



University of Colorado  
Denver

**College of Arts & Media**

**BYLAWS**

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# **PREAMBLE**

The bylaws of the College of Arts & Media (CAM) provide a system of governance that stipulates the rules and responsibilities of CAM faculty, staff, and administration. These bylaws regulate the affairs of the college and outline how the administration, staff, and faculty will work together to move the college forward in a way that is equitable, beneficial, and supportive for its constituents. This foundational document articulates the processes by which work will be done and decisions will be made across the college. These bylaws are conceived as a living document and require periodic review (every five years at minimum) and updating to reflect the continued growth of the college. CAM is organized and its affairs are conducted in accordance with the Laws and Policies of the Board of Regents of the University of Colorado, the University of Colorado System, and, where applicable, the University of Colorado Denver.

## **VISION, MISSION, AND VALUES**

The College of Arts & Media's vision, mission, and values will be included at a future date.

## **FREEDOM OF EXPRESSION**

At the University of Colorado Denver College of Arts & Media, we hold steadfast to the belief that freedom of expression in all artistic and scholarly endeavors forms an indispensable foundation of our institution. CAM is dedicated to fostering an environment that balances free, creative, and intellectual expression with mutual respect, dignity, and safety. We aim to cultivate a community that thrives on the vibrant exchange of ideas and artistic exploration while upholding the dignity and well-being of every member of the CAM community. Our commitment to these principles reflects our dedication to the enduring values of free speech and our commitment to nurturing artistic and scholarly excellence within CAM.

Simultaneously, we acknowledge the necessity of maintaining safety within the daily operations of the College of Arts & Media. Pursuing this goal, we champion mutual respect and civility as the guiding values to ensure that our community remains a haven free from disrespectful or abusive speech and behavior.

## **ACADEMIC FREEDOM**

CAM champions academic freedom as described in [Regent Policy 5.B](#) and further extends these rights to all IRC faculty (including lecturers) and Tenure/Tenure-Track faculty.

## **DIVERSITY, EQUITY, AND INCLUSION**

CAM is committed to fostering an environment where diversity is celebrated, inclusivity is the norm, and equity is actively pursued. We recognize and value the strength that comes from our differences. We acknowledge the existence of systemic inequities, the presence of institutional and personal biases, and the historical marginalization of certain individuals and communities.

We are dedicated to advancing equity for all by creating an inclusive and just environment; challenging existing policies, structures, and practices that perpetuate marginalization; and continuously evaluating and improving our approach to diversity, equity, and inclusion. We encourage open dialogue by promoting divergent thinking and respectful discourse; maintaining a safe and empathetic environment for all voices; and upholding transparency in our actions and decision-making processes. We are committed to fostering growth and development by cultivating a growth mindset throughout our community; supporting each other in enhancing our individual and collective contributions to diversity, equity, and inclusion; and providing resources and opportunities for continuous learning and improvement.

In CAM, we envision a future where inclusiveness is woven into the fabric of our culture; diversity is recognized as a fundamental strength and asset; equity is achieved through ongoing, intentional efforts, and every member of our community feels valued, respected, and empowered to succeed.

We are committed to continuous improvement, recognizing that creating a truly inclusive environment is an ongoing process that requires dedication, reflection, and action from all members of our community.

## **SHARED GOVERNANCE**

According to [Regent Law Article 5.A.1.A](#), “It is a guiding principle of the shared governance recognized by the Board of Regents that the faculty and the administration shall collaborate in major decisions affecting the academic welfare of the university. The nature of that collaboration, shared as appropriate with students and staff, varies according to the nature of the decisions in question.”

These bylaws set out the principles, rules, and procedures that faculty and administration, with appropriate staff participation, use to govern CAM. Other members of the CAM community, including student employees and the student body, may participate through committee service, feedback, conversation, and support for tasks and operations. The processes for decision-making included in these bylaws should guarantee that all administration, staff, and faculty have a voice in decision-making in the appropriate domain related to their responsibilities and engagement within the college.

## **ARTICLE I – College Membership: Definitions, Powers, and Functions**

### **A. The College**

The College of Arts & Media of the University of Colorado Denver.

### **B. Constituency**

Faculty, students, administration, and staff within who are eligible to serve on committees and who have full or limited voting rights.

### **C. Faculty**

These bylaws define only those faculty positions eligible to participate in college governance and/or serve on college committees. Hereafter, the term “faculty” refers to faculty within the College of Arts & Media.

#### **Rostered Faculty**

Faculty positions eligible to participate in college governance and/or serve on college committees, and shall include:

##### **Rostered Tenured and Tenure-Track Faculty (T/TT)**

Tenured or tenure-track faculty who hold academic rank and whose names appear in the annual personnel budget roster.

##### **Rostered Instructional, Research, and Clinical Faculty (IRC)**

IRC faculty who hold titles in the Instructional, Research, and Clinical Series as outlined in [Administrative Policy Statement 5060](#) (“Faculty Appointments”) and whose names appear in the annual personnel budget roster with appointments of 50% or more.

**Note:** IRC Faculty with appointments of less than 50%, including position titles such as Lecturer or Senior Lecturer, may serve on committees provided they have service requirements in their contracts or are financially compensated for that service. Teaching assistants, research assistants and associates, visiting professors, and faculty with attendant rank who are not contractually obligated or eligible to serve on college committees and do not have voting rights within the college are not considered Rostered IRC Faculty.

## **Powers and Functions**

As laid out in [Regent Law Article 5](#), the faculty has principal responsibility in decisions about academic matters, including college policy relating to teaching, curriculum, research, scholarly or creative work, and other academic matters. In general, the faculty originates academic policy and standards, assists in the selection and evaluation of faculty, establishes the policies and procedures for faculty review, and participates in the establishment and review of budget policies.

## **D. Students**

### **Undergraduate Students**

All students matriculated in baccalaureate-level degree programs within the college.

### **Graduate Students**

All students matriculated in masters-level degree programs within the college.

## **E. Staff**

All University and Classified staff employed by the college at 0.5 FTE (full-time equivalent) or greater. Staff are eligible to participate in and/or serve on college committees. Hereafter, the term “staff” refers to both University and Classified staff within the College of Arts & Media.

