CODE

Table of Contents .................................................................................................................. 1

I. Department Mission and Objectives .................................................................................... 2
II. Departmental Structure ......................................................................................................... 2
III. Duties of the Department Head .......................................................................................... 3
IV. Selection and Duties of the Associate Department Head .................................................... 4
V. Conduct of Departmental Business ...................................................................................... 4
VI. Department Strategic Plan .................................................................................................. 5
VII. Evaluation of Departmental Operations ............................................................................. 6
VIII. Selection and Duties of Committees ................................................................................. 6
IX. Selection of Departmental Representatives to College and University Committees .......... 13
X. Faculty grievance procedures will be those found in the Academic Faculty and Administrative Professional Manual ................................................................................................................................. 14
XI. Student Appeal Policy and Process - Appeal policies and procedures are those given in Academic Faculty and Administrative Professional Manual ................................................................................................................................. 14
XII. Procedures for Selection and Appointment of New Faculty ........................................... 14
XIII. Procedures for Selection and Appointment of Non-faculty positions .............................. 15
XIV. Annual evaluations of faculty ........................................................................................... 15
XV. Performance Reviews for Faculty ....................................................................................... 16
XVI. Mentoring of Faculty ......................................................................................................... 17
XVII. Amendments to the Departmental Code .......................................................................... 18
APPENDIX A: Voting members and voting processes of the department .................................. 19
APPENDIX B: Definition of Department Faculty ....................................................................... 20
APPENDIX C: Expectations for teaching, research, extension, and service of non-tenure track and of tenure track faculty ................................................................................................................................. 21
Non-tenure track faculty ........................................................................................................... 21
Non-tenure track faculty ........................................................................................................... 21
I. Department Mission and Objectives

A. Mission: We improve human well-being through improving ecosystem sustainability. We do this through generating and sharing discoveries on the arthropods, weeds, plant diseases, and abiotic plant stresses that impact ecosystem services in agricultural and natural environments and in urban areas.

B. Vision: We will be recognized globally as a primary source for information and education in entomology, plant pathology, and weed science that people need for a safe, nutritious, and sustainable food supply.

C. Values: We hold ourselves to a standard of excellence in teaching, research, extension, and service. We maintain integrity and clarity in how we communicate scientific information. We respect varying approaches to research, teaching, extension, and service. We include people from all backgrounds in serving our departmental mission. Inclusion and diversity will be prioritized in research, teaching, extension, and service.

D. Objective: All faculty members will contribute to the Land Grant Mission of teaching, research, extension, and/or service, with a focus on ecosystem protection through increased knowledge of entomology, plant pathology, and weed science. Detailed goals and metrics are provided in our strategic plan.

II. Departmental Organization and Structure

A. Department organization: The department consists of faculty, students, and staff, each of whom is expected to contribute to an environment conducive to excellence in research, teaching, extension, and service. The department head is responsible for department leadership and administration and is advised and assisted by an appointed and approved associate head, the elected executive committee of tenured faculty, the elected education committee, and the promotion and tenure committee, which consists of all tenured faculty. Additional appointed standing and ad-hoc committees consisting of faculty, students, and/or staff may also assist in meeting department objectives. Meetings of committees shall be conducted following the principles of Robert’s Rules of Order and meeting minutes describing decisions made by committees that affect department goals, objectives, or finances are filed in the department office.

B. Department structure:
   1. Department Head
   2. Associate Department Head
   3. Standing Committees
      a. Executive Committee
      b. Education Committee
      c. Tenure and Promotion Committees
      d. Awards Committee (Faculty and Staff)
   4. Temporary Committees
      a. Academic Faculty Search Committee
      b. Ad Hoc Committees
      c. Graduate Student Advisory Committee
III. Duties of the Department Head

A. Leadership

1. Provide leadership in the execution of department, college, and university policies and goals and play a part in developing those policies and goals. Act as a liaison with the leadership of other programs, departments, or units in the university.

2. Act according to the principles of community in departmental, college, and campus interactions and with external department stakeholders and partners.

3. Facilitate development of and seek to provide resources to allow the faculty to execute the department’s strategic plan.

4. Communicate to the dean and other administrators the department's requirements needed to accomplish faculty, departmental, college, and university goals. In addition, communicate the information from the dean and the directors of the Agricultural Experiment Station and Cooperative Extension regarding their concerns and perceptions of the department in relation to the goals of the university and the needs of the people of Colorado and other constituencies.

5. Engage with relevant government agencies, commodity groups, and other citizens or organizations important to the department. Keep faculty members apprised of the nature of these communications.

B. Departmental Administration

1. Be responsible for the department budget.

2. Keep members of the department informed on all aspects concerning professional welfare, significant problems in the department, and actions taken with respect to department operations and administration. This shall include an annual state of the department report, including the status of department budgets, at the first departmental meeting of fall semester.

3. Insure the completion of all required annual evaluations for faculty members and staff. (See Sec. IX for faculty evaluation.)

4. Initiate the tenure, promotions, and performance evaluation processes for academic faculty members, as described in the Academic Faculty and Administrative Professional Manual.

5. Call meetings of the executive committee and prepare the agenda for the meetings. The executive committee should schedule at least two meetings per semester.
6. Sit as ex officio member of all committees unless otherwise specified.

