



## **Campus Administrative Policy Statement**

**Title:** Lecturer, Adjunct Faculty, Adjoint Faculty, and Attendant Rank Faculty Performance Review

**Source:** Office of the Provost

**Prepared by:** Assistant Vice Chancellor for Academic Affairs

**Approved by:** Mark Alan Heckler  
Provost and Vice Chancellor for Academic and Student Affairs

**Effective Date:** April 5, 2005

**Replaces:** March 26, 2004

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### **A. Introduction**

This policy sets forth general aspects of the performance review process for all faculty members who are in non-tenure track lecturer, adjunct faculty, adjoint faculty, and attendant rank faculty positions. This policy does not apply to non-tenure track instructor and senior instructor positions.

### **B. Policy Statement**

To ensure that non-tenure track teaching faculty are sufficiently knowledgeable about current developments and trends in their discipline, that teaching is being done in a quality manner, and that student learning outcomes are being achieved, the Schools and Colleges and the Library shall periodically review the performance of all lecturers, adjunct faculty, adjoint faculty, and attendant rank faculty.

### **C. Appointments**

Lecturer, adjunct faculty, adjoint faculty, and attendant rank faculty appointments may be either indeterminate appointments or limited appointments for no longer than one year. These faculty titles generally have responsibilities only for teaching.

### **D. Schedule**

The primary unit and the college, school, or library evaluates lecturers, adjunct faculty, adjoint faculty, and attendant rank faculty every three years unless the primary unit determines that an earlier review is appropriate or necessary.

### **E. Deadlines**

Each college, school, and the library shall establish deadlines to ensure that lecturers, adjunct faculty, adjoint faculty, and attendant rank faculty are reviewed in an appropriate and timely manner and in no longer than three-year time periods. The review process should be completed prior to the end of classes in the spring term of the academic year in which the review is conducted.

## **F. Standards**

Lecturers, adjunct faculty, adjoint faculty, and attendant rank faculty must provide evidence of quality teaching that is current with developments and trends in the discipline.

## **G. Process**

Lecturers, adjunct faculty, adjoint faculty, and attendant rank faculty receive full review and consideration of their teaching within the primary unit and within the college, school, or library in accordance with a process defined by the primary unit and the college, school, or library.

## **H. Notification**

When the review process has been completed, the Dean's Office shall notify the individual faculty member and the Provost's Office of the result of the review. The notice to the Provost's Office may be a summary report of all lecturer, adjunct faculty, adjoint faculty, and attendant rank faculty reviews conducted according to this policy.

## **I. At Will Status**

The laws of the State of Colorado require that appointments in lecturer, adjunct faculty, adjoint faculty, and attendant rank faculty positions are subject to termination by either the individual or the University at any time during the appointment and that lecturers, adjunct faculty, adjoint faculty, and attendant rank faculty are deemed to be employees-at-will in those positions. No compensation, whether as a buy-out of the remainder of the appointment, as liquidated damages, or as any other form of remuneration, shall be owed or may be paid to lecturers, adjunct faculty, adjoint faculty, and attendant rank faculty upon or after the termination except for compensation that was earned prior to the termination prorated to the date of termination.