## **F. Administration**

### **Dean**

The dean is the principal academic and administrative officer of CAM, and the presiding officer for meetings of the college. The dean supervises the faculty, associate and assistant deans, and other college staff, except where such responsibility has been delegated. The dean is responsible for matters at the college level as outlined in Regent Laws and Policy, management of external affairs, and fundraising activities for the college. The dean operates in the spirit of service to the College and promotes the tenets of transparency and community. CAM faculty and staff shall collaborate with the dean in the shared governance of CAM.

### **Associate Dean(s)**

Associate dean position(s) in the College of Arts & Media are created by the dean and serve under the dean’s authority and whose duties are at the discretion of the dean. Associate dean positions are typically faculty positions but may be staff positions where deemed appropriate. When hiring an associate dean with faculty appointment, the dean must abide by the same hiring practices and procedures as full-time faculty position hires described in [Campus Administrative Policy 1002](#) (“Hiring Process for Full-Time Faculty”). When hiring an associate dean with staff appointment, the dean must abide by [Campus Administrative Policy 4013](#) (“Hiring Process for Officers and Exempt Professionals”). Associate deans with faculty appointments are not eligible to stand for election as faculty representatives to college committees but may vote as rostered faculty members.

### **Assistant Dean(s)**

Assistant dean position(s) in the College of Arts & Media are staff positions created by the dean. They serve under the dean’s authority and at the discretion of the dean. For assistant dean positions, the dean must abide by the same hiring and promotion practices and procedures as full-staff positions and in accordance with CU Denver Human Resources policies and guidelines. The dean shall consult the CAM Council for additional considerations prior to making a hiring decision.

## **G. CAM Voting Constituencies**

The CAM Voting Constituencies consist of the following:

### **Voting Faculty**

T/TT Faculty: For purposes of voting on issues pertaining to the bylaws or general governance of CAM, and for electing members of their own constituency to committee membership, each tenured and tenure-track faculty member as defined in these bylaws Article I, Section C shall be entitled to one vote.

IRC Faculty: For purposes of voting on issues pertaining to the bylaws or general governance of CAM and for the purpose of electing members of their own constituency to committee membership, rostered IRC faculty as defined in these bylaws Article I, Section C shall be entitled to one vote. Rostered IRC faculty are not eligible to vote on matters related to reappointment, tenure, and promotion of tenured and tenure-track faculty. Rostered IRC faculty members may vote on items such as teaching, service, and/or research/creative work sections of departmental primary unit criteria where there is a direct relationship to definition of responsibilities (contractual or additionally compensated), roles, or advancement of that faculty member.

### **Voting Staff**

For purposes of voting on issues pertaining to the bylaws or voting on staff-related concerns, and for the purpose of electing members of their own constituency to committee membership, each staff member with an 0.5 FTE appointment or greater shall be entitled to one vote. Staff members are not eligible to vote on matters under the purview of the faculty as defined in these bylaws under Article I, Section C, Powers and Functions.

Unless otherwise noted in these bylaws, a majority for voting is 51% or greater.

## **H. The CAM Council**

The CAM Council is the major deliberative and legislative body of the college and consists of elected representatives from rostered faculty, staff, and administration. The CAM Council's role is to articulate and convey the will of the CAM voting constituency to the dean in matters related to the academic enterprise. See Article II – The CAM Council.

## **I. The CAM Staff Advisory Board**

There shall be a CAM Staff Advisory Board comprised of CAM full-time staff members. The CAM Staff Advisory Board will be organized and governed by a distinct set of bylaws, drafted by and voted upon by the CAM staff constituency.

The Staff Advisory Board will elect from among full-time staff the boards' representatives to the CAM Leadership Team, CAM Council, and college standing committees.

## **J. The CAM Leadership Team**

The CAM Leadership Team is convened by the dean and includes associate deans, assistant deans, CAM department chairs, one faculty representative from secondary leadership from each department, one elected staff member from the Staff Advisory Board, and additional members as requested by the dean. The CAM Leadership Team serves in an advisory capacity to the dean and consults as necessary with the CAM Council.

## **K. Departments**

Within the college, there are three departments: Visual Arts; Music & Entertainment Industry Studies; and Film & Television. Other departments may be created according to campus and university policy.

## **Member of More than One Constituency, Department, or Discipline**

Any person formally appointed simultaneously in more than one constituency, department, or discipline would represent only one constituency, department, or discipline for the purposes of these bylaws. When the assignment of such a person is 51% or more in one constituency, department, or discipline, the person shall be considered a member of that particular constituency, department, or discipline. When a person's assignment is less than 51% in any one constituency, the person shall be affiliated with said constituency, department, or program but will be represented by the group in which they have primary membership.

## **L. Department Chairs**

There shall be department chairs who are faculty members serving as the designated administrative leader of the department and the leader of the faculty, staff, and students who comprise the department.

Chairs are the link between the college administration and the department. Chairs are expected to articulate the goals, actions, and requests of the departments to the dean. Chairs are expected to articulate the goals, actions, and requests of the college to the departments. As the administrative head of the department, the chair has specific administrative duties as defined in [Campus Administrative Policy 1020](#) ("Roles and Responsibilities of Department Chairs").

## **M. Programs and Areas of Emphasis**

Within each department, a number of academic programs and/or areas of emphasis exist. For the purpose of these bylaws, the term "program" shall be synonymous with "area," "area of emphasis," or "area of study."

## **N. Secondary Departmental Leadership**

There may be secondary departmental leadership (assistant chairs, associate chairs, program coordinators, program managers, or program directors) who are the faculty representatives of programs within each department. Their role is to provide curricular and co-curricular support and leadership in collaboration with the department chair. Secondary leadership positions are managed and created by the department chair, with approval by the dean, and shall be compensated using a standardized CAM-wide system that ensures equity of workload in relation to compensation.

## **O. Primary Units**

Within the college, and for purposes related to reappointment, tenure, and promotion (RTP), and post-tenure review (PTR), each academic department (VA, FITV, and MEIS) is the primary unit for faculty rostered in that department.

Each primary unit shall establish and maintain clearly delineated criteria for reappointment, tenure, and promotion of T/TT faculty, promotion of IRC faculty, and post-tenure review guidelines, processes, and procedures in accordance with regent laws and policies, and university policies. Primary unit criteria are developed by the rostered faculty within the department as defined in Article I, Section C.

Each primary unit shall establish a Primary Unit Evaluation Committee (PUEC) comprised of the tenured faculty members from that department. In cases where there are insufficient numbers of tenured faculty members (minimum of three members), tenured faculty from other departments within the college may be assigned. In cases where IRC faculty members are under review, IRC faculty representation on the PUEC is required.

# **ARTICLE II – The CAM Council**

## **A. Role**

There shall be a CAM Council as the major deliberative and legislative body of the College of Arts & Media. The CAM Council shall articulate and convey the will of the CAM voting constituency to the dean in matters related to the academic enterprise. The CAM Council shall meet as needed but not less than once a month during the fall and spring semesters.

## **B. Powers and Functions**

The CAM Council shall be responsible for conveying the will of the CAM voting constituency to the dean and CAM Leadership Team through the establishment, review, and recommendation of the College of Arts & Media policies and procedures within the council's purview.

### **CAM Council Purview**

The CAM Council's purview for policy and procedure review includes any college-level policy or procedure outside the purview of CAM standing committees listed in Article IV of these bylaws. This includes but is not limited to policies for research and service programs of the college; college bylaws and other governing documents; hiring procedures and policies, the formation of new departments or significant modification of existing departments, the college's admission standards and requirements; and faculty grievances (advisory capacity).

### **Initiation of Review or New Policy or Procedure Generation**

Review of existing CAM policies or procedures and requests for creation of new CAM policies or procedures must be through written request. Any member of the CAM voting constituency or CAM administration may put in a written request for review or creation of specific college policies and procedures. After a period of review and discussion, CAM Council members will vote whether to proceed with the request.

The CAM Council shall uphold the spirit of shared governance and ensure that policies created within the college have been properly vetted by the CAM voting constituency prior to enactment and enforcement. The CAM Council may retroactively review policies to ensure that such proper vetting has taken place and may bring policies in question up for review and vote by the CAM voting constituency.

The CAM Council may consider and direct matters within its purview that significantly affect the college, but it shall respect the governance structure of the University of Colorado Denver and of the University of Colorado, and the autonomy of other schools and colleges within the university.

Should any standing committee be unable to reach a resolution within that body, the CAM Council shall hear the matter and vote on a resolution.

## **C. Representation on CAM Council**

The CAM Council shall consist of two voting faculty representatives from each department (representation of all six members must include a mix of T/TT and IRC faculty), and two representatives from the CAM Staff Advisory Board. For all concerns pertaining to the general functions of the college, voting faculty representatives and the Staff Advisory Board representatives will be the voting members. For concerns under the purview of faculty as defined in Article I, Section C of these bylaws, voting faculty shall be the voting members.

Each department shall elect two voting faculty representatives to serve on the CAM Council.

The CAM Staff Advisory Board shall elect two members to serve on the CAM Council.

The dean and/or appointed representative from the dean's office shall be a non-voting member of the CAM Council.



The dean's office shall provide a non-voting staff person to attend meetings, take CAM Council minutes, and assist with record keeping. The staff person may be asked to perform additional services as needed and as that person's time allows.

## **D. Qualifications of Representatives/Seat Vacancies**

If a duly elected representative of any constituency changes status or residence so as no longer to be a member of that constituency, becomes a member of another constituency, or is no longer capable of representing that constituency, then the seat shall be declared vacant, and the appropriate constituency will be asked to select a replacement.

## **E. Terms of Office**

Each CAM Council member will normally serve for a two-year term. CAM Council members will serve no more than two consecutive two-year terms, with unlimited non-consecutive terms allowed.

## **F. Elections of Representatives**

Representatives to fill vacancies for the upcoming academic year will be selected by their departments or constituencies by the end of August.

The method for selection shall be determined and administered by the constituencies.

If a CAM Council member does not meet regularly with the CAM Council, the CAM Council shall declare the seat vacant. The vacancy shall be filled by the member's constituency. The definition of regular attendance will be determined by the CAM Council.

## **G. Elected Officers**

The CAM Council shall elect a chair from among its members. The chair will serve for a two-year term, with the possibility of one additional two-year term extension by a majority vote of the CAM Council. The chair is generally a non-voting member, except in instances where a vote is tied (see Section H. Meetings, below).

### **CAM Council Chair**

The duties of the chair shall be:

- to preside over meetings of the CAM Council;
- to assemble the agenda for all meetings in consultation with the council, and the dean's Office;
- to meet as needed with the dean or their delegate;
- to liaise as needed with the other faculty and staff governance bodies on campus and in the University system;
- to facilitate transparency of the council's discussions, deliberations, and decisions;
- to perform such other duties as the CAM Council may prescribe or as requested from various constituencies.

An incoming chair will receive a one-time course release during the two-year term (or other equivalent negotiated compensation), pending approval in each instance from the dean and pending consultation with the candidate's primary unit chair or supervisor.

## **H. Meetings**

The CAM Council shall hold regular sessions, typically once each month, or as agreed by a majority of the voting members, except during June, July, August, and sometimes January depending on the academic calendar. Special meetings or sessions may be called by the chair. Written notice of, and the agenda for, special meetings or sessions shall be given to members of the CAM Council at least 48 hours in advance. Executive sessions may be called to discuss personnel matters.

Voting shall be done by those members present (including by proxy). Voting shall be conducted using a proper voting process such as Robert’s Rules of Order. In instances where a vote is tied, the CAM Council Chair shall cast the tie-breaking vote.

Faculty, staff, students, and members of the administration of the University of Colorado Denver may attend any meetings of the CAM Council as observers and may address the CAM Council upon recognition by the chair with consent of the CAM Council.

## **Minutes**

Under the direction of the chair, minutes of each CAM Council meeting shall be prepared and distributed to the members. In accordance with [Administrative Policy Statement 2006](#) (“Retention of University Records”), meeting minutes must be stored for a minimum of five years.

# **ARTICLE III – The CAM Leadership Team**

The CAM Leadership Team’s purpose is to directly advise the dean in matters relating to the daily business of the college.

## **A. Role and Functions**

The CAM Leadership Team is convened by the dean and includes associate deans, assistant deans, CAM department chairs, one faculty representative from secondary leadership from each department, one elected staff member from the Staff Advisory Board, and additional members as requested by the dean. Faculty members are not required to attend leadership team meetings during their off-contract months unless they are duly compensated and have agreed to such terms.

The CAM Leadership Team advises the dean in matters of faculty hiring, faculty development, program development and coordination, curriculum, strategic planning, and such other matters as may properly come before it.

## **B. Elected Members**

At the start of each academic year, each department shall elect one member from its secondary leadership faculty to serve for a one-year term. If secondary leadership members are not available to serve from a department, the department may elect a voting faculty member to serve instead. Multiple consecutive terms are allowed only by departmental vote.

The Staff Advisory Board also elects a member at the start of each academic year.

## **C. Meetings**

The CAM Leadership Team shall normally meet every two weeks and as otherwise necessary at the dean’s request.

# **ARTICLE IV – CAM Standing Committees: General Functions and Procedures**

The functions of the standing committees of the college generally are to review, advise, and recommend to the dean and act in those areas assigned and delineated in this article and in other matters which may be assigned by the dean or the CAM Council. A standing committee may at any time refer matters of concern to the CAM Council for review or resolution. The CAM Council may also review the activities of any standing committee, with the exception of the confidential discussions of the RTP committee, at the request of CAM faculty, staff, or the dean.

## **A. Establishment and Procedures**

### **Eligibility**

All voting faculty as defined in Article I, Section C of these bylaws and full-time staff as defined in Article I, Section E shall be eligible for membership on a standing college committee. Student seats, where provided, shall be selected by the staff, faculty, or dean's office representative on that committee. Students are encouraged to volunteer for these seats. The dean, and/or a designee of the dean, shall be a non-voting member of all committees.

### **Process for Assigning Committee Membership**

The associate dean for faculty and student affairs consults with department chairs and/or the CAM Staff Advisory Board regarding open committee seats. Voting faculty representation on all college and university committees, unless stipulated otherwise in the sections below, shall be elected by the departments of CAM. Staff representation on college and university committees outside position responsibilities shall be elected by the CAM Staff Advisory Board. The associate dean for faculty and student affairs suggests initial committee membership based on department and staff elections. The dean approves final committee membership. In committees where student seats are provided, they shall be nominated by the faculty of their department. The dean, or a designee of the dean, shall be a nonvoting member of all college standing committees with the exception of the RTP Committees, of which the dean shall not be a member.

College committee assignments will be organized within the office of the dean. When committee vacancies open, the dean's office will notify the CAM community to request nominations and self-nominations. After a seven-day window, the CAM community will vote on the nominees. If there is not a majority vote, the dean's office will make the decision.

### **Committee Structure**

Standing and ad hoc committees in the college may study, advise and/or recommend to the dean, the CAM Council, and the Staff Advisory Board, and act in their assigned areas and in other matters as assigned by the dean, the CAM Council, and the Staff Advisory Board. The College Standing Committees are: CAM Council (Article II); CAM Leadership Team (Article III); College Budget Priorities Committee; College Academic Policies, Procedures, and Curriculum Committee; College Scholarships and Awards Committee; and College Reappointment, Tenure, and Promotion Committees. College-level ad hoc committees may be formed at the request of the dean, the CAM Council, or the Staff Advisory Board.

### **Committee Chairpersons**

A chairperson of each standing committee shall, except as otherwise specified in these bylaws, be elected from among the members of the committee during the first meeting.

The term of office for committee chairpersons shall be at least one academic year with the possibility of renewal.

Committee chairpersons shall have the same voting privileges as other committee members.

The chair shall set meeting agenda, ensure that minutes are taken, and may write summary reports where appropriate, except for RTP Committees and in matters related to personnel.

### **Term of Office and Vacancies for Committee Members**

In accordance with eligibility as outlined above, the term of office for faculty and staff members shall normally be two years unless otherwise stipulated.

The term of office for student members shall be one year and is renewable. A student member may be reelected or re-appointed for no more than two terms.

If a committee member does not meet regularly with the committee, the committee chair shall declare the seat vacant and request a replacement from the appropriate constituency. The committee will determine the definition of regular attendance.

### **Procedures of Standing Committees**

Committees may request consultation with the CAM Council at their discretion. The CAM Council may also request that chairs of standing committees attend meetings or respond to queries as deemed appropriate and useful.

Committees are responsible for setting their meeting times, operating processes and procedures, keeping minutes, and, where appropriate, reporting activities to the CAM Council and/or Staff Advisory Board.

A committee chair or any committee member may request that a vote be taken by secret ballot when deemed desirable to do so.

A written record of all committee actions shall be submitted by the standing committee chair and kept by a staff person in the dean's office except for RTP Committee actions.

Except for matters related to RTP, PTR, and other personnel concerns which must remain confidential, minutes from standing committees shall be made available to CAM faculty and staff on request.

### **Committee Quorum**

A committee quorum shall consist of a majority of the voting members of that committee.

### **Establishment of Ad Hoc Committees**

The dean and/or the CAM Council may form ad hoc committees and shall prescribe their functions and compositions. Other ad hoc committees within the college may operate as working groups but may not originate policy or programs without approval from the appropriate entity i.e., the dean or the CAM Council. Membership and formation of ad hoc committees shall be communicated to the CAM community.

Actions of these ad hoc committees that are not approved by the appropriate entity are not binding.

CAM Faculty representatives to campus or system-level standing or ad hoc committees will be appointed as described in Article IV, Section A above when time allows or appointed by the dean under exigent circumstances.

## **B. CAM Budget Priorities Committee**

### **Function**

The CAM Budget Priorities Committee (CBPC) represents the faculty and staff in advising and consulting with the dean and the dean's designee(s) on budget matters. The committee is the primary advising and consultative body to the College of Arts & Media on college-level budgetary matters and serves as a college-level resource. Matters for CBPC review will be assigned to the committee by the dean, the dean's delegate, or the CAM Council on an as-needed basis.

### **Composition**

At least three voting faculty members (one from each department), and two staff members. The college financial officer (assistant dean of business and operations) shall be a non-voting member. The college's representatives to the campus Budget Priorities Committee, or any campus budget committee requiring college representation, shall be a member of the CBPC.

## **Chairperson**

A chairperson of the CBPC shall be elected from among the voting members of the committee during the first meeting.

## **Procedures**

The dean will meet with the CBPC and will give the committee its charge. The CBPC can also request a meeting with the dean as needed. The committee will report back to the dean upon completion of recommendations.

## **Voting Eligibility**

Voting faculty and the elected staff members are eligible to vote.

# **C. College Academic Policies, Procedures, and Curriculum Committee**

## **Function**

The CAM Academic Policies, Procedures, and Curriculum Committee (ACPOL) is responsible for the evaluation and interpretation of the approved academic policies and curriculum of the college. The two primary functions of ACPOL are to serve as the committee for all student-related academic petitions, issues, and appeals; and to serve as a peer review and approval process for all curricular and program changes and to ensure consistency across programs and the college.

Second-level review shall be the associate dean for faculty and student affairs. The final third-level review will be the dean.

The CAM Academic Policies, Procedures, and Curriculum Committee is the body that reviews, ensures consistency, and approves, denies, or requires changes on all standing or proposed degree programs, curricula, course additions, and course end-terms across all disciplines in the college. The committee is responsible for ensuring accuracy of information and consistency across the college. The committee is also charged with making changes, in consultation with faculty, to any documents brought before the committee.

The CAM ACPOL may make recommendations to the dean or the CAM Council on matters related to curricular or academic policies and procedures.

## **Composition**

One voting faculty member from each department, one academic advisor, the senior coordinator for academic and faculty affairs, and the associate dean for faculty and student affairs, shall be members of ACPOL.

## **Chairperson**

The chairperson of meetings where the matter under discussion is student-related petitions and appeals, shall be the academic advisor or the dean's delegate. The chairperson of meetings where the matter under discussion is curricular and programmatic reviews is the associate dean.

## **Voting Eligibility**

The voting members are the three faculty representatives.

# **D. College Scholarships and Awards Committee**

## **Function**

The Scholarship and Awards Committee is responsible for selecting recipients, based on the published criteria and guidelines for CAM general scholarships, faculty development grants, student innovation awards, and faculty excellence awards.

For department-specific scholarships and awards, each department shall determine their recipient selection process. Where donor scholarship requirements are articulated, the committee shall honor those requirements.

The committee may also be called upon to engage in the selection process for other college-wide awards, projects or initiatives that require a selection process. The committee may seek consultation with relevant faculty, staff, and/or professionals on awards and scholarships as needed.

## **Composition**

The Scholarship and Awards Committee shall consist of one faculty member from each department, one academic advisor, and the associate dean for faculty and student affairs. The college financial officer responsible for processing scholarships shall be a non-voting member.

## **Chairperson**

A chairperson shall be elected from among the voting faculty members. The term of office for the chairperson shall be one year beginning on the date of the first meeting.

## **Voting**

The voting members are the three departmental faculty representatives.

# **E. College Reappointment, Tenure, and Promotion Committees**

## **CAM RTP and Primary Unit Evaluation Committees**

The reappointment, tenure, and promotion (RTP) review process incorporates committee reviews at several levels within the College of Arts & Media, including the Primary Unit Evaluation Committees, and the Dean's Advisory Committee for RTP.

## **Primary Unit Evaluation Committees**

Each primary unit, in collaboration with the associate dean for faculty and student affairs, and finalized by the department chair, shall establish a Primary Unit Evaluation Committee (PUEC) comprised of the tenured faculty members from that department. In cases where there are insufficient numbers of tenured faculty members (minimum of three members), tenured faculty from other departments within the college may be assigned. The PUEC is charged with reviewing RTP dossiers in concert with university policies. The PUEC will also review cases of promotion for IRC faculty members. In instances where IRC faculty are under review, IRC faculty representation on the PUEC is required. In instances where a candidate is submitting a dossier for Full Professor, a special PUEC comprised only of Full Professors may be convened. In instances where there are not at least three full professors in a department, the PUEC Committee may be comprised of full professor members from the other departments within CAM. Faculty may only serve on one level of review for tenure and full professor cases (PUEC, DAC, or VCAC).

## **Dean's Advisory Council**

The Dean's Advisory Council is a committee of tenured CAM faculty comprised of at least one member from each department that is charged to review RTP dossiers in concert with university policies. This committee reviews T/TT faculty RTP cases and reports directly to the dean.

See [Administrative Policy Statement 1022](#) ("Standards, Processes and Procedures for Reappointment, Tenure, Promotion, and Post-Tenure Review"); and [Regent Policy 5](#), which set forth procedures for primary unit reappointment, tenure, and promotion committees, including eligibility requirements for members serving on the committees.

## Post-Tenure Review Committees

Each department in the college is responsible for including criteria for Post-Tenure Review in its Primary Unit Criteria Document. Each faculty member under review is evaluated using these criteria by a committee of peers within the primary unit/department in which that the faculty member is rostered. See [Campus Administrative Policy 1050](#) (“Post-Tenure Review”) for requirements and procedures. See [Administrative Policy Statement 1022](#), (“Standards, Processes and Procedures for Reappointment, Tenure, Promotion, and Post-Tenure Review”) which sets forth information regarding the process for appealing a below expectations rating on an annual review or post-tenure review.

# ARTICLE V – Tenured/Tenure Track Faculty Procedures for Advancement

The College of Arts & Media processes and procedures for Tenure/Tenure Track (T/TT) faculty, namely Reappointment, Tenure, and Promotion (RTP), and Post-Tenure Review (PTR), operate in line with Regents Laws and Policies and University Policies. See [Administrative Policy Statement 1022](#) (“Standards, Processes and Procedures for Reappointment, Tenure, Promotion, and Post-Tenure Review”); [Campus Administrative Policy 1004](#) (“Reappointment, Tenure, and Promotion Review”); [Regent Law Article 5](#); and [Regent Policy 5](#) for information about the tenure and promotion process.

## A. Primary Unit Criteria

For the purposes of T/TT faculty RTP, the primary unit shall be the department in which the candidate is contractually rostered. Each department shall produce and maintain a primary unit criteria document that sets forth the requirements for all review levels; describes what evidence is needed to evaluate the level of accomplishment; defines substantive peer review; describes the criteria for continuation of appointment for the comprehensive review; the awarding of tenure for the tenure review and promotion to full professor.

## B. Primary Unit Evaluation Committee (PUEC) Considerations for Tenure/Tenure Track Faculty

As noted in [Administrative Policy Statement 1022](#), “The Primary Unit Evaluation Committee (PUEC) is the group within the primary unit responsible for initially reviewing the qualifications of a candidate for reappointment, tenure, and/or promotion. In a small primary unit, all members of the unit may constitute such a committee and additional members may be added from other units. The PUEC issues a recommendation that includes:

- A description and evaluation of the candidate's teaching (or librarianship), scholarly/creative work, leadership and service to the university, profession, and/or public, and other activities relevant to specific units, as required by primary unit criteria;
- Salient points of external reviewers’ analyses, with care taken to maintain confidentiality;
- A statement describing the procedures followed, perceived strengths and weaknesses of the candidate, and the committee vote.

Following the PUEC recommendation, a vote is held by the faculty of the primary unit. The faculty vote shall address the candidate’s performance in teaching (or librarianship), scholarly/creative work, and leadership and service (and, where indicated in primary unit criteria, other activities relevant to the specific unit) and shall include a positive or negative recommendation for reappointment, tenure, and/or promotion.”

Additional considerations regarding primary unit votes:

- Only members of the primary unit holding tenure may vote on decisions relating to reappointment or tenure.
- Only members of the primary unit with the rank of full professor may vote on decisions to promote a faculty member to the rank of full professor or hire a faculty member at the rank of full professor.
- PUEC members may participate in these votes.
- Deviation from these procedures is allowed when primary unit size and/or requirements for non-duplicative voting warrant an alternative process; however, any deviation from the stated procedures must be voted on and approved by the faculty of the primary unit.
- In units with a department structure, the chair shall issue a written recommendation on reappointment, tenure, and/or promotion. If the chair sits on the PUEC, the chair may recuse themselves from the PUEC voting and write the chair's letter. In instances where the chair's vote is needed on the PUEC due to insufficient eligible faculty numbers, the chair will not write a written recommendation. In such instances, this should be noted in the PUEC documentation for the case.

### **C. Criteria for the Selection of External Reviewers in RTP Reviews**

- The reviewer's area of expertise aligns with the strategic development plan of the faculty member under review.
- For comprehensive and tenure reviews, external reviewers must have tenure and the rank of associate professor or higher.
- For promotion to full professor reviews, external reviewers must have tenure and the rank of full professor.
- Exceptions may be made when external reviewers hold high positions in education, business, government, or the arts.
- External reviewers are selected from academic programs that share a family resemblance to CAM.
- External reviewers must be available to participate in the review process.
- Department chairs and CAM candidates under review seek potential reviewers by scanning the field, consulting with peers, reviewing the academic programs that a reviewer is connected to and assessing the credentials/vita of potential reviewers.
- Department chairs apply the above criteria to the selection of final reviewers from the RTP candidate's list of potential reviewers from which 1-2 will be selected. Additional reviewers are selected by the department chair outside of the list provided by the candidate.
- Chairs consult with the associate dean for faculty and student affairs regarding the selection of external reviewers.

**Note:** Based on the selections from the process above, the dean will formally solicit external letters, upon review of the pool of recommended reviewers and notification by the department of the reviewer's willingness to serve. See [Administrative Policy Statement 1022](#) ("Standards, Processes and Procedures for Reappointment, Tenure, Promotion, and Post-Tenure Review") which set forth a description of the procedures used to solicit external reviewers for comprehensive reviews (if applicable) and for promotion and tenure reviews.

### **D. Required Documentation for PTR Dossiers**

Each department in the college is responsible for including criteria for Post-Tenure Review in its Primary Unit Criteria Document. Each faculty member under review is evaluated using these criteria by a committee of peers within the primary unit within which the faculty member is rostered. See [Campus Administrative Policy 1050](#) ("Post-Tenure Review") for requirements and procedures. See [Administrative Policy Statement 1022](#) ("Standards, Processes and Procedures for Reappointment, Tenure, Promotion, and Post-Tenure Review") which sets forth information regarding the process for appealing a below expectations rating on an annual review or post-tenure review.



## E. Processes Related to Research Misconduct

When allegations of research misconduct arise in the college, CAM will follow processes and procedures described in [APS 1007 Misconduct in Research, Scholarship, and Creative Activities](#).

## ARTICLE VI – IRC Faculty Procedures for Advancement

According to [Campus Administrative Policy 1019D.B.2.a](#), “Each school/college/library/unit will develop a policy that describes the standards and processes for appointment, reappointment, and promotion for IRC faculty and any additional requirements or criteria for each title beyond those described in [APS 5060](#).”

At the time of the writing of these bylaws, CAM is in the process of developing its standards and processes document. CAM currently offers the following guidance for IRC faculty seeking promotion:

[CAM Teaching Track Appointment and Promotion Criteria](#)

[Film & Television RTP Primary Unit Criteria](#)

[Music & Entertainment Industry Studies RTP Primary Unit Criteria](#)

[Visual Arts RTP Primary Unit Criteria](#)

IRC faculty seeking promotion shall use the relevant sections of their respective primary unit criteria document (linked above) as guidance for demonstrating activities deemed valuable within their department. For example, an instructor with a 100% teaching appointment can reference the teaching criteria section of the primary unit document. As an additional example, an assistant teaching professor with an 80% teaching appointment, 10% research appointment, and 10% service appointment can reference the teaching, research, and service criteria within the primary unit document.

In general, the process for promotion of IRC faculty is outlined below:

- IRC faculty requesting promotion submit materials to the associate dean for faculty and student affairs.
- The associate dean for faculty and student affairs collects and forwards candidate materials to the Primary Unit Committee within the department the faculty resides in. If the Primary Unit Committee does not have an IRC faculty member, at least one IRC member shall be appointed by the respective department chair.
- The Primary Unit Committee reviews requests for promotion and makes recommendations to the department chair.
- If the department chair agrees with a positive recommendation for promotion, a recommendation will be forwarded to the dean for consideration.
- The dean’s recommendation will then be forwarded to the provost, who will review and make a recommendation to the chancellor.
- Final decisions related to the promotion of IRC faculty are subject to the chancellor’s approval via the Personnel Matters Report.

**Note:** IRC faculty may request differentiated workloads as part of the promotion process. On the CU Denver campus, any changes to the initial time/effort distribution, as described in the letter of offer, require approval by the dean and the provost.

# ARTICLE VII – Process for Annual Merit Evaluations and Annual Performance Ratings

The College of Arts & Media follows university policies and guidelines for annual merit evaluations and performance ratings in accordance with [Administrative Policy Statement 5008](#) (“Faculty Performance Evaluation”). Each department in CAM is responsible for developing and maintaining the merit documents and guidelines for that department. Review processes follow university policy.