7. Serve as or appoint an acting chair of any committee that is temporarily without a chair.

8. Approve the composition of all graduate student advisory committees pursuing a degree program administered by BSPM.

9. Appoint the associate department head.

10. If the associate head is unavailable and the department head is unable to perform his/her duties for a short time, the department head or the dean will appoint an acting head. When possible, the acting head shall be a member of the executive committee.

11. Inform faculty members and the dean if an extended period of absence that will impact department function (e.g. 1 month or greater) is anticipated so that the dean may appoint, in consultation with faculty members, an acting department head.

12. Perform all duties outlined in the Academic Faculty and Administrative Professional Manual.

13. Perform other duties specified below.

IV. Selection and Duties of the Associate Department Head

A. The associate department head shall be appointed by the department head with annual approval by a majority vote of those eligible to vote at departmental meetings. The term of office shall be at the discretion of the department head.

B. The associate department head shall perform duties assigned by the department head that facilitate the running of the department. If authorized by the department head, the associate department head shall have full powers to make decisions for the department head.

C. If serving as acting department head, but unable to perform his/her duties, then the associate department head will appoint a regular academic faculty member as acting head. When possible, the appointee shall be a member of the executive committee.

D. The associate department head shall be a non-voting ex officio member of the executive committee.

V. Conduct of Departmental Business

A. There must be at least one faculty meeting each semester of the academic year. The meetings may be called by the department head or be requested by any faculty member. Departmental faculty are expected to attend and participate in faculty meetings.

B. Regular faculty meeting dates will be set before the beginning of each semester, but
additional dates may be added if required or meetings may be canceled if there is not sufficient business to conduct at the meeting. If the meetings dates must be changed or added, at least 1 week notice will be provided. The meeting agenda will be provided to all faculty members at least 1 day prior to the meeting.

C. In addition to the academic faculty of the department, a student representative, and a staff representative shall be informed of the time and place of departmental meetings and be permitted to attend, except for parts of meetings dealing with personnel matters.

D. Business, generally, shall be conducted at faculty meetings. Alternatively, when agreed to by faculty vote, written ballots may be distributed and/or returned outside of formal meetings. Departmental and committee meetings will be conducted in such a way as to encourage free discussion; however, procedures should follow those outlined in this code and in the most recent edition of Robert's Rules of Order.

E. For any vote to be valid, a quorum must participate, either by physical presence or by proxy. A quorum shall be defined as more than 50% of those eligible to vote. See Appendix A for voting procedures, the percent required for a passing vote, and who may vote on specific issues.

F. At least two days prior to faculty meetings, the department head will call for agenda items. At each meeting, committee chairs may report on activities of their committees. Members of college and university committees and the departmental representative to faculty council may also report on the activities of those units.

G. Meeting minutes, including all actions taken (motions, amendments, and votes) and brief summaries of important discussions will be recorded by a department office staff member. This person will be responsible for archiving the meeting agenda, discussion summaries, any handouts distributed at the meeting, and will record of all actions. Decisions regarding personnel matters may be archived confidentially, following university procedures. This archive will be kept in a file in the department office and meeting agendas and minutes will be posted online. If another recorder is required because of the meeting topic or because an office staff member is unavailable, the associate department head or another member of the faculty will be appointed as recorder for that meeting.

VI. Department Strategic Plan

A. The comprehensive strategic plan for the department must be updated annually, and reexamined in detail every five years. This process will be coordinated by the Executive Committee and Department Head.

B. In addition to university and college requirements, this plan will include measurable goals, clarify the metrics that will be used to measure progress, and state the department priorities and justifications for new and replacement faculty positions. The plan will also describe the mission and values of the department, a plan for inclusiveness and supporting and enhancing diversity, and will adhere to the principles of community.
C. The department’s strategic plan and the annual updates must be approved by a majority vote of the academic faculty before implementation and submission to upper administration.

VII. Evaluation of Departmental Operations

A. The department must evaluate departmental operations every six years.

B. Procedures for this self-evaluation are those outlined by the provost.

VIII. Selection and Duties of Committees

A. Executive Committee

1. Selection
   a. This committee will be composed of five elected departmental tenured regular academic faculty members and the associate department head serving as a non-voting ex officio member.

   b. The term shall be three years with staggered terms. Members may not serve consecutive terms.

   c. The committee must vote in a chair in the spring to serve in the following year

2. Duties

   a. Provide council and advice to the department head on matters of concern to the faculty members and on any matter about which the department head seeks advice and counsel.

   b. Be responsible for coordination of the department’s strategic planning process.

   c. Elected members of the committee are responsible for soliciting ideas from members of the faculty. Department faculty members are also responsible for conveying their ideas and attitudes regarding departmental operations, whenever appropriate.

   d. At the request of the dean, meet with the dean with or without the department head being present to discuss urgent or sensitive matters of concern to the department.

   e. Function as the departmental code committee.

   f. Review requests to the department head by tenured faculty members for change in status such as changing from full time to part time tenure or to transitional status and make recommendations to the department head regarding such requests.
g. Maintain an adequate written record of committee actions.

h. Approve, along with the department head, the composition of all graduate student advisory committees. (delete this? It is not a good use of time, there is no form to sign, people tend not to respond anyway, causes more work for Janet. We have other checks and balances on this.)

i. This committee may meet without the department head or associate department head being present. The outcomes of these meetings shall be recorded and be archived either in the departmental or the dean’s office.

B. Education Committee (also need a curriculum cmte or change to a grad/undergrad committee if we have a major. We will resolve this next fall.)

1. Selection

a. This committee will be composed of four elected academic faculty members, one departmental graduate student, and the department’s representative to the College of Agricultural Sciences Academic Affairs Committee who shall serve as a voting ex officio member.

b. All eligible faculty members, as defined in the appendices, may vote in the elections. A rank choice ballot will be used for this election. The graduate student will be elected by a vote of all graduate students who have a primary advisory in the department.

c. The terms of elected faculty members shall be three years with staggered terms. The student term shall be one year. Elected faculty members may serve a maximum of two consecutive terms, and students a maximum of 3 consecutive terms.

2. Duties

a. Duties of faculty members of the committee.

i. Review and evaluate all applications to the graduate programs of the department.

ii. Circulate applications to appropriate faculty members to determine potential advisors.

iii. Recommend applicants to the department head for admission and notify applying students of the department's recommendation.

iv. Recommend students for financial aid and assistantships.
v. Evaluate departmental teaching assistants, in consultation with appropriate faculty members, and provide recommendations for reappointment to the department head. (Review this)

vi. Prepare curricular recommendations for departmental consideration.

b. Duties of all committee members

i. Select a chair from among the elected faculty members.

ii. Review education program and curriculum every five years, in coordination with the departmental strategic planning process.

iii. Advise the department head and faculty members on proposals for new courses and major changes to existing courses.

iv. Prepare proposals to be submitted to the faculty for modifications in the education program.

v. Review course offerings and scheduling annually to insure that students have sufficient access to courses (departmental and non-departmental) to make adequate progress towards program and degree completion.

vi. Develop and maintain a departmental manual for undergraduate minors and graduate education.

vii. Solicit award nominees from faculty members and students, designate students for departmental awards, and recommend students for other awards.

viii. Prepare recruitment materials and recruit students.

ix. Develop and maintain written operating guidelines.

x. Maintain an adequate written record of committee actions.

C. Tenure and Promotion Committees

1. Selection

a. The tenure committee shall be composed of all tenured faculty members of the department of higher rank than the faculty members under consideration and who have been members of the university faculty for at least one year.
b. The promotion committee shall be composed of all faculty members of higher rank than faculty members under consideration and who have been members of the university faculty for at least one year. When tenure-track faculty members are being reviewed, the committee will include only tenured faculty members. When non-tenure track faculty members are being reviewed, committees also shall include all non-tenure track faculty members of higher rank who have completed at least one year of service in BSPM. If no other non-tenure track faculty members are in the department, the promotion committee may seek promotion advice from non-tenure track faculty members from other departments.

2. Duties of Committees

a. The promotion and tenure committees shall be convened no later than the first week in September of each year to begin the evaluation process.

b. The promotion and tenure committees shall elect their own chair. The chair must be a tenured full professor. The term of the chair shall be one year. The same person shall chair both these committees concurrently. The chair may serve at most two consecutive terms. The chair will be elected at the end of the departmental portion of the promotion and tenure cycle, which is currently at the end of October the year proceeding service.

c. Develop and maintain written operating guidelines pertinent to the tenure and promotion committees.

d. Maintain an adequate written record of committee actions and deposit the record in the departmental office.

3. Duties of the Tenure Committee

a. Evaluate the faculty members listed by the department head for consideration for tenure.

b. This committee also shall evaluate annually each untenured tenure-track faculty member not included in section VIII.D.3.a above. The chair of the committee shall prepare a report representing the committee’s view regarding that faculty member’s progress toward tenure. These reports shall be supplied to the Department Head and the evaluated faculty member during the spring semester. The committee shall recommend for or against contract reappointment.

c. If the committee so votes, it may request that the department head initiate tenure consideration for additional faculty members.

d. The committee will vote on the faculty members under consideration for tenure. Voting will be by secret ballot, which shall be mailed to all eligible faculty members.
e. The results of any vote, positive or negative, must be forwarded to the department head with justification. If the vote is not unanimous, the justification must include a minority report, approved by the minority, and the minority report must be provided to either the department head or to the dean. This process may be stopped at any time by written request of the promotion candidate. These committees will follow the same evaluation and reporting procedures outlined above.

4. Duties of the Promotion Committee

a. Evaluate the faculty members listed by the department head for consideration for promotion.

b. This committee also shall evaluate annually each eligible faculty member not included in section VIII.D.4.a above. From that evaluation, the chair of the committee shall prepare a report representing the committee’s view regarding that member’s progress toward promotion. These reports shall be supplied to the department head and the evaluated faculty member.

c. If the committee so votes, it may request that the department head initiate promotion consideration for additional faculty members.

d. The committee will vote on the faculty members under consideration for promotion.

e. The results of any vote, positive or negative must be forwarded to the department head with justification. If the vote is not unanimous, the justification must include a minority report, approved by the minority, and the minority report must be provided to either the department head or to the dean. This process may be stopped at any time by written request of the promotion candidate. These committees will follow the same evaluation and reporting procedures outlined above.

f. This committee also shall evaluate annually non-tenure track faculty members. The committee may also evaluate annually administrative professionals, if deemed appropriate by the department head. The chair of the committee shall prepare a report representing the committee’s view regarding that person’s performance and if appropriate progress toward promotion. These reports shall be supplied to the department head and the evaluated person during the spring semester.

D. Awards Committee (Faculty/Staff)

1. Selection

a. This committee shall be appointed by the department head in consultation with the executive committee and be composed of three academic faculty members, one administrative professional employee, and one state classified employee.
b. The term of appointment will be three years, with one or two terms ending each year.

2. Duties
   a. With the aid of the faculty and staff of the department, this committee may prepare and submit nominations for international, national, state, university and college awards for faculty members and staff.
   b. Develop and maintain written operating guidelines pertinent to the awards and development committee.
   c. Maintain an adequate written record of committee actions.

E. Academic Faculty Search Committee

Departmental process and procedures will conform with the University as described in the Academic Faculty and Administrative Professional Manual and the guidelines of the Office of Equal Opportunity.

1. Selection
   a. The department head, in consultation with the executive committee or faculty members, shall appoint a chair and committee members.
   b. A majority of the search committee members shall be tenure track or tenured faculty members in the department, but the committee may include persons who are not regular academic faculty, and who are not from the department.

2. Duties
   a. Identify and recruit the best possible candidates for the position.
   b. Conform to University Academic Faculty and Administrative Professional Manual and Office of Equal Opportunity procedures, processes and guidelines governing faculty position searches.
   c. Through appropriate means, keep the faculty members informed of the committee’s actions and the status of the search, consistent with Office of Equal Opportunity guidelines.

F. Faculty Disciplinary Committee

1. Selection
   a. This committee shall be formed only when charges are brought against a tenured faculty member of the department according to the Academic Faculty and Administrative Professional Manual.
b. It will be composed of six members, selected at random from a pool of tenured faculty for each disciplinary process. Initially this pool shall include the names of the entire department tenured faculty except the Department Head, the faculty member under review, and any tenured faculty member who has not been a member of the University faculty for one year.

c. Once a person has served on such a committee, his/her name will be removed from the pool until all eligible faculty names have been selected. A person who leaves the committee without serving shall not have his/her name removed from the pool for subsequent committees.

d. Replacements for the committee (Academic Faculty and Administrative Professional Manual) shall be selected in the same manner.

e. Names of newly tenured faculty will be added to the pool.

2. Duties

a. The committee shall follow the procedures outlined in the Academic Faculty and Administrative Professional Manual.

b. Develop and maintain written operating guidelines.

c. Maintain an adequate written record of committee actions

F. Ad Hoc Committees

1. Selection

a. The Department Head may appoint these committees from time to time for specific tasks.

b. The formation of such committees by the department head shall be done only after consultation with the executive committee and/or department faculty.

2. Duties

a. The duties and term of each committee shall be clearly stated by the department head at the time of committee formation.

b. The department head shall inform the faculty of the membership and charge of each committee.

c. Develop and maintain written operating guidelines.

d. Maintain an adequate written record of committee actions.

G. Graduate Student Advisory Committee

1. The Major advisor and graduate student will select the members of the student's graduate student advisory committee. The composition of a graduate student advisory committee
must be approved by the department head. Only under unusual circumstances will the composition of a graduate student advisory committee, as selected by the major advisor and graduate student, not be approved.

2. Regular academic faculty members and joint appointment regular academic faculty members may serve as chairs, co-chairs, and voting members of graduate student advisory committees.

3. Academic faculty members on the instructor track, joint administrative professional, emeriti, and people with faculty affiliate appointments may serve as co-chairs and as voting members of graduate student advisory committees, subject to graduate school policy. Regular academic faculty members who become emeriti may remain in the role of major advisor of a student whose graduate advisory committee is already approved by the graduate school, subject to policy of the graduate school.

4. Members of graduate student advisory committees must hold an academic degree equal to or higher than that sought by the student.

IX. Selection of Departmental Representatives to College and University Committees

A. University code will be followed where procedures are specified; otherwise, the procedures listed below will be followed except that appointments or nominations to college or university ad hoc committees shall be made by the department head in consultation with the executive committee and/or the department faculty. If procedures are not addressed in the university or department codes then the college code will be followed.

B. Members of all college and university committees shall be responsible for reporting activities of these committees to the faculty.

C. College Committees

1. The department head will appoint faculty members to represent the department on the college academic affairs, resident instruction, scholarship, and student affairs committees in consultation with the education committee.

2. The department head will appoint a departmental representative to the college computer technology and telecommunications committee in consultation with the executive committee. This person may be a member of either the academic faculty or the administrative professional staff.

3. The department head will appoint a departmental representative to the college strategic planning and evaluation committee in consultation with the executive committee.

D. University Committees

1. Any academic faculty member may make nominations to committees of faculty council through the procedures established by that body.
X. Faculty Grievance

   A. Procedures will follow those in the Academic Faculty and Administrative Professional Manual

XI. Student Appeal Policy and Process

   A. Appeal policies and procedures are those given in Academic Faculty and Administrative Professional Manual

XII. Procedures for Selection and Appointment of New Faculty

   A. Academic Faculty

      1. Departmental processes and procedures will conform to those of the University as described in the Academic Faculty and Administrative Professional Manual and with the guidelines of the Office of Equal Opportunity.

      2. The procedures outlined for the search committee shall be followed.

      3. Recommendation of hire to the department head of a candidate for a faculty position is made by a simple majority vote by the academic faculty.

