

**University of Colorado Denver**  
**References to University Policies Regarding College/School/Library/Department Bylaws**  
*Updated October 2012*

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 Evaluations, Ratings, and Salary Recommendations Process**

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.cu.edu/policies/aps/hr/5008.pdf>
4. System APS, Multiple Means of Teaching Evaluation:  
<https://www.cu.edu/policies/aps/academic/1009.pdf>
5. System APS, The Professional Plan for Faculty:  
<https://www.cu.edu/policies/aps/academic/1011.pdf>
6. System APS, Differentiated Annual Workloads for Faculty:  
<https://www.cu.edu/policies/aps/academic/1006.pdf>
7. System APS, Post-Tenure Review Policy  
<https://www.cu.edu/policies/aps/academic/1003.pdf>
8. University of Colorado Denver 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. University of Colorado Denver Administrative Policy, Faculty Compensation – Denver Campus:  
<http://www.ucdenver.edu/about/departments/HR/HRPoliciesGuidlines/Documents/Faculty%20Compensation%20-%20Downtown%20Campus%20updated%202-18-10.pdf>
10. University of Colorado Denver Administrative Policy, Research Assistant/Associate (PRA) – Anschutz Medical Campus:  
[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)
11. 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)

12. 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/OAA/NTTFPerfReview.pdf](http://www.ucdenver.edu/faculty_staff/employees/policies/Policies%20Library/OAA/NTTFPerfReview.pdf)

## **II. Differentiated Annual Workloads**

System APS, Differentiated Annual Workloads for Faculty

<https://www.cu.edu/policies/aps/academic/1006.pdf>

## **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. Faculty Handbook:

<https://www.cu.edu/content/faculty-handbook>

4. Faculty Senate Constitution:

<https://www.cu.edu/facultycouncil/constitution/>

5. Faculty Senate Bylaws:

<https://www.cu.edu/facultycouncil/bylaws/>

6. Anschutz Medical Campus 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)

7. Denver Campus Faculty Assembly Constitution:

[http://www.ucdenver.edu/faculty\\_staff/faculty/assembly/downtown/governance-documents/FAConstitutionBylaws/Documents/Faculty%20Assembly%20Constitution%202003.pdf](http://www.ucdenver.edu/faculty_staff/faculty/assembly/downtown/governance-documents/FAConstitutionBylaws/Documents/Faculty%20Assembly%20Constitution%202003.pdf)

8. Denver Campus Faculty Assembly Bylaws:

[http://www.ucdenver.edu/faculty\\_staff/faculty/assembly/downtown/governance-documents/FAConstitutionBylaws/Documents/Faculty%20Assembly%20Bylaws%202003.pdf](http://www.ucdenver.edu/faculty_staff/faculty/assembly/downtown/governance-documents/FAConstitutionBylaws/Documents/Faculty%20Assembly%20Bylaws%202003.pdf)

## **IV. Procedures for Primary Unit Reappointment, Tenure, and Promotion Committees, Including Committee Member Eligibility**

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.cu.edu/policies/aps/academic/1022.pdf>
5. System APS, The Professional Plan for Faculty:  
<https://www.cu.edu/policies/aps/academic/1011.pdf>
6. System APS, Differentiated Annual Workloads for Faculty:  
<https://www.cu.edu/policies/aps/academic/1006.pdf>
7. System APS, Multiple Means of Teaching Evaluation:  
<https://www.cu.edu/policies/aps/academic/1009.pdf>
8. System APS, Post-tenure Review Policy:  
<https://www.cu.edu/policies/aps/academic/1003.pdf>
9. Denver Campus Administrative Policy, Reappointment, Tenure and Promotion:  
[http://www.ucdenver.edu/faculty\\_staff/faculty/faculty-affairs/policies-forms/Documents/VCAC%20Policy%20Denver%20Campus%202.15.12.pdf](http://www.ucdenver.edu/faculty_staff/faculty/faculty-affairs/policies-forms/Documents/VCAC%20Policy%20Denver%20Campus%202.15.12.pdf)

**V. Procedures For First Level Review/Dean’s Advisory Committees, Including Committee Member Eligibility**

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.cu.edu/policies/aps/academic/1022.pdf>
5. System APS, The Professional Plan for Faculty:  
<https://www.cu.edu/policies/aps/academic/1011.pdf>
6. System APS, Differentiated Annual Workloads for Faculty:  
<https://www.cu.edu/policies/aps/academic/1006.pdf>
7. System APS, Multiple Means of Teaching Evaluation:  
<https://www.cu.edu/policies/aps/academic/1009.pdf>
8. System APS, Post-Tenure Review Policy:  
<https://www.cu.edu/policies/aps/academic/1003.pdf>
9. Denver Campus Administrative Policy, Reappointment, Tenure and Promotion:  
[http://www.ucdenver.edu/faculty\\_staff/faculty/faculty-affairs/policies-forms/Documents/VCAC%20Policy%20Denver%20Campus%202.15.12.pdf](http://www.ucdenver.edu/faculty_staff/faculty/faculty-affairs/policies-forms/Documents/VCAC%20Policy%20Denver%20Campus%202.15.12.pdf)

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

1. System APS, Post-Tenure Review Policy:  
<https://www.cu.edu/policies/aps/academic/1003.pdf>

2. University of Colorado Denver Administrative Policy, Post-Tenure Review Policy and Procedures: [http://www.ucdenver.edu/faculty\\_staff/faculty/faculty-affairs/policies-forms/Documents/PTR%20UC%20Denver%20policy.pdf](http://www.ucdenver.edu/faculty_staff/faculty/faculty-affairs/policies-forms/Documents/PTR%20UC%20Denver%20policy.pdf)
3. University of Colorado Denver 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. University of Colorado Denver 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)

**VII. 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.cu.edu/policies/aps/academic/1022.pdf>
3. System APS, Multiple Means of Teaching Evaluation:  
<https://www.cu.edu/policies/aps/academic/1009.pdf>
4. Denver Campus Administrative Policy, Reappointment, Tenure and Promotion:  
[http://www.ucdenver.edu/faculty\\_staff/faculty/faculty-affairs/policies-forms/Documents/VCAC%20Policy%20Denver%20Campus%202.15.12.pdf](http://www.ucdenver.edu/faculty_staff/faculty/faculty-affairs/policies-forms/Documents/VCAC%20Policy%20Denver%20Campus%202.15.12.pdf)

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

Denver Campus Administrative Policy, Reappointment, Tenure and Promotion:  
[http://www.ucdenver.edu/faculty\\_staff/faculty/faculty-affairs/policies-forms/Documents/VCAC%20Policy%20Denver%20Campus%202.15.12.pdf](http://www.ucdenver.edu/faculty_staff/faculty/faculty-affairs/policies-forms/Documents/VCAC%20Policy%20Denver%20Campus%202.15.12.pdf)

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

System APS, Post-Tenure Review Policy:  
<https://www.cu.edu/policies/aps/academic/1003.pdf>

**X. Guidelines for writing Professional Plans**

1. System APS, The Professional Plan for Faculty:  
<https://www.cu.edu/policies/aps/academic/1011.pdf>

2. University of Colorado Denver Template Faculty Professional Plan:  
[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)

## **XI. Research Misconduct**

1. System APS, Misconduct in Research and Authorship:  
<https://www.cu.edu/regents/Policies/Policy1C.html>
2. System APS, Conflict of Interest and Commitment:  
<https://www.cu.edu/policies/aps/hr/5012.pdf>
3. System APS, Restricted, Proprietary and Classified Research:  
<https://www.cu.edu/regents/Policies/Policy4F.htm>
4. University of Colorado Denver COIC Procedures:  
<http://www.ucdenver.edu/academics/research/AboutUs/regcomp/conflictinterest/Pages/default.aspx>

## **XII. 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 Roles and Responsibilities of Department Chairs:  
<https://www.cu.edu/policies/aps/academic/1026.pdf>

## **XIII. 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)

## **XIV. 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. University of Colorado Denver Chancellor's Equal Opportunity Policy Statement:  
<http://www.ucdenver.edu/about/departments/HR/HRPoliciesGuidelines/Documents/EqualOpp.pdf>
4. System APS, Faculty Recruitment and Hiring:  
<https://www.cu.edu/policies/aps/hr/5005.pdf>

5. System APS, Affirmative Action, Title IX, and Section 504 Programs:  
<https://www.cu.edu/policies/aps/hr/5001.pdf>
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/aps/finance/4015.pdf>
10. System APS, Bank Accounts and Investments:  
<https://www.cu.edu/policies/aps/finance/4004.pdf>
11. System APS, Fiscal Code of Ethics:  
<https://www.cu.edu/policies/aps/finance/4016.pdf>
12. Regent Law 3, Officer and Exempt Professionals:  
<https://www.cu.edu/regents/Laws/article-03.html>