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Policy Profile

Policy Title:	Multi-Year Contracts for Non-Tenure-Track Faculty Members
APS Number:	5053
Effective:	March 14, 2013 ¹
Approved by:	President Bruce D. Benson
Responsible University Officer:	Vice President for Academic Affairs
Responsible Office:	Office of the Vice President for Academic Affairs
Policy Contact:	Office of the Vice President for Academic Affairs
Supersedes:	N/A
Last Reviewed/Updated:	May 30, 2014
Applies to:	All campuses

Policy Snapshot

Brief Description: This policy establishes criteria and procedures for awarding multi-year contracts to non-tenure-track faculty members holding librarian appointments or .5 or greater classroom or online teaching appointments. ²

Reason for Policy: To address state law.

I. Introduction

State law allows state institutions of higher education to offer contracts of up to three years to non-tenure-track faculty members holding .5 or greater classroom teaching or librarianship appointments. As amended in 2014, C.R.S. 24-19-104(1.5)(d) provides that:

Each system of higher education and each campus of each state institution of higher education may, subject to the approval of the chief executive officer of the system or institution and any rules or limitations established by the chief executive officer, have in effect an unlimited number of term employment contracts or term employment contract extensions having a duration of not more than three years with an unlimited number of government-supported officials or employees if the term employment contracts or term employment contract extensions are for half-time or longer, non-tenure-track classroom teaching appointments or librarian appointments.

The president and chancellors of the University of Colorado, in consultation with the provosts and faculty, have decided to implement a limited number of such contracts, according to the policy described below. The intent of this APS is to provide teaching and library faculty members working under such contracts with a term appointment. Faculty members working under such contracts shall remain non-tenure track, and service on such contracts shall not be deemed to convert such faculty to tenure-track status.

II. Policy Statement

- A. **Eligibility:** Non-tenure-track faculty members who are librarians or hold .5 or greater classroom or online teaching appointments and meet the following criteria may be eligible for a contract of up to three years, pending approval by the Chancellor or his or her designee:
1. Highly effective teaching or librarianship, as defined by the primary unit, school, college, or campus; or
 2. Achievement of such other standard of teaching or librarianship as each campus faculty may designate.
- B. **Appointment Process**
1. Each campus will develop a selection and approval process for multi-year NTTF contracts.
 2. The Vice President for Academic Affairs, working with the Office of University Counsel, will promulgate a template Multi-Year Contract³ with approved terms and conditions for Non-Tenure-Track Faculty that complies with applicable state law and university policy.
 - a. Each contract will provide for an appointment of no more than three years, and may provide for a probationary period of not more than one year.
 - b. Each contract may specify the percent of the appointment that will be allocated to service or other areas, if any, but each contract must include a

librarianship appointment or a .5 or greater classroom or online teaching appointment, as specified in state law.

- c. Each contract shall provide that any decision regarding reappointment following the contract's expiration is within the university's sole discretion.

III. Definitions

Non-tenure-track faculty positions include those of instructors, senior instructors, scholars in residence, artists in residence, clinical teaching-track professors, and others who are not on the tenure track. However, faculty members with these titles are eligible for multi-year contracts under this policy only if they hold a librarianship appointment or a .5 or greater classroom or online teaching appointment. Separate statutory provisions authorize multi-year contracts for faculty members whose primary job assignment is clinical care, and for certain employees who perform research. See CRS 24-19-108(b), 24-19-104(1.5)(c), 24-19-104(1.5)(d).

IV. Related Policies, Procedures, Forms, Guidelines and Other Resources

- A. Administrative Policy Statements (APS) and Other Policies
 1. Regent Law 5: Faculty
 2. Regent Policy 5L: Approved Faculty Titles
 3. APS 1009: Multiple Means of Teaching Evaluation

V. History

- Initial policy effective March 14, 2013
- This policy was updated in May 2014 to be consistent with the passage of HB14-1256, which was signed into law on March 27, 2014.

VI. Key Words

Multi, year, contracts, non, tenure, track, faculty, house bill 12-1144, 14-1256, employment, teaching, appointment, NTTF

1. This policy was updated in May 2014 to be consistent with the passage of HB14-1256, which was signed into law on March 27, 2014.

2. Faculty members whose primary job assignment is clinical care are also eligible for multi-year contracts, per CRS 24-19-108.?

3. Copies of the template may be requested from the Office of University Counsel.

Groups audience:

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