in requirements which exceed maximum credit hours required by the State of Colorado require the approval of the BOT.

1-1-305 A **F** **E** .

Academic freedom is the right to pursue and share ideas, information and knowledge without institutional or governmental interference. Faculty members are entitled to academic freedom. Implicit in the right to academic freedom in their teaching, their

They measure the urgency of these obligations in the light of their responsibilities to their discipline, to students, to the profession, and to the institution. When speaking or acting as private persons, faculty members avoid creating the impression of

review procedures

appropriate dean and the Chief Academic Officer. [See also 2-3-901, et seq., Promotion and Tenure Guidelines.]

1-1-309 F

The President, through the ordinary governance process, shall adopt and maintain regulations and procedures for the review and redress of faculty grievances. Final authority over the resolution and/or redress of grievances shall rest with the President.