



## Provost's Guidance on Faculty Inclusive Language\* (February 2024)

Using inclusive language with regard to faculty titles is essential for promoting a sense of belonging and enhancing the institutional climate. This document identifies how the language we use may exclude certain members of the faculty and proposes more inclusive alternatives. Developed in collaboration with UCDALI and members of the IRC Roadmap Advisory Group, this document will continue to evolve as we foster a more inclusive climate for everyone.

- **Faculty** refers to all employees of the University who engage in a combination of instruction and/or scholarship, along with along with service as appropriate to school/college expectations and faculty interest, regardless of their rank or terms of appointment. This includes Lecturers and Senior Lecturers. While there are different faculty titles and appointment types (continuous, limited, indeterminate, at-will), all faculty should be referred to as such, and we encourage the use of the general term "faculty" where distinctions between titles or terms of appointment are irrelevant. There should be no variation in the use of the term "faculty" for those who serve in any of the roles discussed below.
- **Rostered Faculty** have appointments of 0.5 FTE or greater and, per [CU Regents Law](#), share in the governance of the University regarding issues of pedagogy, curriculum, research, scholarly or creative work, academic ethics, and faculty selection and evaluation. Rostered faculty are typically Tenured/Tenure-Track faculty, and Instructional, Research, and Clinical (IRC) faculty in the Instructional series (Instructor or Teaching Professor Tracks), Clinical series (Clinical Teaching, Clinical Practice and Clinical Tracks), and Research series (Research Professor and Professional Research Assistant/Research Associate Tracks) as designated in [Administrative Policy Statement 5060](#).
- **Lecturers** are typically hired to serve as the instructor of record on a course-by-course basis. Lecturers teach less than 0.5 FTE in an academic term. They are often also employed outside of CU Denver and, therefore, have professional experience valuable to CU Denver's instructional mission.
- **Adjoint and Visiting** are designations typically conferred on those who have held academic titles in other institutions and are appointed to a limited faculty role at CU Denver. They are similar to the Lecturer ranks with regard to terms of employment.
- Faculty in the **Auraria Library** may hold appointments in any of these ranks as well.

### Key things to remember:

- Refer to any faculty, regardless of faculty title or FTE status, as faculty.
- Do not distinguish faculty titles unless relevant to the issue at hand.
- The principles of academic freedom apply to all members of the faculty.
- Do not use terms such as contingent or adjunct as a general category of faculty who are not on the tenure-track.
- Many of our faculty are long-term members of the CU Denver community and most are engaged in a variety of efforts that are central to our mission, regardless of the terms of their employment as at-will, indeterminate or limited.
- All faculty with appointments of 0.5 FTE or greater are currently eligible to serve as voting members of CU Denver Faculty Assembly, although we advocate for eligibility for all.

\*Approved by the UCDALI Executive Committee on September 18, 2023. Approved by the Faculty Assembly on November 7, 2023

*Inclusive language is just one part of a much larger effort to address the working conditions of IRC faculty on the CU Denver campus. This document will be updated, as needed, as our language and culture evolve. Please contact the University of Colorado Denver Association of Lecturers and Instructors (UCDALI) at [ucdali@ucdenver.edu](mailto:ucdali@ucdenver.edu) with any questions, concerns or other feedback.*