

University of Northern Colorado  
College of Osteopathic Medicine

## **Policy: Faculty Term of Appointment**

**Responsible Party:** Dean of the College of Osteopathic Medicine (COM)

**COCA Standard:** 7.8-1a

**Review Frequency:** Annually and as needed.

The College of Osteopathic Medicine (UNC COM) at the University of Northern Colorado adheres to university-wide policies governing faculty terms of appointment, ensuring consistency, transparency, and alignment with institutional goals. This policy outlines the types of faculty appointments, their terms, and renewal processes.

UNC COM values diversity, equity, and inclusion in faculty hiring and appointments. Faculty appointments are classified as tenured, tenure-track, or term appointments based on the needs of the College, faculty qualifications, and institutional guidelines. As a part of the larger university, COM faculty will adhere to UNC policies regarding faculty terms of appointment

**Relevant UNC policies can be accessed at:**

- UNC Board Policy Manual - Promotion and Tenure Guidelines  
[https://www.unco.edu/trustees/pdf/bpm\\_pdfs/BPM-2-3-9-Promotion-and-Tenure-Guidelines.pdf](https://www.unco.edu/trustees/pdf/bpm_pdfs/BPM-2-3-9-Promotion-and-Tenure-Guidelines.pdf)
- UNC Academic Ranks and Titles [https://www.unco.edu/trustees/pdf/bpm\\_pdfs/BPM-2-3-3-Academic-Ranks-and-Titles.pdf](https://www.unco.edu/trustees/pdf/bpm_pdfs/BPM-2-3-3-Academic-Ranks-and-Titles.pdf)

### **A. Types of Faculty Appointments:**

#### **1. Tenured and Tenure-Track Appointments**

- These appointments provide long-term employment and are subject to periodic performance reviews in areas of teaching, research, and service.
- Tenured appointments are granted after successful completion of a probationary period and a rigorous review process.
- Tenure-track appointments are probationary, with faculty undergoing evaluations for tenure eligibility within a specified period, typically six years.

#### **2. Term Appointments**

- Faculty with term appointments are employed for a fixed duration, ranging from one to five years.
- These appointments are renewable based on performance evaluations, departmental needs, and available resources.

- Term faculty may include clinical affiliate faculty, visiting professors, and adjunct faculty who contribute to specific academic and clinical programs.

## **B. Procedure for Faculty Appointments:**

### **1. Initial Appointment Process**

- Faculty appointments will follow the recruitment and selection policies outlined in the Faculty Handbook and UNC guidelines.
- Appointment offers are made based on qualifications, departmental needs, and recommendations from the search committee.
- All appointments must align with UNC's policies on equal opportunity and diversity in hiring.

### **2. Documentation and Approval**

- Appointment letters must specify the rank, term of employment, primary responsibilities, and renewal criteria.
- All offers are subject to final approval by the COM Dean and the Provost's Office.

### **3. Evaluation and Renewal of Appointments**

- Faculty with term appointments will undergo annual reviews conducted by department chairs or designated supervisors.
- Reviews assess performance in teaching, research, and service, depending on the faculty member's specific role.
- Renewal decisions will be communicated in writing and are based on evaluations, institutional needs, and available funding.