      4. Appointment to a professor track position requires a terminal degree in a relevant field of study. The default rank for appointment is assistant professor. If the candidate is an assistant professor or a newly appointed associate professor at a peer or aspirational institution, up to four years of credit toward promotion, and if appropriate, tenure, to associate professor may be provided for similar service at the other institution. If the candidate is an established associate professor or full professor at a peer or aspirational institution, then the promotion and tenure committee will vote upon the rank of the position based upon promotion and tenure criteria used for that rank.

      5. Appointment to an instructor track position requires an M.S. degree. A Ph.D. degree or other terminal degree is also acceptable. The default rank for appointment is instructor. If the candidate is an instructor or in a position equivalent to a senior instructor or a master instructor at a peer or aspirational institution, up to four years of credit toward promotion may be provided for similar service at the other institution. Instructor positions are designed for faculty members who have a majority appointment in classroom based teaching. Instructors may be on contract or on continuous appointments.

      6. For the professor series, positions will be designed as tenure track positions if the person in the position is expected to develop scholarly work in research, teaching and/or extension, if they are expected to gain a national or international reputation for their scholarly or creative work, and if they provide service to the department, college, university, scientific societies, and/or state, national, or international entities. Instead, if the position focuses only on one or two of these four activities (research, teaching, extension, service), then the position may be a non-tenure track position. Non-tenure track professors may be grant-funded or may be on departmentally-funded contract or continuous appointments.
B. Adjunct Academic Faculty

1. Departmental process and procedures will conform with those of the University as described in the Academic Faculty and Administrative Professional Manual and with the guidelines of the Office of Equal Opportunity.

2. Adjunct academic faculty are non-tenure track and may be in the instructor series or the professor series.

3. Adjunct faculty appointments are generally intended to cover temporary or emergency situations and shall be made for specified functions by the department head in consultation with the executive committee and/or the faculty. Appointment to an adjunct position is limited to two consecutive semesters or to appointments that are less than 50% time.

XIII. Procedures for Selection and Appointment of Non-Faculty Positions

A. Administrative Professionals, Research Scientists, and Classified Staff

1. Departmental process and procedures will conform with those of the university as described in the Academic Faculty and Administrative Professional Manual and with the guidelines of the Office of Equal Opportunity.

2. Administrative professionals and classified staff shall be appointed by the department head after an appropriate search and after consultation with the appropriate parties. Annual review and promotion processes will be determined as appropriate for the position at the time of hire.

B. Post-Doctoral Fellows

1. Departmental process and procedures will conform with those of the University as described in the Academic Faculty and Administrative Professional Manual and with the guidelines of the Office of Equal Opportunity.

2. Post-doctoral fellows shall be appointed by the department head after an appropriate search and after consultation with the appropriate parties. Annual review and promotion processes will be determined as appropriate for the position at the time of hire.

3. Post-doctoral fellows who are employees of an agency granting them a fellowship shall be provided the same departmental opportunities as postdocs employed through the department whenever possible.

C. Other non-faculty positions

1. Persons shall be appointed to other positions by the department head following approved university policy and, where appropriate, after consulting with person(s) with whom those employees will be working.

XIV. Annual Faculty Evaluations
A. The department head is required to perform annual evaluations of each regular academic faculty member.

B. These evaluations are in addition to those performed by the tenure and promotion committees.

C. The procedure shall be as follows:

1. The department head will inform the faculty in writing when evaluations will be conducted and what documentation is required. Reviews of performance must be based upon the faculty member's effort distribution in each of the areas of responsibility. The Department head should request appropriate documentation and a meeting to review faculty member performance in these areas. Faculty members may submit documentation in addition to what is requested. Existing records and documents should be used where possible to avoid burdensome additional reporting.

2. The department head will prepare a written evaluation of the faculty member's performance during the past year, based on the documentation provided and on observations made during the corresponding period.

3. A meeting between the department head and the faculty member to discuss the written evaluation must be scheduled if either person requests it.

4. Both parties must sign the evaluation. The faculty member may attach dissenting opinion on any part of the evaluation. Copies of the signed evaluation along with any dissenting opinion are forwarded to the dean and provided to the faculty member. The original is placed in the faculty member's confidential file.

5. Criteria for these evaluations are described in Appendix C.

XV. Performance Reviews for Faculty

A. A Comprehensive Review of tenure track faculty shall be conducted in the midpoint of the probationary period.

   1. This review will follow the guidelines set forth in the Academic Faculty and Administrative Professional Manual.

   2. The composition of the review committee shall be the same as that of the tenure committee, as established in Section VII.D.1.a of this Code.

B. Promotion progress review

   1. This review will follow the guidelines set forth in the Academic Faculty and Administrative Professional Manual and by the Provost.

   2. The composition of the review committee shall be the same as that of the promotion committee, as established in Section VII.D.1.b of this Code.

C. A Phase I Comprehensive Performance Review of faculty shall be conducted every five years, beginning in the 5th year after tenure.
1. This review will follow the guidelines set forth in the Academic Faculty and Administrative Professional Manual.

2. This review is a duty of the department head.

D. A Phase II comprehensive performance review will be initiated if the department head decides that the faculty member’s performance was not satisfactory in the phase I review.

