

**University of Colorado Denver**  
**References to University Guidelines for College, School, Library and Department**  
**Faculty Bylaws**

**April 13, 2011**

Colleges, Schools, Libraries and Departments should refer to the University policies listed below when revising their faculty bylaws.

University policies may generally be found at the following websites:

Laws of the Regents: <https://www.cu.edu/regents/Laws/laws.html>

Regent Policies: <https://www.cu.edu/regents/Policies/>

System Administrative Policy Statements: <https://www.cu.edu/policies/>

UC Denver Policies and Guidelines:

[http://www.ucdenver.edu/faculty\\_staff/employees/policies/Pages/default.aspx](http://www.ucdenver.edu/faculty_staff/employees/policies/Pages/default.aspx)

**I. Annual Merit Evaluations and Annual Performance Ratings**

1. Regent Policy 4.B: Faculty-Course Evaluation,  
<https://www.cu.edu/Regents/Policies/Policy4b.htm>
2. Regent Policy 11-B: Faculty Salary,  
<https://www.cu.edu/regents/Policies/Policy11B.htm>
3. System APS, Performance Ratings For Faculty  
[https://www.cusys.edu/policies/policies/Hr\\_Perfratings\\_FEP.html](https://www.cusys.edu/policies/policies/Hr_Perfratings_FEP.html)
4. System APS, Multiple Means of Teaching Evaluation  
[https://www.cusys.edu/policies/policies/Hr\\_TeachingEvaluation.html](https://www.cusys.edu/policies/policies/Hr_TeachingEvaluation.html)
5. System APS, The Professional Plan for Faculty  
[https://www.cusys.edu/policies/policies/Hr\\_ProplanFaculty.html](https://www.cusys.edu/policies/policies/Hr_ProplanFaculty.html)
6. System APS, Differentiated Annual Workloads for Faculty  
[https://www.cusys.edu/policies/policies/HR\\_Differentiated-Workloads.html](https://www.cusys.edu/policies/policies/HR_Differentiated-Workloads.html)
7. System APS, Post-Tenure Review Policy  
[https://www.cusys.edu/policies/policies/HR\\_Post-Tenure-Review.html](https://www.cusys.edu/policies/policies/HR_Post-Tenure-Review.html)
8. UCHSC Administrative Policy for Faculty Compensation  
[http://www.ucdenver.edu/faculty\\_staff/employees/policies/policies\\_library/hr/fp5-01.pdf](http://www.ucdenver.edu/faculty_staff/employees/policies/policies_library/hr/fp5-01.pdf)
9. UCD Administrative Policy, Faculty Compensation – Downtown Campus  
<http://www.ucdenver.edu/about/departments/HR/HRPolicesGuidlines/Documents/Faculty%20Compensation%20-%20Downtown%20Campus%20updated%202-18-10.pdf>
10. UCD Procedures for Salary Grievances for Tenured and Tenure Track Faculty  
<http://www-Math.cudenver.edu/~rbyrne/APC/SalaryGrievanceProcedures.htm>
11. UCD Administrative Policy, Research Assistant/Associate (PRA) – AMC  
[http://www.ucdenver.edu/faculty\\_staff/employees/policies/Policies\\_Library/HR/ResearchAssistant-Associate\(PRA\)Policy.pdf](http://www.ucdenver.edu/faculty_staff/employees/policies/Policies_Library/HR/ResearchAssistant-Associate(PRA)Policy.pdf)

12. UCDHSC Downtown Denver Campus Administrative Policy Statement, Instructor and Senior Instructor Annual Performance Review  
[http://www.ucdenver.edu/faculty\\_staff/employees/policies/Policies%20Library/DDC/Faculty/Instructor%20and%20Senior%20Instructor%20Annual%20Review.pdf](http://www.ucdenver.edu/faculty_staff/employees/policies/Policies%20Library/DDC/Faculty/Instructor%20and%20Senior%20Instructor%20Annual%20Review.pdf)
13. UCDHSC Downtown Denver Campus Administrative Policy Statement, Lecturer, Adjunct Faculty, Adjoint Faculty, and Attendant Rank Faculty Performance Review  
[http://www.ucdenver.edu/faculty\\_staff/employees/policies/Policies%20Library/DDC/Faculty/Non-Tenure%20Track%20Teaching%20Faculty%20Review.pdf](http://www.ucdenver.edu/faculty_staff/employees/policies/Policies%20Library/DDC/Faculty/Non-Tenure%20Track%20Teaching%20Faculty%20Review.pdf)

