



Campus Administrative Policy

Policy Title: Multi-Year Contracts for Instructional, Research, and Clinical Faculty

Policy Number: 1027A Functional Area: Academic and Faculty Affairs

Effective: October 1, 2023

Date Last Amended/Reviewed: July 1, 2020

Date Scheduled for Review: July 1, 2030

Supersedes: Multi-Year Contracts (July 1, 2020)

Approved by: Donald M. Elliman, Jr.
Chancellor, University of Colorado Anschutz
Medical
Campus

Prepared by: Associate Vice Chancellor for Academic Affairs
Reviewing Office: Executive Vice Chancellor for Academic and
Student Affairs

Responsible Officer: Executive Vice Chancellor for Academic and
Student Affairs

Applies to: CU Anschutz

A. Introduction

CRS 24-19-104(1.5)(d) allows state institutions of higher education to offer contracts of up to five years to faculty who are not tenured or on the tenure track and (1) hold a librarian appointment of .5 FTE or greater, or (2) hold a .5 FTE or greater classroom or online teaching appointment.¹

¹ Classroom is interpreted broadly to include clinical, laboratory, and other instructional settings.

CRS 24-19-104(1.5)(c) allows for contracts for up to five years for faculty conducting research in a university setting. These appointments can be at any FTE but are only for research. Additionally, CRS 24-19-108(b) allow for exceptions to statutory limitations on employment agreements for faculty whose primary job assignment is clinical care. Per APS 5053, a primary assignment is construed to mean an assignment of .5 FTE or greater.

CU System Administrative Policy Statement (APS) 5053: Multi-Year Contracts for Instructional, Research and Clinical Faculty, requires each campus to have a process for the review and approval of multi-year contracts. This policy fulfills this requirement.

B. Policy Statement

1. The purpose of limited multi-year contracts is to retain excellent faculty who are not tenured or on the tenure track. Multi-year contracts may also be used as an incentive to attract excellent faculty who have a proven track record elsewhere.
2. Faculty offered multi-year contracts should have a record of excellence in their primary area of responsibility and satisfactory performance in other assigned duties, as defined by the school/college or library. Each school/college and the library shall adopt specific criteria that define excellent and satisfactory performance. These criteria must be developed collaboratively by the dean or library director and the faculty and must be incorporated into school/college/library policy.
3. The granting of a multi-year contract must be approved by the dean/library director (or their designee).
4. Faculty with multi-year contracts should be evaluated using existing personnel processes.
5. The chancellor may set specific limits on the number of multi-year contracts that may be offered at any one time and will inform the deans and library director of such limits; these limits may be changed annually, depending on fiscal, programmatic and other considerations. The expectation is that these contracts will be used judiciously and only a limited number will be authorized by the campus annually.

C. Probationary Status

1. APS 5053 allows for multi-year contracts with probationary periods of no more than one year. All first-time multi-year contracts offered to faculty members without prior employment at CU Anschutz shall include a probationary period. Faculty whose prior performance in their primary area of responsibility at the university has been evaluated as excellent may be offered a multi-year contract without a probationary period, subject to the approval of the dean/library director (or their designee).
2. During the probationary period, the faculty member's performance must be evaluated by the hiring department/primary unit. Evaluation should take place well before the end of the probationary period.
3. Departments/primary units that evaluate a faculty member's performance during the probationary period as less than excellent in their primary area of responsibility and/or not satisfactory in the performance of other assigned duties will forward the evaluation to the dean/library director who may send the faculty member notice that the multi-year contract will not be continued beyond the probationary period or may send notice of immediate termination.
4. If approved by the dean/library director (or their designee), departments/hiring units may offer a subsequent multi-year contract without the usual probationary period to faculty with excellent performance in their primary area of responsibility and satisfactory performance in other assigned duties, as documented in annual merit evaluations conducted during their multi-year contract.

D. Terms of the Contract

1. If a multi-year contract is awarded, it is typically for a 2 to 3 year term; however, contracts up to 5 years are allowed if warranted.
2. A faculty member on a multi-year contract, whether in the probationary period or after, may be terminated for cause as noted in the contract.
3. In the last term of a multi-year contract, a faculty member who has delivered excellent performance in their primary area of responsibility and satisfactory performance of other assigned duties may be considered for another multi-year contract. The decision depends upon more than the faculty member's performance. Fiscal,

programmatic, and other considerations may affect whether or not a subsequent multi-year contract will be offered. Notice of non-renewal of a multi-year contract is not required. Non-renewal of a multi-year contract may or may not indicate nonrenewal of a faculty appointment. Standards of notice for non-renewal of a faculty appointment for faculty other than those with a tenured or at-will appointment are stated in Campus Administrative Policy 1029.

Notes

1. Dates of official enactment and amendments:
 - July 1, 2014: Adopted by the Provost
 - August 9, 2018: Reformatted
 - July 1, 2020: Revised; approved by the Chancellors
 - October 1, 2023: Revised; approved by the Chancellor
2. History:
 - July 1, 2014: Adopted
 - August 9, 2018: Reformatted to reflect a Campus-wide effort to recast and revitalize various Campus policy sites into a standardized and more coherent set of chaptered policy statements.
 - July 1, 2020: Revised to reflect changes to system-level policy.
 - October 1: Policy 1027 was recast into separate policies for Denver (1027D) and Anschutz (1027A). 1027A was further revised to reflect statutory changes and other approved modifications.
3. Original Effective Date: July 1, 2014
4. Cross References/Appendix:
 - System APS 1009: Multiple Means of Teaching Evaluation
 - System APS 5053: Multi-year Contracts for Instructional, Research, and Clinical Faculty with Teaching Responsibilities or Librarian Appointments