The process requires the submission of university, college, and departmental documents specific to each individual’s position classification. Upon submission of required documents, a review meeting takes place to discuss accomplishments, progress on goals, areas needing improvement, and rating score assessment.

## A. Review Meetings

The dean reviews department chairs, associate deans, and assistant deans, and any staff directly supervised by the dean. Department chairs review all faculty and staff within the department. College-level supervisors review classified and exempt staff.

Deans at the University of Colorado Denver are reviewed periodically in accordance with [Campus Administrative Policy 1022D](#) (“Comprehensive Review of Deans”).

To facilitate transparency and agency at every level of CAM, a faculty or staff member may request that CAM Council initiate comprehensive feedback reviews of members of CAM administration and department chairs. The process for submitting such requests, as well as initiating the review, shall be created and enacted by the CAM Council.

## B. Annual Performance Rating

Upon completion of all reviews, the dean meets with supervisors and department chairs to review and approve final rating scores and to finalize the ratings. All supervisors or reviewers submit a signed and rated form to each individual for signature. Upon completion of the review process, required documentation is sent to the University and copies are maintained in CAM personnel files.

## C. Below Expectations Rating

If a faculty member receives a “below expectations” rating in any one of the three areas of teaching, scholarly/creative work, or service, the faculty member may request a review by the CAM Council for advice. Official grievance information and procedures are outlined in [Regent Policy 5.G](#) (“Faculty Grievance”) and [Administrative Policy Statement 5008](#) (“Faculty Performance Evaluation”).

# ARTICLE VIII – Faculty Organization and Personnel Procedures

## A. Faculty Organization for Instructional Purposes

### Departments

#### Organization

Departments shall be organized based on a single specific discipline or groups of closely allied disciplines.

#### Department Membership

The membership of each department shall consist of the faculty rostered within it.

### **Department Chair**

Each department shall have a chairperson who shall be appointed by the dean upon nomination by the rostered faculty in the department.

### **Department Bylaws**

Each department may establish its own bylaws or standing rules. Such bylaws will outline the working structure and rules of the department. Department bylaws must be consistent with the Laws and Policy of the Regents, the policies of the University of Colorado System and the University of Colorado Denver, and the CAM bylaws.

### **Organization**

Programs/areas of emphasis shall be organized around the study, research, and teaching of a topic, or closely allied topics.

### **Membership**

Membership of the program/area of emphasis may be either as a primary appointment or as an affiliation. Primary membership of each program/area of emphasis shall consist of those faculty rostered in that area. Affiliation of a faculty member who has a primary unit elsewhere shall be voluntary on the part of the faculty member.

### **Program Director**

Each program/area of emphasis may have a director who shall be appointed through a search process, upon consultation with the primary and affiliated faculty of the program/emphasis area the chair will bring a hiring request for approval to the dean.

### **Program/Area Bylaws**

Programs/areas of emphasis may establish their own bylaws or standing rules. Program bylaws must be consistent with the Laws and Policy of the Regents, the policies of the University of Colorado System and the University of Colorado Denver, the CAM bylaws, and departmental bylaws. Program bylaws must be approved by the dean.

### **Responsibility for Educational Programs**

Each program/area shall have the chief responsibility for maintaining the educational program within its jurisdiction. The program director and/or the primary and affiliated faculty collectively shall decide upon procedures for discharging this responsibility.

## **B. Hiring Procedures**

The College of Arts & Media follows Regent Laws and Policy, and University Policies for faculty and staff hires.

### **Hiring Procedures in Cases of Initial Appointment to the Faculty**

For initial faculty appointments, with the exception of lecturers, the dean shall formally request via vote a recommendation from the primary unit in which the new hires will be rostered (see [Regent Policy 5.A.1.B.2](#)). Hires with tenure shall follow [Campus Administrative Policy 1021D](#) ("Hire with Tenure"). In a search for a new faculty position, the department chair in which the new hire will be rostered will consult with the faculty of that department to recommend search committee members to the dean. The dean shall appoint a search committee in accordance with [Administrative Policy Statement 5001](#) ("Equal Employment Opportunity and Affirmative Action"). All official faculty searches shall be conducted during the typical academic year beginning at the start of either the spring or fall semester and concluding prior to the end of that semester.

## C. Grievances

Internal and local resolution of conflict and grievances for faculty, staff, and administration is encouraged; however, formal grievance options exist depending on the cause of conflict and concern.

### College Grievance Procedure

The CAM Council serves as a college-level review committee for faculty grievances or appeals pertaining to merit reviews, salary, or matters of faculty misconduct. The CAM Council acts in an advisory capacity and may suggest or recommend actions or next steps. See [Regent Policy 5.G](#) (“Faculty Grievance”). Post-Tenure Review (PTR) appeals can be made to the dean of the college who has the last word within the college. Additional or concurrent appeals may utilize those processes described in [Administrative Policy Statement 1022](#) (“Standards, Processes and Procedures for Reappointment, Tenure, Promotion, and Post-Tenure Review”).

If resolution on an issue unrelated to the above cannot be reached working with one’s chair, program director, or superior, faculty, staff, students, and administrators may contact the dean, an associate dean, or an assistant dean. The dean’s office may create an ad hoc personnel committee to explore the concern.

### IRC Faculty Appeals Process

In the case of a negative decision on reappointment, or promotion, an IRC faculty member – within ten working days of receipt of written notice of the negative decision – may request a review by the dean. A review will only be granted on the grounds that the process had procedural or factual errors of sufficient magnitude that they may have affected the decision. An ad hoc advisory committee comprised of CAM IRC faculty will be appointed by the dean to review and offer a recommendation to the dean. The dean must issue a final determination within 30 days. See [Campus Administrative Policy 1019D](#) (“Instructional, Research, and Clinical Faculty Appointments”).

If the dispute involves a dean’s decision, the request for review will be referred to the CAM Council, which will issue a recommendation to the dean, but the dean retains authority to uphold the original decision.

## University and System Support and Resources

### Discrimination and Misconduct in Areas of Protected Classes

Sexual misconduct must be reported to the Title IX coordinator.

Discrimination or harassment against an employee should be referred to the EO/AA Compliance Officer (also known as the Employment Rights Compliance and Investigation Manager in Human Resources).

Any faculty member (T/TT or IRC with greater than 50% appointments) may utilize the [Faculty Senate Grievance Committee](#) to appeal matters of RTP and PTR. Faculty should utilize the procedure described in [Administrative Policy Statement 1022](#) (“Standards, Processes and Procedures for Reappointment, Tenure, Promotion, and Post-Tenure Review”).

The [Ombuds Office](#) is available to all students and employees of the university as a confidential and informal resource.

## D. Procedures for Negotiating Differentiated Annual Workloads

See [Administrative Policy Statement 1006](#) (“Differentiated Annual Workloads for Faculty”), which set forth information regarding procedures for negotiating differentiated annual workloads.

# **ARTICLE IX – Amendments and Interpretations**

## **A. Amendments**

Non-substantive changes, such as corrections of minor typos, updating outdated hyperlinks, and corrections of department titles or committee titles as recognized by the college, may be completed by the CAM Council without approval by the CAM Voting Constituencies. The CAM Council Chair shall notify the college constituency of such changes when they occur. All other changes and amendments must adhere to the processes outlined below.

### **Initiation**

A proposed amendment or general review of these bylaws, except any topics related to personnel, may be initiated by any member of the CAM voting constituency as defined in Article I, Section G. A proposed amendment or request for review of the bylaws should be submitted via email to the CAM Council Chair. A majority vote of the CAM Council to proceed with development of the amendment or review is needed.

### **Approval**

Voting shall occur via electronic ballot which will be available to the entire voting constituency for a minimum of one full business day.

Approval of any proposed amendment, with exception of those related specifically to RTP or PTR of tenure/tenure-track and IRC faculty requires that at least 60% of the CAM voting constituency defined in Article I, Section G, cast votes to approve the changes. Furthermore, each constituency (voting faculty and staff) must vote with majority approval for any amendment to pass.

Approval of any proposed amendments to sections concerned with RTP or PTR of T/TT faculty requires at least 60% of rostered tenured/tenure-track faculty cast votes to approve the changes.

Approval of any proposed amendments to sections concerned with promotion of IRC faculty requires at least 60% of rostered faculty must cast votes to approve the changes.

## **B. Interpretations**

The CAM Council shall issue such advisory opinions regarding the interpretations of these bylaws as are necessary to the orderly and expeditious conduct of college business. Challenges to such opinions may be made in the CAM Council and shall be decided by a majority vote of the CAM Council.

# **DISCLAIMERS AND RATIFICATION**

These bylaws are not intended to and do not create any contractual obligations. These bylaws are not intended to conflict with the existing contractual job responsibilities of any staff, faculty, or administrator. In cases where conflicts should arise, official job descriptions take precedence until such time that they are amended.

To the extent that these bylaws are inconsistent with Regent Law or Policy, System Administrative Policy Statements, or University of Colorado Denver Policies, the Regent Law or Policy, Administrative Policy Statements, and University of Colorado Denver Policies prevail.

Nothing in these bylaws abrogates the right of any constituency or other duly organized body within the College of Arts & Media to organize and meet.

# **ADDENDUM – Referenced Links**

## **Regent Laws**

<https://www.cu.edu/regents/regent-laws>

Regent Law Article 1

<https://www.cu.edu/regents/law/1>

## **Regent Policy**

<https://www.cu.edu/regents/regent-policy-0>

Regent Policy 1

<https://www.cu.edu/regents/policy/1>

Regent Policy 4

<https://www.cu.edu/regents/policy/4>

Regent Policy 5

<https://www.cu.edu/regents/policy/5>

## **CU System Administrative Policy Statements**

<https://www.cu.edu/ope/aps>

APS 1006 Differentiated Annual Workloads for Faculty

<https://www.cu.edu/ope/aps/1006>

APS 1007 Misconduct in Research, Scholarship, and Creative Activities

<https://www.cu.edu/ope/aps/1007>

APS 1022 Standards, Processes and Procedures for Reappointment, Tenure, Promotion, and Post-Tenure Review

<https://www.cu.edu/ope/aps/1022>

APS 2006 Retention of University Records

<https://www.cu.edu/ope/aps/2006>

APS 5001 Equal Employment Opportunity and Affirmative Action

<https://www.cu.edu/ope/aps/5001>

APS 5008 Faculty Performance Evaluation

<https://www.cu.edu/ope/aps/5008>

APS 5060 Faculty Appointments

<https://www.cu.edu/ope/aps/5060>

## **University of Colorado Denver Policies and Guidelines**

<https://www.ucdenver.edu/policies>

CAP 1002 Hiring Process for Full-Time Faculty

[https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1002---hiring-process-for-full-time-faculty.pdf?sfvrsn=4eb3f2ba\\_4](https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1002---hiring-process-for-full-time-faculty.pdf?sfvrsn=4eb3f2ba_4)

CAP 1004 Reappointment, Tenure, and Promotion Review

[https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1004---reappointment-tenure-and-promotion-review.pdf?sfvrsn=f6df8ba\\_2](https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1004---reappointment-tenure-and-promotion-review.pdf?sfvrsn=f6df8ba_2)

CAP 1019D Instructional, Research, and Clinical Faculty Appointments – CU Denver

[https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1019d---instructional-research-and-clinical-faculty-appointments-denver.pdf?sfvrsn=f57b64bb\\_8](https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1019d---instructional-research-and-clinical-faculty-appointments-denver.pdf?sfvrsn=f57b64bb_8)

CAP 1020 Roles and Responsibilities of Department Chairs

[https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1020---roles-and-responsibilities-of-department-chairs.pdf?sfvrsn=ba8ef2ba\\_2](https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1020---roles-and-responsibilities-of-department-chairs.pdf?sfvrsn=ba8ef2ba_2)

CAP 1021D Hire with Tenure

[https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1021d---faculty-hire-with-tenure.pdf?sfvrsn=3b26f9ba\\_8](https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1021d---faculty-hire-with-tenure.pdf?sfvrsn=3b26f9ba_8)

CAP 1050 Post-Tenure Review

[https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1050---post-tenure-review9ef211e7302864d9a5bfff0a001ce385.pdf?sfvrsn=51da75bb\\_2](https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/1000/1050---post-tenure-review9ef211e7302864d9a5bfff0a001ce385.pdf?sfvrsn=51da75bb_2)

## **Committees and Offices**

Faculty Senate Grievance Committee

<https://www.cu.edu/fsgc>

Ombuds Office

<https://www.ucdenver.edu/offices/ombudsoffice>