Policy Title: Faculty Performance Evaluation

APS Number: 5008  APS Functional Area: ACADEMIC/RESEARCH

Date Submitted: August 2, 2021
Proposed Action: Revision
Brief Description: This APS provides guidelines for the annual performance evaluation of faculty members.
Desired Effective Date: January 1, 2021
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
Last Reviewed/Updated: July 20, 2012
Applies to: Faculty

Reason for Policy: This policy statement provides guidelines for the annual performance evaluation of faculty members.

I. REASON FOR PROPOSED ACTION

In 2019, Colorado passed the Equal Pay for Equal Work Act, which took effect on January 1, 2021. The law is designed to reduce the compensation gap that exists based on sex or gender identity, or sex or gender identity plus another protected status, between workers doing substantially similar work.

Each Colorado employer is responsible for implementing practices and procedures required by the act to achieve greater parity in employee compensation. Existing university and campus policies and procedures are being reviewed to ensure compliance with Colorado’s Equal Pay Act. This APS is under review for that purpose.

Additionally, Minor language and phrasing adjustments were made for clarity, including the addition of “annual” in references to merit increases, performance evaluation, and performance ratings.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Academic Affairs, University Counsel, CHROs

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes? Yes
   1. If no, please explain.
   2. If yes, what is your plan to get the legal review? University Counsel coordinated the changes for this policy
B. Date legal review completed: Throughout the review process.
C. Person completing legal review: Julie Steeler

IV. FISCAL REVIEW

Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? If yes, please explain: