### CAMPUS ADMINISTRATIVE POLICY JUSTIFICATION

**Policy Title:** Tenure on Appointment  
**Policy Number:** 1021  
**Policy Functional Area:** Academic and Faculty Affairs

<table>
<thead>
<tr>
<th>Date Submitted:</th>
<th>October 5, 2018</th>
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</thead>
<tbody>
<tr>
<td>Proposed Action:</td>
<td>Amended</td>
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<tr>
<td>Brief Description:</td>
<td>External applicants for faculty positions often request appointment with tenure as an associate professor, appointment with tenure and promotion to professor, or appointment with tenure and the rank of professor. This policy sets forth a formal process for evaluation and review of credentials of such applicants who become finalists, to ensure that they meet Regental standards for tenure and for promotion to professor.</td>
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<tr>
<td>Desired Effective Date:</td>
<td>January 1, 2019</td>
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<tr>
<td>Responsible University Officer:</td>
<td>Provost and Executive Vice Chancellor for Academic and Student Affairs</td>
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<td>Responsible Office:</td>
<td>Provost and Executive Vice Chancellor for Academic and Student Affairs</td>
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<tr>
<td>Policy Contact:</td>
<td>Associate Vice Chancellor for Academic Planning</td>
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<tr>
<td>Last Reviewed/Updated:</td>
<td>September 21, 2018</td>
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</tbody>
</table>
| Applies to: | University of Colorado Anschutz Medical Campus  
University of Colorado Denver |

**Reason for Policy:**

This policy sets forth a formal process for evaluation and review of credentials for new outside faculty hires with tenure. It provides the necessary requirements for candidate’s dossier and a checklist that must be included in the front of the dossier. This policy references Administrative Policy Statement (APS) 1018.

**I. REASON FOR PROPOSED ACTION**

This update was generated by the CU Denver | CU Anschutz Fall 2018 semi-annual policy review process. It was revised to implement new requirements under APS#1018 and to extend the tenure on appointment process to CU Anschutz Medical Campus.
The Current policy (CU Denver scope) can be found at:
http://www.ucdenver.edu/faculty_staff/employees/policies/Pages/default.aspx. Search on “1021”

APS#1018 can be found at:
https://www.cu.edu/ope/aps/1018

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Provoast (TBD)
Legal (TBD)
Deans (TBD)
T. Potter (AVCAP)
N. Viveiros (AVCAO)
B. Metzger (Senior Coordinator, Faculty Affairs)
M. Heredia (Academic Planning Coordinator)
CU Denver Faculty Assembly (TBD)
CU Anschutz Faculty Assembly (TBD)
Academic Personnel Committee (TBD)

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

3. 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)? No

If yes, please explain: