Policy Title: Compensation Principles for Tenure and Promotion
Policy Number: 1007  Policy Functional Area: Academic and Faculty Affairs

Date Submitted: October 5, 2018
Proposed Action: Update
Brief Description: This policy establishes the compensation principles and minimum amounts for the tenure and promotion milestones that occur in tenure-track faculty members’ careers.

Desired Effective Date: January 1, 2019
Responsible University Officer: Provost and Executive Vice Chancellor for Academic and Student Affairs
Responsible Office: Provost and Executive Vice Chancellor for Academic and Student Affairs
Policy Contact: Associate Vice Chancellor for Academic Operations
Last Reviewed/Updated: October 2, 2018
Applies to: All Campuses

Reason for Policy: This policy establishes the compensation principles and ensures minimum increment amounts for the tenure and promotion milestones that occur in tenure-track faculty member’s careers. This policy applies to grants of tenure and to promotions awarded to be effective in AY 2004 – 05 and thereafter.

I. REASON FOR PROPOSED ACTION

This update was generated by the CU Denver | CU Anschutz Fall 2018 semi-annual policy review process. This policy is still valid and necessary. Minor changes were made to reflect the deletion of form UCD-4 and the accompanying requirement for the Deans to justify increments that exceed the base amounts in this policy. Also, this update clarifies that the Provost office provides the Deans the yearly increments, not a percentage.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

List all the offices and personnel who participated in the drafting and coordination of this policy.
III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes?

   Yes

   1. If no, please explain. Policy is not being reviewed—N/A.

   2. If yes, what is your plan to get the legal review? Legal EA (S. Shafto) will distribute to appropriate counsel for review

      1. Date legal review completed: TBD

      4. Person completing legal review: TBD

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)?  Yes/No

If yes, please explain: