**Teaching Track or Clinical Teaching Track NOT on Employment Contract for Teaching Faculty**

**TEMPLATE**

**Revised Spring 2024**

*Use for: Assistant Teaching Professors not on Employment Contract for Teaching or Librarianship, Associate Teaching Professors not on Employment Contract for Teaching or Librarianship, and Teaching Professors not on Employment Contract for Teaching or Librarianship. This template may also be used for the Clinical Teaching Track series.*

Date

Address

Dear \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_:

I am pleased to offer you a 100% appointment to the faculty of the University of Colorado Boulder as *[TITLE]*. This offer is made upon the recommendation of the Department of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ with the concurrence of the Dean of the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and the Vice Provost and Associate Vice Chancellor for Faculty Affairs*,* and is subject to final approval by the Provost and Executive Vice Chancellor for Academic Affairs of the University of Colorado Boulder.

1. **Appointment Details**

Subject to approval by the Provost, your service will begin on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. *[Teaching track appointments usually start on the first day of an academic semester]* Your initial academic year salary will be $\_\_\_\_\_\_\_\_. This is a non-tenure track appointment and may be renewable in accordance with University provisions concerning renewal and reappointment found in the Laws of the Regents. Should the unit elect to renew this at-will appointment, you will be reviewed for reappointment on the unit’s usual timeline of \_\_\_\_\_\_\_\_\_ [insert review timeline].

*[If a non-renewable appointment, substitute the preceding sentences with the following: "This is a non-tenure track appointment that is non-renewable and it will end \_\_\_\_\_\_\_\_\_\_\_\_."]*

*[If applicable]:* You will receive $\_\_\_\_\_\_\_\_ to purchase \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (a computer, etc.) which will remain the property of the University of Colorado but will be for your exclusive use so long as you remain a member of the faculty.

*[If applicable]:* In order to assist you with your relocation, the University will reimburse the actual moving and transportation costs for you to relocate, up to a maximum of $\_\_\_\_\_\_\_\_ and subject to [University policy](https://www.cu.edu/controller/tax/moving-expenses).

Please note New Faculty Orientation day will be on August \_\_, 20\_\_, which is a required event for new faculty. [*insert date – New Faculty Orientation is held exactly one week before the first day of Fall classes each year*]. See section 4 below for additional details about preparing for this event.

1. **Teaching and Leadership and Service Responsibilities** [Required section]

For purposes of annual merit evaluation, your efforts and accomplishments will be assessed according to the following formula: \_\_\_\_\_\_\_\_% teaching and \_\_\_\_\_\_\_\_% leadership and service to the Department, University, and profession.

*[Scholarly and creative works are rare for teaching track faculty. If scholarly and creative works are included as a percentage of the annual merit evaluation include the following statement]:* Unlike the expectations placed on tenure-track faculty, you understand that the University places no requirement on teaching track faculty to conduct scholarly and creative works as part of the condition of employment. You have voluntarily requested that your evaluation formula include \_\_\_% *[the standard scholarly and creative work amount for teaching track faculty is usually 10%]* scholarly and creative work so that your annual merit evaluation may take your voluntary efforts in this area into consideration. *[If this is a one-year, non-renewable appointment, and no merit review is anticipated, then this paragraph may be deleted.]*

Your normal classroom teaching assignments will include \_\_\_\_ courses per academic year. By accepting this position, you agree to perform duties and responsibilities which are in the area of your expertise or academic interest, or are otherwise appropriate, and which are assigned to you consistent with your rights and responsibilities as a faculty member, and the policies and procedures of the University and of your academic unit.

With agreement from you, your differential workload can be altered by the Department/Unit. If an element of your duties changes (e.g., courses added or reduced) without a change in other assigned duties, then the total % FTE will change, and the salary and differential workload should be adjusted accordingly.

1. **Professional Development** [Required section]

The University of Colorado places a priority on supporting faculty and offers a robust array of [programs and services to support faculty development](https://www.colorado.edu/facultydevelopmentandsupport) from hiring to retiring. The [Center for Teaching and Learning (CTL)](https://www.colorado.edu/center/teaching-learning) offers all faculty a variety of professional development workshops throughout the year in establishing strong learning environments and discipline-specific pedagogy.

1. **Policies and Training Responsibilities**[Required section]

By accepting this appointment, you agree to comply with all resolutions, rules and regulations adopted by the Board of Regents, and with policies and regulations adopted by the campus, department, school, college, or other academic unit in which your appointment is made, consistent with the policies and procedures of the University and your rights and responsibilities as a faculty member. For additional information, please see the following links at:

[Board of Regents Faculty Rights and Policies](https://www.cu.edu/regents/law/5)

[Code of Conduct](https://www.cu.edu/ope/aps/2027)

[Professional Rights and Responsibilities of Faculty Members](https://www.colorado.edu/facultydevelopmentandsupport/faculty-relations/professional-rights-and-responsibilities-prr)

The primary unit defines the criteria for the reappointment and promotion of teaching track faculty. For a description of the Primary Unit Criteria in the *[insert department or program name here]*, please visit the following link: *[insert link to the department or program primary unit criteria here].*

In accordance with [Regent Policy 5.J](https://www.cu.edu/regents/policy/5), [APS 1013](https://www.cu.edu/ope/aps/1013), and subsequently adopted IP policies, you hereby assign to the University all rights you have or may have in any University discoveries, and you agree to promptly disclose all such discoveries to the University and execute all papers as the University may deem necessary to secure for the University the rights herein assigned.

This position is exempt from the overtime provisions of the Fair Labor Standards Act and as such is not eligible for overtime compensation.

The laws of the state of Colorado require that faculty members of the University who are citizens of the United States affirm in writing that they will support the constitutions of the United States and of Colorado, and that they will faithfully execute the duties of their employment. The required faculty pledge form is enclosed. [*If faculty member has already completed the pledge, then this paragraph can be omitted.*]

State law specifically requires that you be an employee-at-will in your non-tenure track position and that the following paragraph be included in this letter of offer.

*Your appointment is at-will, which means you do not have a contractual right, express or implied, to remain in the university’s employ and where either the university or you may lawfully terminate the employment relationship at any time, with or without cause. No compensation, whether as a buy-out of the remaining term of contract, as liquidated damages, or as any other form of remuneration, shall be owed or paid to you upon or after termination of such contract except for compensation that was earned prior to the date of termination.*

This offer is contingent upon the satisfactory completion of a criminal background check as required by the University. You will receive an e-mail from the University’s external vendor, HireRight Customer Service ([customerservice@hireright.com](mailto:customerservice@hireright.com)) that will direct you to complete the authorization form on-line. The background check must be completed prior to employment. By accepting this offer you verify that you’ve read the University’s background check requirements, including your self-disclosure obligation which begins from the date of acceptance, available on the web at: <https://www.colorado.edu/policies/background-check-policy>. [*If faculty member has already completed a background check, then this paragraph can be omitted.*]

All new faculty at the University of Colorado Boulder are required to complete training on sexual misconduct, discrimination, and harassment. A CU Identikey is required in order to access the training. You will receive an e-mail from your college or school personnel coordinator once your Identikey has been established. Once your Identikey is in place, please visit the following web address located on the Office of Institutional Equity and Compliance (OIEC) website for instructions on how to complete the required training: <https://www.colorado.edu/institutionalequity/training-and-education>.

The online training must be completed prior to the in-person campus New Faculty Orientation to be held on [*insert date – New Faculty Orientation is held exactly one week before the first day of Fall classes each year*]. OIEC recommends that the on-line training be completed as close to the in-person orientation as possible so as to reinforce content. [*If faculty member is not new and will not be attending New Faculty Orientation, then everything above this sentence in the paragraph can be omitted. Please keep the paragraph below on the PRR.*] The Professional Rights and Responsibility and Roles and Professional Responsibilities of Academic Leaders (PRR) document sets forth a foundation for supporting a positive and respectful faculty work culture. Faculty are expected to understand and incorporate the PRR into the fabric of their research, scholarship, creative work, teaching, and service. Training for all faculty in understanding and using the PRR is available through [Skillsoft](https://universityofcolorado.skillport.com/skillportfe/custom/login/saml/login.action?courseaction=summary&assetid=_scorm12_cu_u10111_0001).

CU receives a large portion of its research funding from U.S. government agencies, and some of this research involves technology that is of a sensitive nature, either for national security reasons or otherwise. As a result, your ability to publish your research and to employ or collaborate with foreign nationals may be contingent upon obtaining authorization from the U.S. Departments of State, Commerce or Treasury. The CU Office of Export Controls can assist in making this determination and applying for authorization. Please use the research support toolkit found here, <https://www.colorado.edu/researchinnovation/ori>, or contact [exportcontrolshelp@colorado.edu](mailto:exportcontrolshelp@colorado.edu) for any questions or concerns you might have.

All faculty responsible for the purpose, design, conduct, or reporting of research on campus are required to disclose significant financial and personal interests and external professional activities. Please review the [Disclosure of External Professional Activities (DEPA) Form](https://www.colorado.edu/researchinnovation/coi) and its requirements.

1. **Benefits** [Required section]

If you have any questions about available benefits as a faculty member, please contact [Benefits, part of Employee Services](https://www.cu.edu/employee-services), at (303) 860-4200, option 3. You have 31 days from your hire date to enroll in any benefits programs. If your appointment begins on the first of the month, medical and dental coverage begin on that date. If your appointment begins on any other date, coverage begins the first day of the following month. Your specific start date and benefits eligibility are determined by University policy,

which may be amended from time to time. For additional information, please see the following link at: <https://www.cu.edu/employee-services/benefits-wellness>.

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In order that a recommendation for appointment may be submitted to the Provost on your behalf, please notify me by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 20\_, of your willingness to accept this position by returning the signed letter via DocuSign. We look forward to your acceptance of this offer and your contributions to the University.

Sincerely,

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Chair Date

Concurred by:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Dean Date

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Michele Moses Date

Vice Provost and Associate Vice Chancellor for Faculty Affairs

I accept this offer of the faculty position described above, with the understanding that this offer is conditional upon approval of my appointment by the Provost of the University of Colorado Boulder.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature Date

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Candidate e-mail address

I decline this offer.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature Date

**Candidate: Please proceed to the final page of this document to provide additional required information.**