



Colorado Legislative Council Staff
NO FISCAL IMPACT

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Prime Sponsor(s): Rep. King

Bill Status: House Education

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TITLE: CONCERNING THE TENURE PROCESS FOR FACULTY MEMBERS AT STATE INSTITUTIONS OF HIGHER EDUCATION.

Summary of Assessment

On or before January 1, 2007, the bill requires the governing board of each state institution of higher education to adopt a post-tenure review policy for periodic review of all tenured faculty members employed by the institution. The policy must involve, at a minimum:

- an evaluation of the tenured faculty member within 3 years after tenure is granted and every 5 years thereafter;
- the creation of a performance plan for each faculty member deemed to have unsatisfactory performance; and
- the termination of tenure or employment of the member if the standards in the performance plan are not met.

The required evaluation must include the tenured faculty member's (1) performance in teaching and his or her students' level of achievement; (2) research and scholarly activity; and (3) contributions in the area of public service to the institutions of higher education and the community.

Finally, the bill requires each governing board to file its post-tenure review policy with the Colorado Commission on Higher Education (CCHE). This bill will become effective upon signature of the Governor.

State institutions of higher education currently conduct reviews for professors seeking tenure based on the three factors identified in the bill. The cost of implementing such review processes for faculty that have already received tenure would be marginal. Thus, this bill will not affect state or local revenues or expenditures and is assessed as having no fiscal impact.

Departments Contacted

Higher Education