

Current Appointments for Faculty off the Tenure Track

Contract

Strengths

- “Gold standard” appointment to create greater NTTF job security
- Eligible for promotion
- Backed by Colorado legislature
- Termination is grievable (Faculty Manual process required)
- “Naturally” renewing (non-renewal of contract requires 1 year advance notice)
- Denial of request for contract requires written justification
- If ended, employee moves to Continuing

Weaknesses

- Still technically “at will” because of current contract language
- Marked by an end date in the HR system

Continuing

Strengths

- Eligible for promotion
- Effectively on-going--Not marked with an end date in the HR system
- Employee can request a contract after 10 semesters

Weaknesses

- Completely at will
- Termination can occur with minimal process and without explaining reasoning
- Termination is not grievable
- Job security dependent on “good will”
- Provides less job security than Contract
- **Attractive to administration to maximize flexibility**

Adjunct

- Not eligible for promotion
- Not eligible to vote for Faculty Council representatives
- Not eligible to serve as Faculty Council or committee representatives
- Restricted to less than 50% time (may hold another job or get benefits through another provider)
- Restriction exception: Service over 50% limited to 2 consecutive semesters
 - Then moved to Contract/Continuing or departs CSU