1. This review will follow the guidelines set forth in the Academic Faculty and Administrative Professional Manual.

2. The peer review committee shall be comprised of four department faculty members of equal or higher rank than the faculty member under review and one faculty member of equal or higher rank from outside of the department but within the College.

3. The peer review committee members shall be chosen from among the eligible faculty by mutual agreement of the department head and the faculty member under review.

4. If these two parties are unable to fill the committee by mutual agreement, then the additional required members shall be selected by the executive committee.

5. The criteria for peer evaluation shall be those used for promotion to the rank held by the faculty member under Phase II review (See the Academic Faculty and Administrative Professional Manual). The primary question posed to the peer review committee will be whether the faculty member has continued to meet or exceed those standards. The committee will take into account changes in appointment, responsibilities, nature of duties, etc. that might affect faculty member performance.

6. The review materials to be provided to the committee shall be the same kinds of materials as required in promotion packages for tenure track faculty members. In addition, the peer review committee shall be provided with the annual and Phase I comprehensive reviews that lead to the Phase II review, as well as documentation of efforts taken by the faculty member to address concerns raised during these reviews.

7. The faculty member under review shall also be invited to provide the peer review committee with any other materials that he or she thinks is relevant to the case.

8. In cases where action is required, as set forth in the Academic Faculty and Administrative Professional Manual, the peer review committee shall provide the faculty member under review with a written recommendation within 15 days of receiving the documentation described in XIV.D.6 and XIV.D.7 above.

9. The faculty member under review shall have seven days to respond in writing to the peer review committee’s recommendation.

10. The peer review committee recommendation and the faculty member’s response are then forwarded to department head who shall forward them to the dean, as required in the Academic Faculty and Administrative Professional Manual.

XVI. Mentoring of Faculty
A. During the first six months of each newly hired tenure track or non-tenure track faculty member’s appointment, the department head, in consultation with the executive committee and the newly hired faculty member, will appoint a mentoring committee of three academic faculty members.

B. At any time, if the mentoring relationship is not satisfactory to the mentee or the mentoring committee, the department head, in consultation with the executive committee and the mentee, will appoint a new mentoring committee.

C. If a faculty member in the instructor series or an associate professor is not promoted after their first attempt, a mentoring committee shall be appointed by the department head, in consultation with the executive committee. The mentoring committee shall provide annual written feedback, in consultation with the promotions and tenure committee, to the faculty member until promotion is achieved or until the faculty member decides to no longer pursue promotion.

XVII. Amendments to the Departmental Code

A. Amendments to the departmental code may be proposed by any member of the academic faculty to members of the executive committee or to the faculty at a faculty meeting.

B. To be passed, a proposed amendment must receive a favorable vote from at least two-thirds of those eligible to vote (see Appendix A).

C. Amendments to the appendices shall be by majority vote.

D. The departmental code shall be reviewed in the year prior to the end of each term of the department head.
APPENDIX A: Voting members and voting processes of the department

I. Only faculty meeting the eligibility requirements in the Academic Faculty and Administrative Professional Manual are permitted to vote on academic, personnel, and fiscal matters, and on amendments to the departmental code. A quorum for a meeting is considered to be more than 50% of those eligible to vote. Faculty members on leave out of state (leave of absence or sabbatical leave) will not be counted in the quorum but will be permitted to vote on all matters permitted by the faculty manual and departmental code. Faculty members on leave can request exemption from voting. An abstention will count toward the number of faculty members necessary for a quorum. Proxy votes are appropriate on all issues except a recommendation for the granting of tenure, recommendation for promotion, or code changes.

II. On other matters, the academic faculty may agree to invite any or all or the following persons or groups to participate in voting. These include administrative professionals, state classified personnel, the student representative to the faculty meetings, emeritus faculty members and affiliate faculty members. Persons not a part of the academic faculty will be counted in the quorum only if they vote.

III. Rank choice voting may be used when voting among three or more choices.

IV. Paper ballots will be provided and may be returned in person. If the voter is out of state, the ballot may be provided and returned by email.
APPENDIX B: Definition of Department Faculty

I. Tenure track academic faculty members are assistant professors, associate professors, or professors on regular full-time or part-time appointments. They have full voting rights in faculty meetings, subject to the rules governing tenure and promotion decisions. (See the Academic Faculty and Administrative Professional Manual).

II. Non-tenure track academic faculty members may be instructors, senior instructors, or master instructors, or they may be assistant professors, associate professors, or full professors. They may vote on most departmental matters, with the exception of personnel matters involving tenured and tenure-track academic faculty.

III. Emeritus Academic Faculty

A. Appointment procedures will follow the Academic Faculty and Administrative Professional Manual.

B. Emeritus faculty members may serve on student graduate committees, be co-advisors of graduate students, supervise student research projects, and be appointed to temporary faculty positions.

IV. Adjunct academic faculty members are non-tenure track and may be in the instructor series or the professor series. Adjuncts faculty members are either on short term appointment of no more than two consecutive semesters or they are appointed for less than 50% time. Adjunct faculty members do not have voting rights in the department.

VI. Joint academic faculty appointments are faculty members appointed to two departments and they may attend faculty meetings. Voting rights of jointly appointed faculty members lie in the department contracting for the greatest percentage of time. Joint academic faculty appointments can be recommended by any regular academic faculty member or any group of faculty. After the faculty have had an opportunity to examine the vita of nominee, a vote will be taken. If, by simple majority, the vote is positive, the department Head shall make the appointment.

VIII. Joint Academic Faculty and Administrative Professional Appointments are persons appointed to both the Administrative Professional staff and to the Academic Faculty. They may attend departmental meetings, participate in discussions, and serve on graduate student committees. Their voting rights lie in the department contracting for the greatest percentage of time. Persons holding administrative professional appointments can be recommend for joint academic faculty member and administrative professional appointments by any regular academic faculty member or any group of faculty. After the faculty have had an opportunity to examine the vita of nominee, a vote will be taken. If, by simple majority, the vote is positive, the department head shall make the appointment.

IX. Transitional Appointments (See the Academic Faculty and Administrative Professional Manual).

X. Faculty Affiliates are professionals whose work associates them with the department. Faculty affiliates generally have stature and qualifications similar to those of regular academic faculty. Faculty affiliates may attend departmental meetings but do not vote. (See the Academic Faculty and Administrative Professional Manual).
A. Faculty affiliates can be recommended by any regular academic faculty member or any group of faculty members. After the faculty members have had an opportunity to examine the vita of nominee, a vote will be taken. If, by simple majority, the vote is positive, the department head shall make the appointment.

B. Such appointments must be renewed annually.

C. Faculty affiliates may serve on student graduate committees, be co-advisors of graduate students, or supervise student research projects.

XI. Department associates are persons whose work associates them with the department. The position of associate is recognition of contributions to department programs in Colorado. Associates do not attend department meetings and do not vote.

A. Department associates can be recommended by any regular academic faculty member or any group of faculty members. After the faculty members have had an opportunity to examine the vita of nominee, a vote will be taken. If, by simple majority, the vote is positive, the department head shall make the appointment.

B. Such appointments must be renewed every five years.
APPENDIX C: Expectations for teaching, research, extension, and service of non-tenure track and of tenure track faculty members.

For the professor series, positions will be designed as tenure track positions if the person holding the position is expected to developed scholarly work in research, teaching and/or extension, and service. If the position focuses only on one or two of these four core land grant university activities, then the position is designed as a non-tenure track position.

Instructor series positions are non-tenure track positions.

<table>
<thead>
<tr>
<th>Instructor Pathway</th>
<th>Professor Pathway</th>
</tr>
</thead>
<tbody>
<tr>
<td>Majority of workload in instruction on an averaged and annualized basis</td>
<td>Variable workload in instruction, research and/or service on an averaged and annualized basis</td>
</tr>
<tr>
<td>Rank/ HR Classification: Instructor</td>
<td>Rank/ HR Classification: Assistant Professor</td>
</tr>
<tr>
<td>Working Title: Instructor</td>
<td>Working Title for tenure track faculty: Assistant Professor</td>
</tr>
<tr>
<td></td>
<td>Working Title for NTTF: Assistant Professor of Practice</td>
</tr>
<tr>
<td>Required:</td>
<td>Required:</td>
</tr>
<tr>
<td>• Minimum Master’s degree (or commensurate specialized experience/training)</td>
<td>• Discipline specific terminal degree</td>
</tr>
<tr>
<td>• Minimum of 2 years professional experience</td>
<td>Preferred:</td>
</tr>
<tr>
<td></td>
<td>Record of achievement in the areas of Instruction and/or Extension, Research, and Service, as appropriate for the position description.</td>
</tr>
<tr>
<td>Preferred:</td>
<td>Demonstrated Excellence in the following areas</td>
</tr>
<tr>
<td>• Teaching experience in higher education setting</td>
<td>(dependent on position description):</td>
</tr>
<tr>
<td></td>
<td>• Effectiveness in Teaching – As defined below</td>
</tr>
<tr>
<td>Rank/ HR Classification: Senior Instructor</td>
<td>• Effectiveness in Extension – As defined below</td>
</tr>
<tr>
<td>Working Title: Senior Instructor</td>
<td>• Quality of Research- As defined below</td>
</tr>
<tr>
<td></td>
<td>• Service to the department that draws upon the individual’s expertise</td>
</tr>
<tr>
<td>Required:</td>
<td>Preferred:</td>
</tr>
<tr>
<td>• Minimum Master’s degree (or commensurate experience) OR Instructor Rank</td>
<td>Record of achievement in the areas of Instruction and/or Extension, Research, and Service, as appropriate for the position description.</td>
</tr>
<tr>
<td>• Minimum of 5 years professional experience as instructor (or equivalent)</td>
<td>Demonstrated Excellence in the following areas</td>
</tr>
<tr>
<td></td>
<td>(dependent on position description):</td>
</tr>
<tr>
<td>Preferred:</td>
<td>• Effectiveness in Teaching – As defined below</td>
</tr>
<tr>
<td>• Teaching experience at CSU</td>
<td>• Effectiveness in Extension – As defined below</td>
</tr>
<tr>
<td></td>
<td>• Quality of Research- As defined below</td>
</tr>
<tr>
<td></td>
<td>• Service to the department that draws upon the individual’s expertise</td>
</tr>
<tr>
<td>Rank/ HR Classification: Master Instructor</td>
<td>Rank/ HR Classification: Associate Professor</td>
</tr>
<tr>
<td>------------------------------------------</td>
<td>---------------------------------------------</td>
</tr>
<tr>
<td>Working Title: Master Instructor</td>
<td>Working Title for tenure track faculty: Associate Professor</td>
</tr>
<tr>
<td></td>
<td>Working Title for NTTF: Associate Professor of Practice</td>
</tr>
<tr>
<td>Required:</td>
<td>Required:</td>
</tr>
<tr>
<td>• Minimum Master’s degree (or commensurate experience) OR Senior Instructor Rank</td>
<td>• Discipline specific terminal Degree OR Assistant Professor Rank</td>
</tr>
<tr>
<td>• Minimum of 5 years professional experience as Senior Instructor (or equivalent)</td>
<td>• Minimum of 5 years relevant professional experience</td>
</tr>
<tr>
<td>Preferred:</td>
<td>Demonstrated Excellence in the following areas (dependent on FTE):</td>
</tr>
<tr>
<td>Teaching experience at CSU</td>
<td>• Leadership in Teaching — as defined below and with comprehensive evaluations of these innovations</td>
</tr>
<tr>
<td></td>
<td>• Leadership in Extension — as defined below and with comprehensive evaluations of these innovations</td>
</tr>
<tr>
<td></td>
<td>• Leadership and Productivity in Research</td>
</tr>
<tr>
<td></td>
<td>• Service to Campus/ University beyond the department that draws upon the individual’s expertise</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Rank/ Classification: Professor</th>
<th>Rank/ Classification: Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working Title for tenure track faculty: Professor</td>
<td>Working Title for NTTF: Professor of Practice</td>
</tr>
<tr>
<td>Required:</td>
<td>Required:</td>
</tr>
<tr>
<td>• Discipline specific terminal Degree OR Associate Professor Rank</td>
<td>• Discipline specific terminal Degree OR Associate Professor Rank</td>
</tr>
<tr>
<td>• 10 years of relevant professional experience</td>
<td>• 10 years of relevant professional experience</td>
</tr>
<tr>
<td>Demonstrated Excellence in the following areas (dependent on FTE):</td>
<td>Demonstrated Excellence in the following areas (dependent on FTE):</td>
</tr>
<tr>
<td>• Leadership in Teaching — as defined below and with comprehensive evaluations of these innovations</td>
<td>• Leadership in Teaching — as defined below and with comprehensive evaluations of these innovations</td>
</tr>
<tr>
<td>• Leadership in Extension — as defined below and with comprehensive evaluations of these innovations</td>
<td>• Leadership in Extension — as defined below and with comprehensive evaluations of these innovations</td>
</tr>
<tr>
<td>• Sustainability in Research</td>
<td>• Sustainability in Research</td>
</tr>
<tr>
<td>• Service to Communities and partners beyond the University that draws upon the individual’s expertise</td>
<td>• Service to Communities and partners beyond the University that draws upon the individual’s expertise</td>
</tr>
</tbody>
</table>
Faculty members’ work varies considerably; this is reflected in the differences in the percentage of time they allocate to teaching, research, and service. The following outlines the metrics for evaluation in each area which may be adjusted according to the position description and rank. Recognition is given for collaborative activities that result in synergistic outcomes. In all activities, faculty members are expected to conduct themselves according to the Principles of Community.

