



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

CU at a glance

Fall 11 Enrollment

| | |
|------------------|--------|
| Boulder | 30,417 |
| Colorado Springs | 9,321 |
| Denver | 14,445 |
| Anschutz | 3,556 |

Fall 10 Faculty

Instructional Faculty

Tenured & Tenure Track

| | |
|------------------|-------|
| Boulder | 1,090 |
| Colorado Springs | 221 |
| Denver | 364 |
| Anschutz | 1,314 |

Non-Tenure Track

| | |
|------------------|-----|
| Boulder | 960 |
| Colorado Springs | 144 |
| Denver | 675 |
| Anschutz | 851 |

Research Faculty/Academic

Research Staff & Public

Service Faculty

| | |
|------------------|-------|
| Boulder | 1,749 |
| Colorado Springs | 48 |
| Denver | 79 |
| Anschutz | 2,023 |
| Denver/Anschutz | 18 |

FY 11 Degrees Awarded

| | |
|------------------|-------|
| Boulder | 8,046 |
| Colorado Springs | 1,889 |
| Denver | 3,637 |
| Anschutz | 953 |

FY 11 Research Awards

| | |
|------------------|-----------|
| Boulder | \$359.1 M |
| Colorado Springs | \$12.4 M |
| Denver | \$22.2 M |
| Anschutz | \$397.2 M |

Academic Affairs Highlights: Tenure

What is tenure?

Tenure is an arrangement whereby faculty members who have demonstrated meritorious performance during a probationary period are granted an indefinite appointment, relinquished upon retirement or resignation. However, tenure is not a guarantee of lifetime employment; rather, it is a right to due process that ensures that an institution cannot dismiss a professor unjustly. It is awarded with the expectation of continued professional growth and ongoing productivity, both of which are evaluated in annual reviews and post-tenure review (see page 2). All those involved in the tenure process at the University of Colorado are encouraged to take the SkillSoft course on tenure that details CU's policy and process. (Available at my.cu.edu.)

How do professors get tenure at CU?

Tenure-track faculty members undergo a probationary period of seven years, although it is possible, in rare cases, for faculty members to meet the standards for tenure earlier. The tenure process involves a rigorous, comprehensive review, usually in the fourth year, at which point faculty members receive recommendations on strengthening their job performance. When the comprehensive review indicates that a faculty member is not making sufficient progress toward tenure, he or she is offered a one-year terminal contract. For those who remain, colleagues conduct a rigorous review of the professor's work in all areas during the seventh year, and external scholars submit evaluations of the candidate's research/creative work. Only faculty members demonstrating meritorious work in each of the three areas of teaching, research or creative work, and service to the University and the faculty member's profession, as well as demonstrated excellence in either teaching or research/creative work, are granted tenure.* Cases are reviewed by departments, advisory committees within schools, colleges and libraries, deans, campus-wide advisory committees to the provosts, chancellors, and the president, but only the Board of Regents may confer tenure or rescind it once it has been awarded.

* Faculty in the School of Medicine and the School of Public Health must meet standards approved by the CU Board of Regents on Aug. 7, 1997, and August 21, 2008, respectively.

How many professors get tenure?

Across the CU system an average of about 91 candidates apply for each open tenure-track position, although the number is much higher in some departments. About half of all selected tenure-track candidates go on to receive tenure at the end of the seventh year. Some leave CU before earning tenure for personal and professional reasons, including job offers from other universities. Still others go on to receive tenure at a later date due to maternity or paternity leave or other personal reasons approved by their deans and provosts or chancellors. Some candidates recognize they will not meet the tenure requirements at CU and leave to pursue other professional opportunities. Others complete the process, but do not receive tenure. Professors who receive tenure usually have national and often international reputations.

Tenure data for tenure-track faculty hired 2004-05