## **II. Differentiated Annual Workloads**

System APS, Differentiated Annual Workloads for Faculty  
[https://www.cusys.edu/policies/policies/HR\\_Differentiated-Workloads.html](https://www.cusys.edu/policies/policies/HR_Differentiated-Workloads.html)

## **III. Faculty Voting Membership and Rights**

1. Regent Law 5, Faculty  
<https://www.cu.edu/regents/Laws/article-05.html>
2. Regent Law 4, Organization of Academic Units  
<https://www.cu.edu/regents/Laws/article-04.html>
3. System APS, Human Resources Policies  
<https://www.cusys.edu/policies/hr.html>
4. Faculty Handbook  
<https://www.cu.edu/content/faculty-handbook>
6. Faculty Senate Constitution  
<https://www.cu.edu/FacultyCouncil/constitution.html>
7. Faculty Senate Bylaws  
<https://www.cu.edu/FacultyCouncil/bylaws.html>
8. AMC Faculty Assembly Constitution and Bylaws  
[http://www.ucdenver.edu/faculty\\_staff/faculty/assembly/anschutz/FA-documents/Documents/Bylaws1.pdf](http://www.ucdenver.edu/faculty_staff/faculty/assembly/anschutz/FA-documents/Documents/Bylaws1.pdf)
9. Downtown Campus Faculty Assembly Constitution  
[http://www.ucdenver.edu/faculty\\_staff/faculty/assembly/downtown/governance-documents/constitution/Pages/default.aspx](http://www.ucdenver.edu/faculty_staff/faculty/assembly/downtown/governance-documents/constitution/Pages/default.aspx)
10. Downtown Campus Faculty Assembly Bylaws  
[http://www.ucdenver.edu/faculty\\_staff/faculty/assembly/downtown/governance-documents/bylaws/Pages/default.aspx](http://www.ucdenver.edu/faculty_staff/faculty/assembly/downtown/governance-documents/bylaws/Pages/default.aspx)

**IV. Procedures for Primary Unit Reappointment, Tenure, and Promotion Committees, Including Eligibility Requirements for Members Serving on the Committees**

1. Regent Law 5, Faculty  
<https://www.cu.edu/regents/Laws/article-05.html>
2. Regent Policy 5.M: Reappointment (to a tenure-track position), Tenure, and Promotion  
<https://www.cu.edu/regents/Policies/Policy5M.htm>
3. Regent Policy 4.B: Faculty-Course Evaluation  
<https://www.cu.edu/regents/Policies/Policy4B.htm>
4. System APS, Standards, Processes, and Procedures for Appointment, Reappointment, Tenure and Promotion (Appendix A of the Laws of the Regents) [https://www.cusys.edu/policies/policies/A\\_Standards-Tenure-Promotion.html](https://www.cusys.edu/policies/policies/A_Standards-Tenure-Promotion.html)
5. System APS, The Professional Plan for Faculty  
[https://www.cusys.edu/policies/policies/HR\\_ProPlanFaculty.html](https://www.cusys.edu/policies/policies/HR_ProPlanFaculty.html)
6. System APS, Differentiated Annual Workloads for Faculty  
[https://www.cusys.edu/policies/policies/HR\\_Differentiated-Workloads.html](https://www.cusys.edu/policies/policies/HR_Differentiated-Workloads.html)
7. System APS, Multiple Means of Teaching Evaluation  
[https://www.cusys.edu/policies/policies/HR\\_TeachingEvaluation.html](https://www.cusys.edu/policies/policies/HR_TeachingEvaluation.html)
8. System APS, Post-tenure Review Policy  
[https://www.cusys.edu/policies/policies/HR\\_Post-Tenure-Review.html](https://www.cusys.edu/policies/policies/HR_Post-Tenure-Review.html)
9. UCD Campus Administrative Policy, Reappointment, Tenure and Promotion  
[http://www.ucdenver.edu/faculty\\_staff/employees/policies/Policies%20Library/DDC/Faculty/ReapptTenurePromotion.pdf](http://www.ucdenver.edu/faculty_staff/employees/policies/Policies%20Library/DDC/Faculty/ReapptTenurePromotion.pdf)

