



Thrive: Offices for the Faculty Experience

SCHOOL OF MEDICINE

UNIVERSITY OF COLORADO **ANSCHUTZ MEDICAL CAMPUS**

Promotions Task Force Recommendations

OFE Responses



Process for Approving Visiting Appointments

Task Force members highlighted opportunities to streamline and accelerate this process, while adhering to CU APS 1022 requiring separate department and SOM reviews.

Recommendations

- Departments are encouraged to involve their DEC upon hiring of new faculty at Associate or Full Professor.
 - The promotion dossier can be assembled and submitted prior to faculty start date, if there is a signed letter of offer.
 - Letters of recommendation used at the time of hire may replace external referee letters. They must address candidate's qualifications for rank at appointment and (if applicable) tenure. Additional letters may be requested if needed.
- Dossiers for new hires will be reviewed by FPC as they are received (Sept-June).
- Additional collaboration (departments, OFA, EVC & VCAC) will be required.



Coordinating or Combining Department- and SOM-Level Reviews

Task Force members asked important questions about the feasibility of combining or connecting department-level and FPC-level reviews.

- However, department-level and SOM-level reviews cannot be combined.
 - Per SOM and System Policies, appointments, promotions & tenure recommendations must be reviewed "at multiple levels" (department, SOM, and campus [for tenure]);
 - *APS 1022: The expertise of the primary unit is balanced by the broader perspective introduced at other levels of review.*

Recommendations

- SOM-level dossier reviews (for appointments & promotions) will increase to 10 months/year
 - Submission deadline will remain 10/31, but earlier submissions will be encouraged to facilitate earlier reviews.
- Faculty approved for promotion will receive immediate notification.
 - Changes in rank & Table 1 salary increases will take effect the following July 1.



Promotion Tracks and Titles

Most faculty are currently promoted in tenure-eligible “Regular” series, but the name is problematic. Title modifiers are required for all other tracks, but this is unwieldy.

Recommendations

- SOM Rules change will be proposed to remove the word “Regular” that has been associated with “Tenured and Tenure-Track” faculty appointments and promotions.
 - We will explore options for renaming this series (track), including "Tenure-Track."
- For faculty in the Clinical Practice Series, the title modifier ("Professor of Clinical Practice") is required by CU Regent and System policies. Other options can be considered:
 - Use of the currently available “Clinical Teaching Track;” this would also require a title modifier (e.g. Associate Professor, Clinical Teaching Track).
 - Explore other options in collaboration with Campus faculty affairs leaders.



The 3 Series: *By the numbers*

- Faculty Totals: 1,964 associate and full professors*

Clinical Practice Series: 204 (10%)
Research Professor Series: 42 (2%)

*As of January 1, 2024



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Nomenclature for Clinical (Volunteer) Faculty Titles

Application of the word “clinical” to the Clinical Practice Series and a separate group of volunteer faculty (Clinical Faculty) creates confusion.

Recommendations

- OFA recommends using a working title (for example, “Adjunct”) for Clinical Faculty.
 - Awaiting approval by the CU System.



Time Clock for Promotion to Associate Professor

- Majority of faculty indicated a preference to remove the clock (44%) or had no opinion (39%).
 - [2024 Faculty Survey]

Do you think it would be a good idea to remove the promotion “time clock” (the time limit that faculty can remain an assistant professor)?	Yes	No	No opinion or neutral
Total	44.3% (1324)	17.5% (522)	39.2% (1141)
Clinical Faculty	46.7% (1164)	13.9% (345)	39.4% (981)
Scientist Faculty	32.2% (160)	35.6% (177)	32.2% (160)

Recommendations

- OFA will pursue a change to SOM policies and Campus Policy 1049A to enable faculty to request an indefinite waiver of the time clock
 - Waiver will require approval by the Chair, Dean (or designee), and Chancellor (or designee)
 - OFA will create a simple form that facilitates these approvals and record-keeping
- OFA will propose accompanying SOM policy to require ongoing mentorship, support and active career planning for faculty, with attention paid to salary implications and equity



Comprehensive Dossier Contents – Immediate Actions

There is the opportunity to update and streamline the application process and dossier preparation.

Recommendations: Effective this cycle for July 1, 2025 promotions

- The CV Abstract will be optional, except in applications for award of tenure
 - Required by the campus for their review
- Supplemental materials will be limited to information supporting areas of excellence, excepting teaching evaluations, which must be submitted by all faculty members for whom at least meritorious teaching is required
 - OFA will encourage a 25-page limit for supplemental materials, excluding teaching evaluations
 - Teaching evaluations will only include those at rank
- OFA will continue to educate departments and faculty about the most (and least) appropriate supplemental materials



Comprehensive Dossier Contents – Future Actions

There is the opportunity to update and streamline the application process and dossier preparation.

Recommendations: Effective next cycle for July 1, 2026 promotions

- The CV Abstract will only be accepted in applications for award of tenure
- A single cover letter will replace the current multiple narratives; it must address the candidate's areas of excellence, highlight the impact and scope of their accomplishments, and provide further details about activities not fully explained in the CV, key areas of growth since their last promotion, and describe unusual circumstances or non-traditional paths
 - The *Guide to Building a Dossier for Promotion and Tenure* will be modified to provide examples
 - There will be a suggested 3-5 page limit for the cover letter
- Reorganized and streamlined Promotion Matrices will be developed to reduce clerical burden



Comprehensive Dossier Contents – Exploration

There is the opportunity to update and streamline data acquisition to avoid duplication of work between promotions and annual reviews.

Recommendations

- OFA is exploring using Interfolio Faculty Activity Reporting (FAR) to capture and catalog work for both annual review and promotions processes in one place
 - Includes CV-generating software, such as is used at numerous external institutions
 - Year-round entry of activity is possible and encouraged
 - Automatic pulls of data from PubMed, grants, and teaching evaluations (UME & GME) would be included

- If successful, this would replace PRiSM





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THANK YOU