

**Revisions to Section 1-1-307 Faculty Evaluation of the Board Policy Manual**

**RECOMMENDATION**


It is recommended that the Board of Trustees adopt the revisions to Board Policy Manual 1-1-307 Faculty Evaluation.

**BACKGROUND**

In response to feedback from faculty and administrators, the proposed update is intended to simplify and streamline the faculty evaluation process.

Tamra J English  
Responsible Staff

06/04/2026  
Date

  
\_\_\_\_\_  
President

06/05/2026  
Date

\_\_\_\_\_  
Board Action

\_\_\_\_\_  
Date



**Part 3 – Faculty**

**Proposed Language**

**1-1-307 Faculty Evaluation.**

Faculty evaluation and the process used to evaluate faculty reflects ~~our~~ a collective responsibility for providing a basis for professional growth and development. Faculty and administrators play an important role in establishing the institution's mission, in providing feedback, in assessing performance, and supporting the context for individual faculty professional development. ~~Our~~ The faculty evaluation process is built on faculty and administrators working together to promote a caring and trusting community within colleges and the university at large, working to support honest and transparent faculty assessment, and encouraging dialogue and discussion among faculty.

**1-1-307(1) Purposes ~~and Intent~~ of Evaluation.**

~~Together, the faculty and administration aspire to be a university of distinction, recognized for excellence in teaching and learning centered on academic scholarship, research, and creative works.~~ The following policies for the evaluation of faculty have been established to provide an equitable and fair assessment of each individual faculty member and their contribution within the context of the explicit goals of the institution, as reflected in the mission and strategic plan.

The purposes ~~and intent~~ of faculty evaluations are:

- (a) to provide a regular, systematic evaluation of performance that contributes to the mission and goals of the University, the colleges and the ~~departments/schools/programs. units;~~
- (b) to provide support and opportunities for professional development and renewal;
- (c) to assess progress toward tenure and promotion and to be the foundation for tenure, promotion, and post-tenure review decisions;
- (d) to recognize individual excellence and achievement; ~~and~~

~~(e) to provide a basis for merit salary increases~~

~~(e) and to provide adequate feedback on how to improve for those who are not achieving at satisfactory levels to foster faculty improvement.~~

~~The intent of the procedures is that t~~The evaluation ~~be done~~ shall be conducted by peers in the discipline, and as appropriate, by peers with interdisciplinary expertise relative to the faculty member's role. ~~Subsequently, the unit leader, dean, and CAO or designee shall review the evaluation. [See also 2-3-801].~~ The evaluation process ~~should~~ encourages excellence in both traditional and innovative approaches to ~~teaching, research, scholarship and creative works instruction, professional activity,~~ and service. [See also 2-3-801 Faculty Evaluation and 3-3-801 Faculty Evaluation.]

### **1-1-307(2) General Principles.**

- (a) ~~I~~Individuals ~~will~~ shall be evaluated according to their documented responsibilities and job description which may cover ~~teaching, research, scholarship and creative works~~ instruction, professional activity, and service. ~~These expectations are to be defined by the evaluatee's program area with unit, college, and University consideration of the mission and goals.~~
- (b) ~~the e~~Evaluation shall ~~be based on~~ follow the process described in 2-3-801(3)~~(b)~~ Comprehensive Review or 2-3-801(4) Subperiod Review.
- (c) Evaluations should be based only on the criteria established by the faculty members in their program area.
- (d) ~~e~~Evaluations must be consistent with principles of academic freedom, due process, and principles of tenure ~~(for tenured faculty)~~ if applicable.
- (e) ~~f~~Faculty members may appeal the results of the review process using established faculty grievance procedures ~~as described in.~~ [See 2-3-1201 Faculty Grievance.].

### **1-1-307(3) Post-Tenure Review.**

~~All faculty at the University are subject to annual/biennial/triennial review and comprehensive post-tenure review. Faculty review and evaluation at the University has long included a comprehensive, summative, multi-year requirement, as well as an annual/biennial/triennial review process. Both of these review procedures meet the guidelines developed by the Colorado Commission for Higher Education for post-tenure review. The review process at the~~

~~University is based on a faculty peer review system within discipline or interdisciplinary areas.~~

~~Review will provide regular and systematic evaluation of performance of faculty in the areas of teaching, research, scholarship and creative works, and service. Assessment of faculty performance in these areas will review their established responsibilities as determined by workload assignment. Faculty will consult with their department chair/school director /program coordinators regarding their individual assignment areas. This will allow the adjustment of their activities as goals for individuals and the University change. Such consultation will provide for the encouragement of professional development and renewal, and individual excellence and achievement. Post-tenure review will encourage faculty to engage in activities that contribute to the mission and goals of the University, the colleges, departments, schools, and program areas. Review will ensure that faculty members are fulfilling their University responsibilities, and will assist faculty who are not achieving at satisfactory levels to do so. Evaluations must be consistent with principles of academic freedom, the tenure system, due process, and other protected rights.~~

The review process at the University is based on a faculty peer review system within discipline or interdisciplinary areas. University review procedures are in compliance with the guidelines of the State of Colorado for post-tenure review (Colorado Executive Order #D-0020-97, 1997, Declaring the Need for a Post-Tenure Review System for All Colorado's Institutions of Higher Education, 1997). [See also 2-3-801]

## **Policy History**

### **1-1-301 FACULTY CONTRACTS.**

Subsection 1-1-301(2) Contract Renewable amended (Nov 2012)  
Section 1-1-301 Faculty Contracts amended (Nov 2011)  
Subsection 1-1-301(1) Term deleted and replaced (Nov 2011)  
Subsection 1-1-301(2) Contract Renewable amended (Nov 2011)  
Subsection 1-1-301(3) Tenure Track amended (Nov 2011)  
Subsection 1-1-301(4) Tenure amended (Nov 2011)

### **1-1-302 ACADEMIC RANK AND TITLES.**

Section 1-1-302 amended (Nov 2012)  
Section 1-1-302 amended (Nov 2011)

### **1-1-304 CURRICULUM**

Section 1-1-304 amended (Dec 2024)

### **1-1-307 FACULTY EVALUATION.**

Section 1-1-307(1)(2)(3) Faculty Evaluation amended (Jun 2026)  
Subsection 1-1-307(3) Post-Tenure Review amended (Jun 2021)  
Section 1-1-307(1)(2)(3) Faculty Evaluation amended (Jul 2016)  
Subsection 1-1-307(1)(e) Purposes and Intent of Evaluation amended (May 2011)  
Subsection 1-1-307(3) Post-Tenure Review amended (May 2011)

### **1-1-308 PROMOTION.**

Section 1-1-308 unnumbered paragraph three amended (May 2011)