**V. Process for Post-Tenure Review**

1. System APS, Post-Tenure Review Policy  
[https://www.cusys.edu/policies/policies/HR\\_Post-Tenure-Review.html](https://www.cusys.edu/policies/policies/HR_Post-Tenure-Review.html)
2. UCD Campus Administrative Policy, Post-Tenure Review Campus Policy and Procedures  
[http://www.ucdenver.edu/faculty\\_staff/employees/policies/Policies%20Library/OAA/PostTenureReview.pdf](http://www.ucdenver.edu/faculty_staff/employees/policies/Policies%20Library/OAA/PostTenureReview.pdf)
3. UCD Suggested Template for Performance Improvement Agreements (PIA)  
[http://www.ucdenver.edu/faculty\\_staff/faculty/faculty-affairs/policies-forms/Documents/PIA%20template.doc](http://www.ucdenver.edu/faculty_staff/faculty/faculty-affairs/policies-forms/Documents/PIA%20template.doc)
4. UCD Suggested Template for Development Plans  
[http://www.ucdenver.edu/faculty\\_staff/faculty/faculty-affairs/policies-forms/Documents/Development%20Plan%20Template.doc](http://www.ucdenver.edu/faculty_staff/faculty/faculty-affairs/policies-forms/Documents/Development%20Plan%20Template.doc)

**VI. Primary Unit Criteria for Reappointment, Tenure and Promotion Decisions, Annual Reviews and Post-Tenure Reviews**

1. Regent Policy 5.M: Reappointment (to a Tenure-Track Position), Tenure, and Promotion  
<https://www.cu.edu/regents/Policies/Policy5m.htm>
2. System APS, Standards, Processes, and Procedures for Appointment, Reappointment, Tenure and Promotion (Appendix A of the Laws of The Regents) [https://www.cusys.edu/policies/policies/A\\_Standards-Tenure-Promotion.html](https://www.cusys.edu/policies/policies/A_Standards-Tenure-Promotion.html)
3. System APS, Multiple Means of Teaching Evaluation,  
[https://www.cusys.edu/policies/policies/Hr\\_TeachingEvaluation.html](https://www.cusys.edu/policies/policies/Hr_TeachingEvaluation.html)
4. UCD Campus Administrative Policy, Reappointment, Tenure and Promotion  
[http://www.ucdenver.edu/faculty\\_staff/employees/Policies/policies%20library/DDC/Faculty/ReapptTenurePromotion.pdf](http://www.ucdenver.edu/faculty_staff/employees/Policies/policies%20library/DDC/Faculty/ReapptTenurePromotion.pdf)

**VII. Procedures to Solicit External Reviewers for Comprehensive Reviews and Promotion and Tenure Reviews**

UCD Campus Administrative Policy, Reappointment, Tenure and Promotion  
[http://www.ucdenver.edu/faculty\\_staff/employees/Policies/policies%20library/DDC/Faculty/ReapptTenurePromotion.pdf](http://www.ucdenver.edu/faculty_staff/employees/Policies/policies%20library/DDC/Faculty/ReapptTenurePromotion.pdf)

**VIII. Process for Appealing a Below Expectations Rating on an Annual Review or Post-Tenure Review**

1. System APS, Post-Tenure Review Policy  
[https://www.cusys.edu/policies/policies/HR\\_Post-Tenure-Review.html](https://www.cusys.edu/policies/policies/HR_Post-Tenure-Review.html)

**IX. Guidelines for writing Professional Plans**

1. System APS, The Professional Plan for Faculty  
[https://www.cusys.edu/policies/policies/Hr\\_ProplanFaculty.html](https://www.cusys.edu/policies/policies/Hr_ProplanFaculty.html)
2. UCD Template Faculty Professional Plan  
[http://www.ucdenver.edu/faculty\\_staff/faculty/faculty-affairs/policies-forms/Documents/UCD\\_professional\\_plan.doc](http://www.ucdenver.edu/faculty_staff/faculty/faculty-affairs/policies-forms/Documents/UCD_professional_plan.doc)

