



**ADMINISTRATIVE POLICY STATEMENT**

1 **Policy Title:** Faculty Appointments

2 **APS Number:** 5060

**APS Functional Area:** **HUMAN RESOURCES**

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4 **Brief Description:** This administrative policy statement identifies and defines the different types of faculty appointments and the terms and conditions associated with them.

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6 **Effective:** ~~January 1, 2021~~ July 1, 2023, with a goal of full implementation by January 1, 2024. See [implementation details below. \(Pending\)](#)

7  
8 **Approved by:** President Todd Saliman [\(Pending\)](#)

9 **Responsible University Officer:** Vice President for Academic Affairs

10 **Responsible Office:** Office of ~~the Vice President for~~ Academic Affairs

11 **Policy Contact:** Office of ~~the Vice President for~~ Academic Affairs, 303-860-5623

12 **Supersedes:** Faculty Appointments, ~~July 1, 2020~~ [January 1, 2021](#)

13 **Last Reviewed/Updated:** ~~September 1, 2020 (Limited review in 2021 and revisions made related to the Equal Pay Act only)~~ [July 1, 2023 \(Pending\)](#)

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15 **Applies to:** All Campuses

16 **Reason for Policy:** Identifies types of faculty appointments and approved faculty titles.

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19 **I. INTRODUCTION**

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21 This administrative policy statement (APS) identifies and defines faculty appointment classifications and the terms and conditions associated with different types of faculty appointments. Approved faculty titles are provided in [Appendix A](#).

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24 **II. POLICY STATEMENT**

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26 All faculty appointments shall adhere to the provisions of this APS.

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28 **A. Faculty Appointment Classifications**

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30 1. Tenured and Tenure-Track Faculty: Tenured and tenure-track faculty [generally support multiple missions of the university, with activities typically engage in each of three areas of](#) teaching, scholarly/creative work, and leadership ~~or~~ [and](#) service, and where relevant, other activities relative to their specific units (e.g., clinical activity, librarianship). [Tenure may be awarded only to faculty members with demonstrated excellence in either teaching or scholarly/creative work and at least meritorious performance in the other areas. Tenure standards are further specified in APS 1022 \(including additional considerations for the Colorado Springs campus and additional requirements for specific schools on the Anschutz Medical Campus\). These positions are guaranteed by institutional resources.](#)

- 39 2. Instructional, Research, and Clinical Faculty<sup>1</sup>: Instructional, research, and clinical faculty generally focus their  
 40 activities on one primary mission of the university. Appointment of faculty members to a specific series and track  
 41 is based on their primary area of responsibility. For promotion within a track, faculty members must demonstrate  
 42 excellence in their primary area of responsibility. ~~appointments are for a limited time and depend on specific unit~~  
 43 ~~needs and resources.~~
- 44
- 45 a. Instructional Series: ~~The primary responsibility of instructional faculty is teaching, however, some faculty~~  
 46 ~~members in this category may engage in limited service and/or leadership activities as assigned by the~~  
 47 ~~unit. Teaching (and where appropriate, librarianship) is the primary activity of faculty members in the~~  
 48 ~~Instructional Series.~~<sup>2</sup> This series includes the Teaching Professor Track and the Instructor Track. Each school  
 49 or college with Instructional faculty may have additional requirements for faculty holding these titles.
- 50
- 51 b. Research Series: ~~The primary responsibility of research faculty is to conduct research, although some~~  
 52 ~~individuals may be involved in instructional programs. Research is the primary activity for faculty members~~  
 53 ~~in the Research Series. This series includes the Research Professor Track and the Professional Research~~  
 54 ~~Assistant/Research Associate Track. Each school or college with Research faculty may have additional~~  
 55 ~~requirements for faculty holding these titles.~~
- 56
- 57 c. Clinical Series: ~~Clinical faculty members are focused primarily on direct patient care. Some individuals may~~  
 58 ~~participate in scholarship. Depending upon the track, faculty members in the Clinical Series have their~~  
 59 ~~primary activity in healthcare education, clinical or public health practice, or work in a healthcare or health~~  
 60 ~~sciences setting. This series includes the Clinical Teaching (C/T) Track, the Clinical Practice Track, and the~~  
 61 ~~Clinical Track. Each school or college with clinical faculty titles may have additional requirements for~~  
 62 ~~faculty holding those titles.~~
- 63
- 64 3. Supplemental Faculty: Includes ~~contingent teaching faculty (lecturers and senior lecturers),~~ faculty-in-residence,  
 65 ~~and~~ museum faculty, ~~and contingent teaching faculty.~~

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67 B. Faculty Titles

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- 69 1. Appendix A provides a list of faculty titles that have been approved for use by all campuses.
- 70
- 71 2. Campuses may develop working titles ~~to accommodate the specific requirements of their disciplines.~~ Working  
 72 titles do not replace an individual's official faculty job title (as provided in Appendix A). If a campus elects to  
 73 use working titles, the campus shall have a policy for approving and assigning working titles and definitions of  
 74 working titles shall be publicly available. An individual's working title shall be noted in the personnel record.

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76 C. Terms of Appointment

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78 The terms of a faculty appointment shall either be ~~tenured~~ continuous, limited, indeterminate, or at-will and shall be  
 79 specified in the contract or employment agreement.

