

**RESOLUTION**

**of the Association of Teaching Faculty at CU  
To Implement an Instructor Tenure System at the University of Colorado**

**Draft #3**

WHEREAS contingent faculty teach the majority of classes at CU Boulder,\* and  
WHEREAS the at-will status of these faculty members diminishes their academic  
freedom and access to the due process necessary to achieve their potential level of  
excellence in the classroom and in institutional affairs, and  
WHEREAS Colorado state laws assert that faculty at CU must, with extremely few  
exceptions, be either at-will or tenured, and  
WHEREAS Colorado state laws do not prohibit tenure for instructors, and  
WHEREAS a tenure system for instructors does not require pay raises or promotions and  
can therefore be implemented without additional personnel costs to the  
University; and  
WHEREAS a tenure system for instructors can be implemented without restructuring  
many of the systems already in place at CU,  
BE IT RESOLVED that the Association of Teaching Faculty at CU endorses the  
implementation of the AAUP's "Recommended Institutional Regulations on  
Academic Freedom and Tenure" for teaching faculty currently not on a tenure  
track at the University of Colorado with the following specifications:

- (1) That "Instructor Tenure" shall be regarded as entirely distinct from "Professor Tenure," with the same differences in workload expectations, job titles, and pay scales that currently exist;
- (2) That the probationary period for instructor tenure shall be no more than seven years, as determined by the academic unit;
- (3) That the probationary period for instructor tenure shall include non-consecutive periods, under all faculty titles including, but not limited to, "lecturer" and "adjunct";
- (4) That the probationary period may include teaching experience at other institutions of higher education, such cases to be decided at the unit level;
- (5) That after the probationary period and a final review, similar to previous reviews, the faculty member shall be declared tenured—no longer an at-will, contractual employee;
- (6) That faculty members who have already exceeded the probationary period, and have therefore proven themselves meritorious by virtue of their repeated reappointment, shall be immediately tenured;
- (7) That the tenure clock shall be set retroactively to the time of hire for faculty who have yet to fulfill the probationary requirement;
- (8) That part-time contingent faculty are also tenurable according to the above conditions, at a commensurate part-time level (For example, a faculty member who has taught an average of 50%-time for the duration of the probationary period is eligible for a 50%-time tenured position.);

- (9) That academic units have a responsibility to train and mentor their probationary teaching faculty to prepare them for tenure;
- (10) That tenured instructors shall undergo post-tenure reviews every five years, such reviews to reflect the standards and expectations set by previous, pre-tenure reviews.

LET IT BE FURTHER RESOLVED

- (1) That this tenure system shall not be subverted by academic units' systematic dismissal of teaching faculty with records of teaching excellence in order to avoid making an employment commitment to them;
- (2) That comprehensive reviews prior to granting tenure must be similar to previous reviews and should not set standards or expectations that exceed current standards and expectations;
- (3) That this resolution shall not be misconstrued as endorsing mandatory changes to instructors' current compensation, benefits, course loads, or workload formulas;
- (4) That this resolution shall not be misconstrued as preventing instructors from negotiating improvements to their current compensation, benefits, course loads or workload formulas;
- (5) That part-time tenured instructors must be permitted to negotiate an upgrade of their positions to full-time tenure should they fulfill the criteria for full-time tenure prescribed above;
- (6) That this resolution shall not be misconstrued as discouraging instructors from applying for existing positions on the professor tenure track, nor

faculty on the professor tenure track from applying for positions on the instructor tenure track.

LET IT BE FURTHER RESOLVED that the Board of Regents shall make the necessary changes to the Laws of the Regents to accommodate this new Instructor Tenure system.

\*See (1) American Association of University Professors, "Contingent Faculty Index 2006, Appendix B" <[http://www.aaup.org/AAUP/pubsres/research/conind2006.htm?wbc\\_purpose=Basic&WBCMODE=PresentationUnpublished?PF=1](http://www.aaup.org/AAUP/pubsres/research/conind2006.htm?wbc_purpose=Basic&WBCMODE=PresentationUnpublished?PF=1)> and (2) University of Colorado statistics provided to *Rocky Mountain News*, "Adjunct College Faculty Growing in State, Nation," 1/22/07.