**X. Research Misconduct**

1. System APS, Misconduct in Research and Authorship  
[https://www.cusys.edu/policies/policies/A\\_MisconductResearch.html](https://www.cusys.edu/policies/policies/A_MisconductResearch.html)
2. System APS, Conflict of Interest and Commitment,  
[https://www.cusys.edu/policies/policies/A\\_Conflict-of-Interest.html](https://www.cusys.edu/policies/policies/A_Conflict-of-Interest.html)
3. System APS, Restricted, Proprietary and Classified Research,

- [https://www.cusys.edu/policies/policies/A\\_RestrictedResearch.html](https://www.cusys.edu/policies/policies/A_RestrictedResearch.html)
4. UC Denver COIC Procedures,  
[http://www.uchsc.edu/regcomp/coi/documents/COI\\_Evaluation.pdf](http://www.uchsc.edu/regcomp/coi/documents/COI_Evaluation.pdf)

## **XI. Department Working Structure and Rules**

1. Regent Law 4, Organization of Academic Units  
<https://www.cu.edu/regents/Laws/article-04.html>
2. Regent Law Appendix B, Roles and Responsibilities of Department Chairs  
<https://www.cu.edu/regents/Laws/AppendixB.html>

## **XII. Student Appeals/Grievances Process**

1. Regents Law 4, Organization of the Academic Units  
<https://www.cu.edu/regents/Laws/article-04.html>
2. Regent Law 5, Faculty  
<https://www.cu.edu/regents/Laws/article-05.html>
3. Academic Honor Code and Discipline Policies  
[http://catalog.ucdenver.edu/content.php?catoid=1&navoid=24#Academic\\_Honor\\_Code\\_and\\_Discipline\\_Policies](http://catalog.ucdenver.edu/content.php?catoid=1&navoid=24#Academic_Honor_Code_and_Discipline_Policies)

## **XII. Other Relevant Policies**

1. Regent Law 10, Nondiscrimination  
<https://www.cu.edu/regents/Laws/article-10.html>
2. Regent Policy 10.A, Nondiscrimination  
<https://www.cu.edu/regents/Policies/Policy10A.htm>
3. UCD Chancellor's Equal Opportunity Policy Statement  
[http://www.ucdenver.edu/faculty\\_staff/employees/policies/Policies%20Library/HR/EqualOpp.pdf](http://www.ucdenver.edu/faculty_staff/employees/policies/Policies%20Library/HR/EqualOpp.pdf)
4. System APS, Faculty Recruitment and Hiring  
[https://www.cusys.edu/policies/policies/HR\\_Fac-Recruit-Hiring.html](https://www.cusys.edu/policies/policies/HR_Fac-Recruit-Hiring.html)
5. System APS, Affirmative Action, Title IX, and Section 504 Programs  
[https://www.cusys.edu/policies/policies/HR\\_AffirmAction-TIX.html](https://www.cusys.edu/policies/policies/HR_AffirmAction-TIX.html)
6. Procurement Procedural Statements  
<https://www.cu.edu/psc/procedures/>
7. Employee Payroll Policies  
<http://www.cu.edu/pbs/payroll/policies/>
8. Controller's Policies  
[http://www.cu.edu/System\\_Controller/pol-pro.htm](http://www.cu.edu/System_Controller/pol-pro.htm)
9. System APS, Propriety of Expenses  
[https://www.cu.edu/policies/policies/F\\_Propriety-of-Expenses.html](https://www.cu.edu/policies/policies/F_Propriety-of-Expenses.html)
10. System APS, Bank Accounts and Investments

[https://www.cusys.edu/policies/policies/F\\_BankAccountsInvestments.html](https://www.cusys.edu/policies/policies/F_BankAccountsInvestments.html)

11. System APS, Fiscal Code of Ethics

[https://www.cusys.edu/policies/policies/F\\_Fiscal-Code-of-Ethics.html](https://www.cusys.edu/policies/policies/F_Fiscal-Code-of-Ethics.html)

12. Regent Law 3, Officer and Exempt Professionals

<https://www.cu.edu/regents/Laws/article-03.html>