- 80
- 81 1. ~~Tenured~~Continuous appointments are provided only to faculty upon award of tenure ~~continue~~ and shall only be  
 82 ~~until termination~~ terminated by resignation, retirement, or revocation through applicable regent laws and policies.
- 83
- 84 2. Limited appointments are for a specified period ~~and are not explicitly at will.~~ Conditions for termination before  
 85 the end of the specified period are stated in the letter of offer. Limited appointments may be renewed but renewal  
 86 is not guaranteed. Notice of nonrenewal shall be provided according to campus policy.
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<sup>1</sup> Due to differences in academic career paths on the Anschutz Medical Campus, Instructional, Research, and Clinical faculty may have a broader range of responsibilities than is described in section II.A.2 of this policy, and which is reflected in workload assignments and promotion standards. Faculty should consult campus policy.

3. ~~Indeterminate~~ appointments are for an ~~indefinite-unspecified~~ period of time and their continuance is dependent upon inclusion in the approved budget and available funding as stated in the letter of offer. Additional conditions for termination are stated in the letter of offer.
4. ~~At-will~~ appointments are those where an employee does not have a contractual right, express or implied, to remain in the university's employ and where either the university or employee may lawfully terminate the employment relationship at any time, with or without cause, ~~and with or without notice, at any time for any reason.~~

D. Reappointment and Promotion

1. Tenured and Tenure-Track Faculty

- a. Policies governing the reappointment and promotion of tenured and tenure-track faculty are provided in regent law and policy and elaborated in a separate APS. See Regent Policy 5.C: Faculty Appointments, Regent Policy 5.D: Reappointment (to a tenure-track position), Tenure, and Promotion, and APS 1022 – Standards, Processes and Procedures for Reappointment, Tenure, Promotion, and Post-Tenure Review.

2. Instructional, Research, and Clinical Faculty

Per Section II.A.2 of this APS, for promotion within a track, instructional, research, and clinical faculty must demonstrate excellence in their primary area of responsibility.

- a. As specified in Article 5.C.3: Instructional, Research, and Clinical Faculty of the Laws of the Regents, each campus shall have appropriate policies on the appointment, reappointment, promotion, and termination of instructional, research, or clinical faculty.
- b. Article 5.C.3: Instructional, Research, and Clinical Faculty of the Laws of the Regents further states that campus policies shall include rights of appeal and associated procedures for instructional, research, and clinical faculty. Further, all campuses must adhere to state law, regent law and policy, and any associated administrative policy statements. Specifically, eCampus policies and the employment agreement/contract shall:
  - i. Provide any applicable administrative process for an individual to appeal a decision related to reappointment, ~~or promotion, or termination.~~ The grounds for filing an appeal shall be clearly stated in campus policy.
  - c. APS 5053 describes State of Colorado statutory provisions which allow multi-year contracts for Instructional, Research, and Clinical faculty. Per subsection (C) of Regent Policy 5.C.3(C): Instructional, Research, and Clinical Faculty Appointments; encourages campuses are encouraged to award multi-year contracts to high performing faculty members in accordance with applicable state law and available financial resources. See APS 5053 – Multi-Year Contracts for Instructional, Research and Clinical Faculty with Teaching Responsibilities or Librarian Appointments for more information on eligibility and contract requirements.
  - d. As stated in Regent Policy 5.C.3: Instructional, Research, and Clinical Faculty Appointments, the terms or a link to the terms for promotion, reappointment, and termination of instructional, research, and clinical appointments shall be established in a letter of offer or employment agreement contract.
  - e. Campuses are encouraged to provide mentoring opportunities for instructional, rResearch, and clinical faculty as resources allow.

III. RELATED POLICIES

- Article 5, Part C: Faculty Appointments and Tenure of the Laws of the Regents.
- Regent Policy 5.C: Faculty Appointments.
- Regent Policy 5.D: Reappointment (to a tenure-track position), Tenure, and Promotion.
- APS 1022 – Standards, Processes and Procedures for Reappointment, Tenure, Promotion, and Post-Tenure Review.

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- [APS 5053 – Multi-Year Contracts for Instructional, Research and Clinical Faculty with Teaching Responsibilities or Librarian Appointments.](#)

IV. **HISTORY**

- Adopted: March 18, 2020, became effective July 1, 2020 (with the rollout of the new regent article and policy 5 regarding faculty) and replaces regent policy 5.L (which was rescinded July 1, 2020).
- Revised: September 1, 2020; clean-up to Appendix A made on June 1, 2021; September 2, 2021, revised for changes related to the Equal Pay Act and made retroactive to January 1, 2021; **July 1, 2023 (Pending)**.
- Last Reviewed: ~~September 1, 2020. (Limited review in 2021 and revisions made related to the Equal Pay Act only)~~ **July 1, 2023 (Pending)**

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## Appendix A: Faculty Titles

Faculty titles serve several purposes:

- Define a range or series of titles in promotional tracks
- Broadly characterize the requirements for hiring into a particular title and being promoted from one level to another
- Are associated with specific benefits in the HR system
- Are associated with certain rights and privileges in shared governance
- Are often an outward facing statement to the CU community and the general public of positions
- Are used in compliance settings, such as the Equal Pay for Equal Work Act

## A. Tenured and Tenure-Track Faculty

Tenured and tenure-track faculty will generally support multiple missions of the university, with activities in each of the three areas of teaching, scholarly/creative work, and leadership and service, and where relevant, other activities relative to their specific units (e.g., clinical activity, librarianship). Tenure may be awarded only to faculty members with demonstrated excellence in either teaching or scholarly/creative work and at least meritorious performance in the other areas. Tenure standards are further specified in APS 1022 (including additional considerations for the Colorado Springs campus and additional requirements for specific schools on the Anschutz Medical Campus).

