



**Campus Administrative Policy**

**Policy Title:** Clinical Teaching Track Faculty Appointments

Policy Number: 1022 Functional Area: Academic and Faculty Affairs

Effective: January 1, 2015  
Date Last Amended/Reviewed: January 1, 2015  
Date Scheduled for Review: July 1, 2022  
Supersedes: Clinical Teaching Track Faculty Appointments (2011)

Approved by: Roderick Nairn  
Provost and Executive Vice Chancellor for Academic and Student Affairs

Prepared by: Assistant Vice Chancellor for Academic Affairs  
Reviewing Office: Provost and Executive Vice Chancellor for Academic and Student Affairs

Responsible Officer: Provost and Executive Vice Chancellor for Academic and Student Affairs

Applies to: University of Colorado Denver

**A. INTRODUCTION**

As defined in Regent Policy 5.L: “Faculty members who hold Clinical Teaching Track titles are not eligible for tenure...Faculty on the Clinical Teaching Track participate in a broad range of teaching and/or clinical activities and provide service to the university and the community, based upon their clinical obligations. They participate in research and scholarly activities to a limited degree. Clinical Teaching Track faculty are expected to demonstrate continued professional growth in their fields. Each school with Clinical Teaching Track faculty titles may have additional requirements for faculty holding these titles.”

The purpose of this policy is to outline the general requirements for clinical teaching track appointments and the processes for appointment, promotion and other actions concerning clinical teaching track (CTT) faculty at CU Denver.

**B. POLICY STATEMENT**

1. Parameters for Time and Effort of CTT Appointments.

- a. Teaching must be the principal activity of every CTT appointment. A typical appointment would consist of 80% teaching, 10% service/leadership and 10% research/creative work or scholarly activity. CTT faculty members should engage in at least 51% of time/effort in teaching, and at least 10% time/effort in leadership and service, and 10% in research/creative work or scholarly activities. Deviations from these parameters must be approved by the supervising dean and the Provost.
- b. CTT positions are not primarily administrative appointments; any administrative assignment for a CTT faculty member may be included within the leadership/service category or may require a separate contract and a part-time CTT appointment.
- c. The annual merit evaluation matrix for CTT faculty (typically 80% teaching, 10% service/leadership and 10% research/creative work or scholarly activity) must align with the assigned distribution of time/effort (e.g. 80/10/10). Teaching must be the principal activity of every CTT appointment.

## 2. Appointment and Promotion Processes

- a. Each primary unit will develop a written document that describes the criteria for appointment to each of the CTT ranks, as well as promotions to higher ranks. The primary unit criteria must be approved by the dean and the Provost. No CTT faculty may be hired in a unit until it has approved criteria in place.
- b. Each school/college will develop a written document that describes the processes for appointment and promotion within the CTT title series and any additional requirements or criteria for each title beyond those described in Regent policy. The document, which must be approved by the Provost, should include:
  - Procedures for initial appointments into the CTT series. A search committee, including faculty members, makes recommendations to the dean. If they agree, the dean forwards the recommendation to the Provost who, if in agreement, sends the recommendation to the Chancellor for final approval.
  - Procedures for promotions within the CTT series. The appropriate faculty committee(s) within the school/college review(s) requests for promotion and makes recommendations to the dean. If they agree, the dean forwards the recommendation to the Provost who, if in agreement, sends the recommendation to the Chancellor for final approval.
- c. Any changes in the initial time/effort distribution, as described in the letter of offer, require approval by the dean and the Provost.

## Notes

1. Dates of official enactment and amendments:

2011: Adopted by the Provost

January 1, 2015: Amended.

May 15, 2018: Modified.

2. History:

January 1, 2015: Made clear teaching as primary (more than 50%) requirement.

May 15, 2018: Modified to reflect a Campus-wide effort to recast and revitalize various Campus policy sites into a standardized and more coherent set of chaptered policy statement organized around the several operational divisions of the university.

3. Initial Policy Effective Date: 2011

4. Cross References/Appendix:

- [Regent Policy 5L, Policy on Approved Faculty Titles](#)