**Instruction, Advising, and Mentoring**
- Effectiveness of Course Delivery
- Quality of Course Content
- Effectiveness in Developing and Managing Instruction
  - Quality of Course Development
  - Quality of Curriculum Development
  - Effectiveness in Managing Multiple Course Sections
- Effectiveness in Mentoring Students
- Effectiveness of Academic Advising
- Using Research and Original Creative Work to Enhance Teaching
- Using Service to Enhance Teaching

**Research, Scholarship, and Creative Activity**
- Quality of Research and Original Creative Work
- Programmatic Nature of Research or Focus of Original Creative Work
- Sustainability of Research and Original Creative Work
- Productivity in Research and Original Creative Work
- Using Teaching to Enhance Research and Original Creative Work
- Using Service to Enhance Research and Original Creative Work

**Extension**
- Quality and effectiveness of extension activities and creative ways of engaging constituents, stakeholders, departmental faculty and county extension agents
- Effective program development and focus of extension activities in relation to individual’s expertise
- Sustainability of extension activities through extramural funds to strengthen and build connections with stakeholders and perform applied research as relevant to immediate stakeholder needs and concerns
- Productivity as relevant to extension including extension publications, presentations, one-to-one consultation, writing and distributing educational materials, as well as applied research to address stakeholder initiatives
- Effective in providing accurate information and advice on product labels, laws, or policies that affect food safety and quality or land management.
- Using best practices in teaching to enhance extension and engagement through workshops, webinars, and online media.
- Using service to enhance applied research, extension and engagement including but not limited to involvement and initiation of citizen science activities, K-12 programs, 4H programs etc
University/ Professional/ Public Service and Outreach

- Service to the Institution
- Service to the Profession
- Service to Society through Consultation and Engagement
- Using Teaching, Research, Extension, or Creative Activity to Enhance Service

Professional Development:

- Workshops
- Webinars
- Courses
- Conferences
- Other professional interactions

[Adopted by the Department 3 February 1998

Revisions made 16 October 1998
Revisions made 27 August 2002
Revisions made 14 November 2003
Revisions made 2 October 2007
Revisions made 3 March 2008
Revisions made 22 October 2013
Revisions made 5 March 2018]