Only faculty members in this series are eligible for tenure. Tenured faculty members hold continuous appointments. Faculty members in the tenure-track typically have limited term appointments, (see Regent Policy 5.D.1 – Tenure Probationary Period); however, in some schools and colleges, tenure-track faculty may have ~~limited~~, indeterminate or at-will appointments.

1. Assistant Professor: ~~Assistant Professors~~ should have the terminal degree appropriate to their field or ~~its~~ equivalent ~~qualifications~~. They should be well-qualified to teach at the undergraduate or graduate levels, participate in scholarly/creative work, and ~~possess qualifications for research or scholarship in a special field or if applicable, clinical discipline activities~~.
2. Associate Professor: ~~Associate Professors~~ should have the terminal degree appropriate to their field, ~~considerable or equivalent qualifications, a record of~~ successful teaching experience, ~~and promising accomplishment in scholarship or in research, and promise for significant contributions in scholarly/creative work, and leadership and service experience. If applicable, they will also have a record of successful clinical activity~~. In most cases, the award of tenure accompanies appointment ~~to~~ or promotion to associate professor, with the exception of some schools and colleges on the Anschutz Medical Campus, and the University of Colorado Law School, where promotion and tenure ~~are distinct~~ can be separate processes.
3. Professor: ~~Professors~~ (also called “Full ~~Professors~~” Professor); should have the terminal degree appropriate to their field or equivalent qualifications, and: (a) a record since earning the terminal degree or equivalent qualifications that, taken as a whole, may be judged to be excellent; (b) 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 (c) a record since receiving tenure or promotion to Associate Professor that indicates substantial, significant, and continued growth, development, and accomplishment in teaching, ~~research~~ scholarly/creative work, ~~and~~ leadership and service, and if applicable, clinical activities.
4. Distinguished Professor: This title is extended by the Board of Regents to recognize the outstanding contributions of tenured full professors to their academic disciplines ~~(see Regent Policy 5.C(2)(J) – Tenure and Tenure-Track Faculty Appointments and APS 1017 – Procedures for Implementing Regent Actions on Distinguished Professorships)~~. The faculty awarded this title must demonstrate accomplishments in accordance with the following criteria: (a) excellence in the promotion of learning and student attainment of

52 knowledge and skills; (b) distinguished performance in scholarly/creative work; and (c) outstanding  
53 leadership and service to the profession and to CU and/or affiliate institutions. ~~The title “distinguished”~~  
54 ~~implies that there will be limited number of faculty members holding this title~~ It is reserved for a select group  
55 of faculty members who are leaders in their respective fields as attested to by national or international  
56 recognition and/or their significant public service achievements.

57  
58 B. Instructional, Research, and Clinical Faculty<sup>1</sup>

59  
60 ~~1.—Instructional Faculty~~

61  
62 ~~Instructional faculty members primarily engage in teaching. Individual schools and colleges may require or allow~~  
63 ~~these faculty members to perform scholarly and/or leadership and service activities but must make clear~~  
64 ~~distinctions between faculty in this track and tenure-track Assistant Professors in terms of job qualifications, work~~  
65 ~~assignments or expectations. Instructional faculty members are not tenure-eligible, and their service does not~~  
66 ~~count toward the award of tenure. They are usually employees at-will; however, senior and principal instructors~~  
67 ~~who engage in 50% or more clinical activity may be appointed to limited or indeterminate appointments.~~  
68 ~~Instructional faculty with multi-year contracts, as permitted by state law, shall have limited appointments.~~

- 69  
70 a. ~~Instructor: Instructors usually have their master’s degree or its equivalent and should be otherwise well-~~  
71 ~~qualified to teach.~~
- 72  
73 b. ~~Senior Instructor: Senior Instructors usually have at least a master’s degree. They have significant~~  
74 ~~experience in teaching. Generally, the rank of Senior Instructor permits higher recognition and salary than~~  
75 ~~that of Instructor in a given department or unit.~~
- 76  
77 c. ~~Principal Instructor: Principal Instructors usually have at least a master’s degree. They shall have a record of~~  
78 ~~significant contribution to education. Generally, the rank of Principal Instructor permits higher recognition~~  
79 ~~and salary than that of a Senior Instructor in a given department or unit.~~

80  
81 ~~2.—Clinical Teaching (C/T) Track Faculty~~

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83 ~~**Faculty on the Clinical Teaching Track participate in a broad range of teaching and/or clinical activities and**~~  
84 ~~**provide service to the university and the community, based upon their clinical obligations. They participate in**~~  
85 ~~**research and scholarly activities to a limited degree. Clinical Teaching Track**~~ Instructional, research, and clinical  
86 faculty will generally focus their activities on one primary mission of the university. Appointment of faculty members  
87 to a specific series and track is based on their primary area of responsibility. For promotion within a track, faculty  
88 members must demonstrate excellence in their primary area of responsibility.

89 Instructional, research, and clinical faculty members are either employees at-will, or per state statute, may qualify for  
90 alternative contracts (see APS 5053).

91 If the IRC faculty member is:

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  - Engaged in at least 50% teaching or librarianship, they may qualify for a multi-year contract for up to five  
years, which constitutes a limited appointment (See CRS 24-19-104(1.5)(d))
  - Performing research in a university setting, they may qualify for a multi-year contract for up to five years,  
which may be a limited appointment (See CRS 24-19-104(1.5)(c)).
  - Engaged in at least 50% clinical activity, they may qualify for a limited or indeterminate appointment. (See  
C.R.S.24-19-108.1.b)

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<sup>1</sup> Due to differences in academic career paths on the Anschutz Medical Campus, Instructional, Research, and Clinical faculty may have a  
broader range of responsibilities than is described in section B, and which is reflected in workload assignments and promotion standards.  
Faculty should consult campus policy.

