

**Board Policy Manual Amendment  
Section 2-2-305 Academic Titles**

**RECOMMENDATION**


It is recommended that the Board of Trustees approve updates to section **2-2-305 Academic Titles** of the Board Policy Manual.

**BACKGROUND**

The proposed University of Northern Colorado College of Osteopathic Medicine has a need for academic titles to accommodate faculty members who will be hired into either full-time or part-time positions and compensated monetarily. Two specific titles (Osteopathic Medicine Faculty and Clinical Affiliate Faculty) do not currently exist in Board Policy. The recommended policy amendments accomplish the following:

1. Create an Osteopathic Medicine Faculty title (subsection V), which may be used for tenure, tenure-track, or contract-renewable faculty members.
2. Create a Clinical Affiliate Faculty title (subsection VI), which may be used for faculty members who do not hold an academic rank.
3. Modify the preexisting titles of Clinical Faculty and Research Faculty from being exclusively used for contract-renewable faculty members to also being usable for tenure and tenure-track faculty members in anticipation of a future need.
4. Make various changes in language consistent with that in use in the Board Policy Manual.

The proposed changes were approved by the Faculty Senate on November 25, 2024.

<i>Tamra J. English</i>	12/05/2024		12/06/2024
Responsible Staff	Date	President	Date
Board Action	Date		



**Part 3 – Academic Ranks and Titles**

**2-3-305 Academic Titles.**

Although faculty ranks are limited to lecturer, senior lecturer, instructor, assistant professor, associate professor, or professor, **the following** academic titles may be used for some faculty **members**. Titles may include, but are not limited to, Visiting Faculty, Clinical Faculty, Research Faculty, **Osteopathic Medicine Faculty, Clinical Affiliate Faculty**, and Professional-in-Residence (e.g., Artist-in-Residence, Executive-in-Residence, etc.). ~~The designations used for ranks specified in 2-3-301 Academic R Faculty ranks may not also be used for titles.~~

- (I) Visiting Faculty. Visiting faculty may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Visiting faculty positions are contract-renewable. Due to the limited duration of these positions, faculty in visiting positions are not eligible for promotion and are not considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3- 701(1) Faculty Compensation Procedures].
- (II) Clinical Faculty. Clinical faculty may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Clinical faculty positions ~~are~~ **may be tenure, tenure-track, or contract-renewable; this designation must be made at the time of offer**. Clinical faculty are eligible for consideration for **tenure and** promotion. The **tenure and** promotion criteria ~~for Clinical Faculty~~ shall be determined by the relevant program area faculty and shall ~~be based primarily on~~ **include** excellence in clinical applications performance [See 2-3-901 Promotion Guidelines]. Clinical faculty are considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3- 701(1) Faculty Compensation Procedures].
- (III) Research Faculty. Research faculty may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Research faculty positions **may be tenure, tenure-track, or** ~~are~~ contract-renewable. Research faculty are eligible for consideration for **tenure and** promotion. The **tenure and** promotion criteria ~~for Research Faculty~~ shall be determined by the

relevant program area faculty and shall be based primarily on ~~include~~ excellence in research performance [See 2-3-901 Promotion Guidelines]. Research faculty are considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

- (IV) Professional-in-Residence. Professionals-in-Residence (e.g., Artist-in-Residence, Executive-in-Residence, etc.) may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Professional-in-Residence positions are contract-renewable. Professionals-in-Residence are eligible for consideration for promotion. The promotion criteria ~~for Professionals-in-Residence~~ shall be determined by the relevant program area faculty and shall be based primarily on excellence in performance in the relevant area of expertise [See 2-3-901 Promotion Guidelines]. Professionals-in-Residence are considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].
- (V) Osteopathic Medicine Faculty. Osteopathic Medicine Faculty may hold any faculty tank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Osteopathic Medicine Faculty positions may be tenure, tenure-track, or contract-renewable; this designation must be made at the time of offer. Osteopathic Medicine Faculty are eligible for consideration for tenure and promotion. The tenure and promotion criteria shall be determined by the relevant program area faculty [See 2-3-901 Promotion Guidelines]. Osteopathic Medicine Faculty are considered continuing Faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].
- (VI) Clinical Affiliate Faculty. Clinical Affiliate Faculty are Affiliate Faculty [See 2-3-304(1)]. Clinical Affiliate Faculty must show evidence of experience, skills and/or other qualifications that enable them to provide the services required by the University. Clinical Affiliate Faculty members do not hold academic ranks. Are not eligible for promotion, and are not considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-70(1) Faculty Compensation Procedures].