

2-3-801 and 3-3-801 Revisions to Faculty Evaluation Policies and Procedures

What changed and what it means for your review this year – Fall 2026

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Faculty Senate revised the Board Policy Manual section on faculty evaluation (2-3-801) last year. The corresponding University Regulation (3-3-801) has now been fully updated to match, so that the two are now in sync. The initial misalignment led to some confusion for this evaluation period. This guide explains the combined result and what it means for your review, especially for 2026-27.

- **Revised BPM:** <https://www.unco.edu/app/uploads/BPM-2-3-8-Faculty-Evaluation-1-1.pdf>
- **Revised UR:** <https://www.unco.edu/app/uploads/UR-3-3-8-Faculty-Evaluation.pdf>

Two Types of Faculty Review

- **Comprehensive Reviews:** Formal evaluations used for Pre-tenure Review, Tenure Review, Promotion Review, and Post-tenure Review.
- **Subperiod Reviews:** Developmental reviews that provide feedback between comprehensive reviews and support progress toward tenure and promotion.

In Brief

Comprehensive and subperiod reviews can no longer land in the same year for the same person.

- Tenured full professors: must undergo comprehensive review every 5 years; subperiod reviews are no longer required.
- Tenured associate professors: must undergo comprehensive review every 6 years (unchanged); subperiod review every 3 years (previously 2); no subperiod review in a year with a comprehensive review.
- Tenure-track assistant professors: no subperiod review in a year with a comprehensive review.
- Contract-renewable faculty: schedules are unchanged.

The New Review Schedule

Below is an example of the years in which a faculty member would undergo each type of review following any comprehensive review or initial hire.

Faculty Rank/Status	Subperiod Review Years	Comprehensive Review Years
Tenured full professor	None	Year 5
Tenured associate professor	Year 3	Year 6**
Tenure-track assistant professor	Years 1, 2, 4*	Pre-tenure Year 3; Tenure Year 5^
Contract-renewable faculty of any rank	Every 2 years	Not required (except for promotion review)

*See 3-3-801(2)(f)(III) for conditions to opt out of a subperiod review after completion of the pre-tenure review.

**See 2-3-801(2)(b) and 3-3-801(1)(d)(I) for condition that at least one subperiod review is completed in a year between comprehensive reviews.

^See 3-3-801(1)(a)(I) for explanation of how years of credit toward tenure impact the review cycle for pre-tenure review. If Tenure/Promotion is not sought in year 5, the faculty will undergo subperiod review in year 5 and comprehensive in year 6.

What This Means for 2026-27

Who	This year (2026-27)	Going forward
Tenured full professors with comprehensive due Spring 2027	Complete comprehensive as scheduled	Post-tenure every 5 years
Tenured full professors with comprehensive due Spring 2028 (“Year 6”)	May elect to complete comprehensive this year instead <i>OR</i> wait and complete next year as planned	Either way, will move to 5-year rotation after next comprehensive evaluation
Tenured full professors (all)	No subperiod review required	Subperiod no longer required (may still request one)
Tenured associate professors with comprehensive due	Complete comprehensive only – subperiod review is not required	Resume normal 3-year subperiod and 6-year comprehensive cycle
Tenured associate professors with biennial due Spring 2027 or 2028	No subperiod (biennial) review required	Complete subperiod or comprehensive the following year
Tenure-track assistant professors with comprehensive due	Complete comprehensive review only – subperiod review is not required	No change
Contract-renewable faculty	No change	No change

Highlights of Revisions

- Comprehensive reviews and Subperiod reviews no longer occur concurrently in the same year per 2-3-801(5).
- The only comprehensive reviews that are forwarded to the CAO are those involving tenure, promotion, and/or unsatisfactory comprehensive evaluation; see 2-3-801(4)(b)(VIII).
 - For cases involving tenure appeal, see 2-3-801(4)(b)(VI)(A).
 - In all other cases, the comprehensive evaluation process ends with the dean unless the dean decides to send the dossier for further review by the CAO or the CAO requests participation.
- Subperiod reviews are explicitly an opportunity for the reviewers to comment on an evaluatee’s progress toward promotion and/or tenure per 2-3-801(5)(b).
- Review periods for different review types are now specified in 2-3-801(3): pre-tenure and tenure review periods cover all years since hire (plus any negotiated credit years); promotion review periods are set by your unit’s approved criteria but must be at least four years (except tenure-track members being promoted to associate professor); post-tenure review periods (not for promotion) cover the years since your last comprehensive review.
- Dossier requirements have changed per 2-3-801(1)(e)–(f). Your accomplishments narrative and supporting documentation must now tie directly to your program area's approved evaluation criteria. Comprehensive review dossiers must also include your

subperiod review letters (from your unit/program-level committee, unit leader, and dean) for the period under review; subperiod review dossiers no longer need to include prior evaluation letters.