98 Per Regent Policy 5.C.3(C): Instructional, Research, and Clinical Faculty Appointments, multi-year contracts are  
99 intended for faculty members who demonstrate a strong record of accomplishment and may be reserved for those who  
100 hold a higher faculty rank.

101 Eligibility requirements for multi-year contracts shall be specified in campus policy.

### 102 1. Instructional Series

103 Teaching (and where appropriate, librarianship) is the primary activity of Instructional Series faculty  
104 members. Instructional faculty are expected to demonstrate continued professional growth in their fields.  
105 Each school or college with ~~Clinical Teaching Track~~ Instructional faculty ~~titles~~ may have additional  
106 requirements for faculty holding these titles. ~~Faculty members who hold Clinical Teaching Track titles~~  
107 ~~are not eligible for tenure. Clinical Teaching Track faculty are usually employees-at-will. If Clinical~~  
108 ~~Teaching Track faculty members are engaged in greater than 50% teaching or clinical activity, then~~  
109 ~~they can be on a limited appointment.~~ Teaching professor track faculty may have a differential workload  
110 including teaching, and to a limited degree, scholarly/creative work and service. Instructor track faculty may  
111 have a differential workload including teaching and to a limited degree, service. Campuses can choose  
112 whether to use the teaching professor track, the instructor track, or both.

113 a. ~~Instructor, Clinical Teaching Professor Track:~~ Instructors in the clinical teaching track usually

114 a.i. Assistant Teaching Professor: should have their master's ~~the terminal~~ degree appropriate to their  
115 field or equivalent in their field ~~experience~~ and should be well-qualified to teach at the level of  
116 instruction to which they are assigned.

117 b. ~~Senior Instructor, Clinical Teaching Track:~~ Generally, this title permits higher recognition for higher  
118 qualifications or experience and, where applicable, salary than that of instructor in a given department or  
119 unit.

120 e.ii. ~~Assistant Professor, Clinical Associate Teaching Track:~~ Assistant Professors in the clinical  
121 teaching track are expected to ~~Professor: should~~ have the terminal degree and have some  
122 appropriate to their field or equivalent experience, and a record of ~~successful teaching experience.~~  
123 They are expected to teach and/or provide clinical care.

124 d. ~~Associate Professor, Clinical Teaching Track:~~ Associate Professors in the clinical teaching track must have  
125 the terminal degree, be well qualified to teach and/or provide clinical care with considerable demonstrated  
126 evidence of successful teaching and demonstrated leadership and service.

127 e. ~~Professor, Clinical Teaching Track:~~ Full Professors in the clinical teaching track must have the terminal  
128 degree, outstanding accomplishments in teaching, and/or provide clinical care, a record of leadership in the  
129 school, and a meritorious leadership and service record.

### 130 3. Clinical Track Faculty

131 Clinical faculty members are practitioners or other professionals who perform teaching, research or clinical  
132 services on a part-time (less than 0.5 FTE) or volunteer basis. ~~Those who provide clinical care and maintain an~~  
133 ~~independent health care practice must carry their own malpractice insurance, which covers both their university~~  
134 ~~work as well as their private practice.~~ Teaching Professor: should have the terminal degree appropriate to their  
135 field ~~Clinical faculty are expected to demonstrate continued professional growth in their fields.~~ Each school  
136 with clinical faculty titles may have additional requirements for faculty holding those titles. Clinical faculty are  
137 not eligible for tenure. These positions are at-will.

138 a. ~~Clinical Instructor:~~ Clinical Instructors usually have their master's degree or equivalent and should be  
139 otherwise well qualified to teach and have evidence of either clinical or research experience.

140 b. ~~Clinical Senior Instructor:~~ Generally, Clinical Senior Instructors permits higher recognition and salary than  
141 that of Clinical Instructor in a given department or unit.

- 152 e. ~~Clinical Assistant Professor: Clinical Assistant Professors must have a terminal degree or equivalent and~~  
153 ~~demonstrated professional experience to include teaching, clinical activity or research.~~
- 154
- 155 d. ~~Clinical Associate Professor: Clinical Associate Professors must have a terminal degree or equivalent and~~  
156 ~~demonstrated success in teaching, clinical activity or research.~~
- 157
- 158 e.iii. ~~Clinical Professor: Clinical Professors must have a terminal degree or equivalent and a record~~  
159 ~~that, taken on the whole, is judged to be, and a consistent record of excellent and indicates~~  
160 ~~substantial, significant and continued growth and teaching and pedagogical development and~~  
161 ~~accomplishment in teaching, research, clinical activity and leadership and service since being~~  
162 ~~appointed as Associate Teaching Professor.~~

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164 4.b. Clinical Practice-Instructor Track Faculty

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166 ~~Clinical Practice faculty members are practitioners or other professionals whose duties are focused primarily in~~  
167 ~~direct clinical care and shall be at least 0.5 FTE if their school or college has approved the use of these titles.~~  
168 ~~Faculty members in this track must demonstrate excellence in clinical care and meritorious teaching and are~~  
169 ~~encouraged but not required to participate in scholarship. Each school or college may define additional~~  
170 ~~requirements for appointment or promotion to each rank. Faculty members in the Clinical Practice track are not~~  
171 ~~eligible for tenure. These appointments may be at will, limited term or indeterminate.~~

