I. INTRODUCTION

House Bill 12-1144, which was signed in April, 2012, allows state institutions of higher education to offer contracts of up to three years to non-tenure-track faculty members holding .5 or greater classroom teaching appointments. It states that each system of higher education and each campus of each state institution of higher education may, subject to the approval of the chief executive officer of the system or institution and any rules or limitations established by the chief executive officer, have in effect an unlimited number of term employment contracts or term employment contract extensions having a duration of not more than three years with an unlimited number of government-supported officials or employees if the term employment contracts or term employment contract extensions are for half-time or longer, non-tenure-track classroom teaching appointments.

The president and chancellors of the University of Colorado, in consultation with the provosts and faculty, have decided to implement a limited number of such contracts, according to the policy described below. The intent of this APS is to provide teaching faculty members working under such contracts with a term appointment. Faculty members working under such contracts shall remain non-tenure track, and service on such contracts shall not be deemed to convert such faculty to tenure-track status.

1 Faculty members whose primary job assignment is clinical care are also eligible for multi-year contracts, per CRS 24-19-108.
II. POLICY STATEMENT

A. Eligibility: Non-tenure-track faculty members who hold .5 or greater classroom or online teaching appointments and meet the following criteria may be eligible for a contract of up to three years, pending approval by the Chancellor or his or her designee:
   1. Highly effective teaching, as defined by the primary unit, school, college, or campus; or
   2. Achievement of such other standard of teaching as each campus faculty may designate.

B. Appointment Process
   1. Each campus will develop a selection and approval process for multi-year NTTF contracts.
   2. The Vice President for Academic Affairs, working with the Office of University Counsel, will promulgate a template Multi-Year Contract with approved terms and conditions for Non-Tenure-Track Faculty that complies with applicable state law and university policy.
      a. Each contract will provide for an appointment of no more than three years, and may provide for a probationary period of not more than one year.
      b. Each contract may specify the percent of the appointment that will be allocated to service or other areas, if any, but each contract must include a teaching appointment of at least half-time, as specified in state law.
      c. Each contract shall provide that any decision regarding reappointment following the contract’s expiration is within the university’s sole discretion.

III. DEFINITIONS

Non-tenure-track faculty positions include those of instructors, senior instructors, scholars in residence, artists in residence, clinical teaching-track professors, and others who are not on the tenure track. However, faculty members with these titles are eligible for multi-year contracts under this policy only if they hold a .5 or greater classroom or online teaching appointment. Separate statutory provisions authorize multi-year contracts for faculty members whose primary job assignment is clinical care, and for certain employees who perform research. See CRS 24-19-108(b), 24-19-104(1.5)(c)). RELATED POLICIES, PROCEDURES, FORMS, GUIDELINES, AND OTHER RESOURCES

A. Administrative Policy Statements (APS) and Other Policies
   1. Regent Law 5: Faculty
   2. Regent Policy 5L: Approved Faculty Titles [I believe the following sections of Policy 5 also apply: Additional Remuneration for Extra Work; Additional Remuneration for Consultative Services; Faculty Leave of Absence while Candidate for or Serving in Public Office; Faculty Senate Grievance Process; Faculty Dismissal for Cause Process; Intellectual Property on Discoveries and Patents for their Protection and Commercialization; Intellectual Property that is Educational Material. If people agree, I’ll add them to the list, with links.]
   3. APS 1009: Multiple Means of Teaching Evaluation"

B. Procedures

C. Forms

D. Guidelines

E. Other Resources (i.e. training, secondary contact information)

F. Frequently Asked Questions (FAQs)

IV. HISTORY

V. KEY WORDS (Insert list of key words, related terms or phrases both found and not found in the APS, which others might use to search for this policy – i.e. cell phones to find wireless telecommunications equipment.)