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- 173 i. ~~Instructor of Clinical Practice: Instructors of Clinical Practice Instructor: should have at least their~~  
174 ~~master's degree or equivalent experience and should be well-qualified to teach at the level of~~  
175 ~~instruction to which they are assigned.~~
- 176 a. ~~Senior Instructor: should have at least a master's degree or equivalent in their field and should be otherwise~~  
177 ~~well-qualified as clinicians in their area of specialization and qualified to teach.~~
- 178
- 179 ii. ~~Senior Instructor of Clinical Practice: Generally, this title permits higher recognition for higher~~  
180 ~~qualifications or experience and, where applicable, salary than that of an instructor in a record of~~  
181 ~~successful teaching experience.~~
- 182 b. ~~Principal Instructor: should have at least a master's degree or equivalent experience, and a given department~~  
183 ~~or unit.~~
- 184
- 185 e. ~~Assistant Professor of Clinical Practice: Assistant Professors of Clinical Practice should have the terminal~~  
186 ~~degree or equivalent, significant clinical experience and some successful teaching.~~
- 187
- 188 d. ~~Associate Professor of Clinical Practice: Associate Professors of Clinical Practice should have the terminal~~  
189 ~~degree or equivalent and demonstrated excellence in clinical practice and successful teaching.~~
- 190
- 191 e. ~~Professor of Clinical Practice: Professors of Clinical Practice should have the terminal degree or equivalent~~  
192 ~~and a consistent record that, taken as a whole is judged to be of excellent and that indicates substantial,~~  
193 ~~significant and continued growth and teaching and pedagogical development in clinical practice and teaching.~~

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195 5. Research Faculty

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- 197 iii. ~~Faculty members whose primary duties are to conduct research will be given a title within the~~  
198 ~~Research Associate or Research Professor series. Faculty members who are not involved in the~~  
199 ~~instructional program will be since being appointed within the research associate series; those who~~  
200 ~~are involved in the instructional program will be appointed within the research professor series.~~  
201 ~~All faculty members who carry research titles will be supported by non-general funds as Senior~~  
202 ~~Instructor.~~

203

204 2. Faculty appointments to the Research Series

205 Research faculty will focus their primary activities on the research mission of the university. The Research  
206 Professor series must Track is intended for those who, while advancing through the track, will have increasing

207 responsibility for generating independent research funding, conducting research, and supervising graduate  
208 students. These faculty may also have a role in the instructional mission beyond supervising graduate students.  
209 Faculty members on the Professional Research Associate/Assistant track are not involved in the instructional  
210 mission and, except for the highest rank are not expected to generate research funding or have independent  
211 responsibility for research projects.

212 a. Research Professor Track

213 The primary duty of faculty members in the Research Professor track is to conduct research, but they are  
214 also involved, to a limited degree, in the instructional mission of the university, especially in the advising  
215 of graduate students, post-doctoral fellows, or other trainees. Schools/colleges may establish minimum  
216 qualifications that exceed those stated in this APS. Faculty appointments to the Research Professor track  
217 must be sponsored by an academic primary unit or by ~~research institutes that have been authorized by the~~  
218 ~~campus chancellor to make such appointments,~~ a research institute. Appointments sponsored by research  
219 institutes must be co-sponsored by an academic primary unit ~~that will be a beneficiary of the instructional~~  
220 ~~contributions of the research faculty member. Faculty appointed to the research associate or research~~  
221 ~~professor series are employees at will, and they are not eligible for tenure. For promotion within a track,~~  
222 faculty members must demonstrate excellence in their area of research.

223 ~~a. Research Professor Series~~

224 ~~These titles are used for persons with qualifications similar to the Professor, Associate Professor, Assistant~~  
225 ~~Professor, Senior Instructor and Instructor respectively. (See section A of this appendix for descriptions of~~  
226 ~~the academic qualifications for these titles.)~~

227 ~~i. Research Senior Instructor and Research Instructor~~

228 ~~ii. Research Assistant Professor~~

229 ~~iii. Research Associate Professor~~

230 ~~iv. Research Professor~~

231 ~~i. Research Scientist: should have at least a master's degree in their field or equivalent experience.~~  
232 ~~They should have evidence of abilities in research.~~

233 ~~ii. Senior Research Scientist: should have at least a master's degree and may have a terminal degree~~  
234 ~~or equivalent experience and typically may have advanced postgraduate training, such as~~  
235 ~~postdoctoral research, residency, or fellowship. They should have evidence of participation and~~  
236 ~~beginning leadership in research.~~

237 ~~iii. Assistant Research Professor: should have a terminal degree or equivalent experience and~~  
238 ~~typically have advanced postgraduate training, such as postdoctoral research, residency, or~~  
239 ~~fellowship. They should have a record of progressive research expertise and collaborative research~~  
240 ~~activities that contribute to the discovery of knowledge.~~

241 ~~iv. Associate Research Professor: should have a terminal degree or equivalent experience and~~  
242 ~~typically have advanced postgraduate training, such as postdoctoral research, residency, or~~  
243 ~~fellowship. They should have a sustained and consistent record demonstrating research expertise,~~  
244 ~~leadership in advancing knowledge, and research collaboration that contributes to the development~~  
245 ~~of knowledge.~~

246 ~~v. Research Professor: should have a terminal degree or equivalent experience and typically have~~  
247 ~~advanced postgraduate training, such as postdoctoral research, residency, or fellowship. They~~  
248 ~~should have a sustained and consistent record demonstrating research expertise, leadership in~~  
249 ~~advancing knowledge, and research collaboration that is recognized as contributing to the~~  
250 ~~development of knowledge. They should also have demonstrated substantial, significant, and~~  
251 ~~continued growth and development since being appointed as Associate Research Professor.~~

252 b. Professional Research Assistant/Research Associate Series Track

258 The primary duty of individuals in the Professional Research Assistant (PRA)/Research Associate series  
259 is to conduct research. Individuals in this series are not involved in an instructional program of the  
260 university.

- 261 i. Professional Research Assistant (PRA): should have a bachelor's degree. This title is held by  
262 individuals competent to carry out research or scholarly work of a quality comparable to that  
263 produced by a graduate student in that discipline. Other persons eligible to be considered for  
264 appointment to the PRA title would be individuals, such as Graduate Student Teaching Assistants,  
265 who possess professional skills and competencies that can be applied to assist the professor  
266 directly in the support of the research project, for which they are hired. A PRA works in a  
267 collaborative role with the principal investigator and contributes substantively to the investigation  
268 and analysis of the project. -As a collaborator on the project, the PRA may receive full credit as  
269 co-author of publications and technical reports, and shares responsibilities in the research setting.  
270 A bachelor's degree or equivalent experience is required for appointment to the Professional  
271 Research Assistant title. Ph.D. students pursuing research for their dissertation should not be  
272 appointed as PRAs for that work. Ph.D. students who would be working outside their direct area  
273 of study may be hired as PRAs.
- 274 ii. Senior Professional Research Assistant: This title is held by individuals competent to carry out  
275 research or scholarly work of a quality comparable to that produced by an advanced Graduate  
276 Student Research Assistant, should have at least a master's degree or equivalent experience.  
277 Appointment to this title is regarded as a promotion above the rank of PRA. The master's degree  
278 or equivalent experience is required. This title is held by individuals competent to carry out  
279 research. Ph.D. students pursuing for appointment as a their dissertation should not be appointed  
280 as Senior PRAs for that work. Ph.D. students who would be working outside their direct area  
281 of study may be hired as Senior PRAs.
- 282
- 283 iii. Research Associate: This title is granted to persons holding the doctor's should have a terminal  
284 degree or its equivalent experience. Research Associates generally participate as a team scientist  
285 and whose academic qualifications may be comparable to the regular faculty ranks of Associate  
286 Professor or Assistant Professor lead independent research. This title is not intended for those who  
287 are continuing their training as a researcher and should not be used in lieu of a post-doctoral  
288 appointment.
- 289
- 290 iv. Senior Research Associate: should have a terminal degree or equivalent experience. Senior  
291 Research Associates collaborate or lead research teams or lead independent research. This title is  
292 granted to persons not intended for those who, because of demonstrated superior service and  
293 performance, are recognized by the university as outstanding researchers in continuing their field.  
294 Appointment to this position is to training as a researcher and should not be regarded as a  
295 promotion above the existing rank of Research Associate, and may be comparable to the regular  
296 faculty rank of Professor used in lieu of a post-doctoral fellowship appointment.
- 297
- 298 v. Faculty Research Associate:- Faculty members in the university who are temporarily assigned as  
299 "Research Associates" are given this title.  
300

301 3. Clinical Series  
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303 Clinical faculty titles are meant for faculty working in healthcare education, clinical or public health practice, or  
304 a healthcare or health sciences setting.

305 a. Clinical Teaching (C/T) Track

306 Faculty on the Clinical Teaching Track have primary responsibility for teaching; and/or supervising or  
307 mentoring students in a health care/health sciences setting, and/or direct engagement in health care/health  
308 sciences activities or public health practice. Clinical Teaching Track faculty are expected to demonstrate  
309 continued professional growth in their fields. Each school/college with Clinical Teaching Track faculty  
310 titles may have additional requirements for faculty holding these titles.

- 311 i. Instructor, Clinical Teaching Track: should have a master's degree in their field or equivalent  
312 experience and should be well qualified in their primary area(s) of responsibility.
- 313 ii. Senior Instructor, Clinical Teaching Track: should have at least a master's degree or equivalent  
314 experience and a record of successful experience in their primary area(s) of responsibility.
- 315 iii. Principal Instructor, Clinical Teaching Track: should have at least a master's degree or equivalent  
316 experience and a consistent record of excellence in their primary area(s) of responsibility.
- 317 iv. Assistant Professor, Clinical Teaching Track: should have the terminal degree in their field or  
318 equivalent experience and demonstrated success in their primary area(s) of responsibility.
- 319 v. Associate Professor, Clinical Teaching Track: should have the terminal degree in their field or  
320 equivalent experience, considerable evidence of success in their primary area(s) of responsibility  
321 and demonstrated leadership and service.
- 322 vi. Professor, Clinical Teaching Track: should have the terminal degree in their field or equivalent  
323 experience, and a record of excellence in their primary area(s) of responsibility that indicates  
324 substantial, significant, and continued growth and accomplishment.

325 b. Clinical Practice Track

326 Clinical Practice faculty members are practitioners or other professionals whose duties are focused in  
327 direct clinical care and/or leadership of clinical programs, and who may also teach. They hold  
328 appointments that are at least 0.5 FTE. Each school or college may define additional requirements for  
329 appointment or promotion to each rank.

- 330 i. Instructor of Clinical Practice: should have at least a master's degree in their field or equivalent  
331 experience and should be otherwise well qualified as clinicians in their area of specialization and if  
332 applicable, qualified to teach.
- 333 ii. Senior Instructor of Clinical Practice: should have at least a master's degree or equivalent  
334 experience and a record of successful experience as clinicians in their area of specialization and, if  
335 applicable, in teaching.
- 336 iii. Principal Instructor of Clinical Practice: should have at least a master's degree or equivalent  
337 experience and a record of excellence as clinicians in their area of specialization and if applicable,  
338 in teaching.
- 339 iv. Assistant Professor of Clinical Practice: should have the terminal degree or equivalent experience,  
340 significant clinical experience, and if applicable, successful teaching.
- 341 v. Associate Professor of Clinical Practice: should have the terminal degree or equivalent experience  
342 and demonstrated excellence in clinical practice and if applicable, successful teaching.
- 343 vi. Professor of Clinical Practice: should have the terminal degree or equivalent experience and a  
344 record that, taken as a whole, is judged to be excellent and that indicates substantial, significant,  
345 and continued growth and development in clinical practice, program leadership, and if applicable,  
346 teaching.

347 c. Clinical Track

348 Clinical faculty members are practitioners or other professionals who provide clinical care or engage in  
349 public health practice, teaching, or research on a part-time (less than 0.5 FTE) or volunteer basis. Those  
350 who provide clinical care and maintain an independent health care practice must carry their own  
351 malpractice insurance, which covers both their university work as well as their private practice. Clinical  
352 faculty are expected to demonstrate continued professional growth in their fields. Each school with  
353 clinical faculty titles may have additional requirements for faculty holding those titles.

- 354 i. Clinical Instructor: should have at least their master's degree or equivalent experience and have  
355 experience in clinical care, public health practice, teaching, or research.
- 356 ii. Clinical Senior Instructor: should have a master's degree or equivalent experience. They have  
357 significant experience and a record of accomplishment in their assigned duties in clinical care,

358 public health practice, teaching, or research.

359 iii. Clinical Principal Instructor: should have a master's degree or equivalent experience. They have a  
360 record of excellence in their assigned duties in clinical care, public health practice, teaching, or  
361 research.

362 iv. Clinical Assistant Professor: should have a terminal degree or equivalent experience. They have  
363 demonstrated potential to substantially contribute to the clinical care, public health practice,  
364 teaching, or research activities of a unit.

365 v. Clinical Associate Professor: should have a terminal degree or equivalent experience and have a  
366 record of accomplishment in their assigned duties in clinical care, public health practice, teaching,  
367 or research activities of a unit.

368 vi. Clinical Professor: should have a terminal degree or equivalent experience and a record of  
369 excellence in their assigned duties and sustained contributions, and continued growth and  
370 development that contribute to the clinical care, public health practice, teaching, or research  
371 activities of a unit.

## 372 C. Supplemental Faculty

### 373 1. Contingent Teaching Faculty

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375 a. Lecturer: should have a graduate degree and/or advanced experience in their profession or field of  
376 expertise. Lecturer is the title given to an individual hired to teach only on a course-by-course and part-  
377 time basis. Lecturers are qualified to teach the particular course or courses for which they have been  
378 hired. These appointments are non-voting, not tenure-eligible, and are at-will.

379  
380 b. Senior Lecturer: a title for Lecturers with greater professional expertise and/or professional experience.  
381 They are considered more experienced in their professional field for which they have been hired to teach  
382 than a Lecturer. They may have graduate degrees and/or advanced experience in their profession or field  
383 of expertise. These appointments are non-voting, not tenure-eligible, and are at-will. Note that Senior  
384 Lecturer is not a promotional title for Lecturers.

385  
386 If the expertise of either a Lecturer or Senior Lecturer is needed on a long-term basis, they shall be  
387 considered for an appointment in one of the instructor track titles, at an appropriate percent appointment.

### 388 2. Faculty in Residence

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390 Scholar in Residence: should hold the terminal degree in their discipline or equivalent experience but  
391 have spent much or all of their careers outside academia.

#### 392 1. Faculty in Residence

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394 a. ~~Scholar in Residence:~~ This title is given to individuals whose combination of academic background and  
395 career expertise in areas of business, industry, law, K-12 education, the arts, or government makes them  
396 valuable contributors to the undergraduate or graduate ~~curriculum~~ academic program of their primary unit.  
397 ~~Scholars in Residence usually hold the terminal degree in their discipline but have spent much or all of~~  
398 ~~their careers outside academia. They~~ These appointments are ~~employees~~ at-will.

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400 b. ~~Artist in Residence:~~ Artist in Residence: should hold the terminal degree in their discipline or equivalent  
401 experience but have spent much or all of their careers outside academia. This title is given to individuals  
402 whose career experience as an artist makes them valuable contributors to the undergraduate or graduate  
403 ~~curriculum~~ academic program of their primary unit. ~~Artists in Residence usually hold the terminal degree~~  
404 ~~in their discipline but have spent much or all of their careers outside academia. They~~ These appointments  
405 are ~~employees~~ at-will.

### 406 2-3. Museum Faculty

- 409 a. Museum Curator:- This title refers to regular faculty rostered in the Museum, serving as heads of sections  
410 or subsections to oversee collections about which they have scholarly expertise. -A Museum Curator is  
411 jointly appointed by the Museum and an academic unit. This title is considered a secondary appointment  
412 associated with another faculty title. These appointments are at-will.
- 413
- 414 b. Museum Associate Curator:- This title is used for regularly appointed members of the University of  
415 Colorado faculty in a department (other than the Museum) whose research interests would normally  
416 associate them with the Museum or who have expertise necessary for the proper identification of  
417 collections. -This title is considered a secondary appointment associated with another faculty title and  
418 provides no additional-remuneration. These appointments are at-will.
- 419
- 420 c. Museum Curator Adjoint: -This title is granted to individuals not employed by the University of  
421 Colorado. ~~This title provides no additional remuneration.~~ Holders of this title should have doctoral  
422 degrees a terminal degree or experience that provides equivalent proficiency.- Retired faculty from other  
423 universities or professionals in industry with competence in areas relevant to the museum may be  
424 appointed. -Holders of this title are more must be involved with collections than in instruction and may  
425 be involved in other museum functions. Per the definition of adjoint, these positions are at-will. This  
426 title provides no remuneration.
- 427
- 428 d. Museum Associate:- This title is granted to individuals who have developed competence in some area  
429 of the Museum’s interest and who are not eligible for other university titles. -Museum Associates have  
430 the competence sufficient to be at the instructor rank. -This title provides no ~~additional-remuneration.~~  
431 These appointments are at-will.

### ~~3.1 Contingent Teaching Faculty~~

#### ~~D. Lecturer: Lecturer is the title given to individuals hired to teach on a course by course basis. Title Modifiers~~

436 1. ~~Emeritus/Emerita: Emeritus/Emerita is an honorary designation awarded upon retirement to faculty with a~~  
437 ~~record of strong contributions to the university. Faculty are nominated for emeritus/emmerita status by their~~  
438 ~~department and approved by the dean, provost, and chancellor. The emeritus/emmerita designation is added to the~~  
439 ~~title/rank held by the faculty member at the time of retirement.~~

- 440 a. ~~Lecturers are qualified to teach the particular course or courses for which they have been hired. They may~~  
441 ~~have graduate degrees and/or advanced experience in their profession or field of expertise. Lecturers are~~  
442 ~~employees at-will.~~

#### ~~D. Title Affixes~~

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446 1.2. ~~Adjoint: The titles Professor Adjoint, Associate Professor Adjoint, or Assistant Professor Adjoint are The~~  
447 ~~“adjoint” designation, applied at the end of a faculty title, is used to designate for individuals, such as~~  
448 ~~employees of the National Institute of Standards and Technology, the National Center for Atmospheric~~  
449 ~~Research, national research institutes or other agencies or institutions, who offer courses or supervise academic~~  
450 ~~programs with or without compensation above their regular salary. from the University of Colorado. Their~~  
451 ~~academic qualifications should be similar to those of regular faculty in full Professor, Associate, or Assistant~~  
452 ~~ranks. Adjoint Professors have the usual privileges and responsibilities of members of the regular faculty,~~  
453 ~~except that these positions are not tenure-eligible and faculty in the Tenured and Tenure-Track series. These~~  
454 ~~appointments are at-will.~~

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456 2. ~~Adjunct: Adjunct faculty status of Professor Adjunct, Associate Professor Adjunct, and Assistant Professor~~  
457 ~~Adjunct is awarded to an individual who previously held the rank of full Professor, Associate, or Assistant at a~~  
458 ~~comparable higher education institution. Adjunct faculty members are hired on a course by course, part time,~~  
459 ~~non-tenure track basis (similar to Lecturers). The title of full Professor, Associate, or Assistant Professor Adjunct~~  
460 ~~will be dependent upon the last rank held by the individual in a comparable institution. If the permanent faculty~~  
461 ~~believes an individual’s qualifications and experience warrant an adjunct appointment even though the individual~~  
462 ~~has not previously held a professorial rank, the title of Assistant Professor Adjunct normally would be~~  
463 ~~recommended. These positions are not tenure-eligible and are at-will.~~

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3. Visiting:- The designation “visiting” before an academic title indicates that the faculty member has a temporary appointment for a defined period such as an academic year, semester, or summer term. -The visiting title should indicate the faculty member’s rank at their home institution or planned for at ~~this university. Award of this title does not guarantee future hiring at this university~~the University of Colorado. ~~Award of this title does not guarantee future hiring at the University of Colorado or hiring at this rank. Visiting titles may also be offered to newly hired faculty members who are awaiting formal review of their credentials for appointment as associate or full professor. In these cases, visiting appointments will not usually extend beyond one year. The visiting position is non-voting and at-will.~~

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4. Special Visiting Professor:- This title may be recommended for distinguished persons who are not regular faculty members but who serve the university in some ~~instructional capacity~~academic capacity. ~~Faculty holding this title are non-voting and at-will.~~

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~~5. Attendant Rank: Attendant rank titles are Professor Attendant, Associate Professor Attendant, Assistant Professor Attendant, Senior Instructor Attendant, Instructor Attendant, Museum Curator Attendant, Museum Associate Curator Attendant, Museum Associate Attendant and may be granted to persons holding university administrative or service positions. Those approved for this rank are expected to possess the same scholarly qualifications in a discipline as regular faculty members and to engage in instructional activities without compensation over and above their regular salary. Those attaining this title have the same rights and privileges available to regular faculty members, except that they are not eligible for consideration for tenure.~~

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E. Faculty Emeritus

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~~5. Upon retirement, faculty in the ranks of the Tenured and Tenure Track, Instructional, and Clinical Teaching Track, are eligible to be nominated by their department for the Emeritus distinction. The nomination proceeds according to the usual personnel review process. Courtesy: A “courtesy” appointment is a non-voting, unranked, unpaid designation given to a faculty member in one unit (the “home” unit) within the CU System (i.e., another department, school, or college on any CU campus), who has substantial interaction with the courtesy unit. Faculty with courtesy appointments are typically CU regular faculty external to the department/school/college/campus, who have scholarly and creative work, collaborations, or teaching relevant to the courtesy unit. Courtesy appointees may teach or cross-list courses or co-supervise graduate students in the courtesy unit but would not otherwise participate in the courtesy unit’s governance or activities. Teaching or cross-listing across campuses is subject to separate MOU with at least dean-level approval on each campus. The basic procedures for approval of courtesy faculty are governed by the dean’s offices. These appointments are at-will.~~