



# FACT SHEET



## OFFICE OF GOVERNMENT RELATIONS

# Please Support Employment Contracts Non-Tenure Track Professors

### About:

- The concept would expand current statute (created in 2012) that permits institutions to offer an unlimited number of 3 year employment contracts for non-tenure track instructors that are 50% FTE or more.
- The legislative request is to increase the 3 year contract maximum to a 5 year maximum. As consistent with current statute, the offering of contracts would remain permissive and current caveats would remain intact (CFO approval, ability to terminate contracts for fiscal constraints).
- Original bill/current statute: **HB 12-1144 Employment Contracts Non-tenure-track Professors (Fischer/Bacon)**

# Non-Tenured Track Faculty Employment Contracts

---

SEN MARK BAISLEY & SEN JEFF BRIDGES  
REP JUDY AMABILE & REP ELIZA HAMRICK

Developed in Collaboration with the  
University of Colorado Office of Government Relations

**Extends the maximum length of an employment contract between a state system of higher education and a non-tenure-track teacher or librarian from 3 years to 5 years.**

Non-tenured track faculty are now the majority of teachers and librarians at Colorado's institutions of higher education. They teach the majority of student credit hours throughout our universities and are the backbone of the mission to educate all. Increasing the maximum length of employment contracts for these professionals from 3 years to 5 years will enable them to experience more job security, and provide benefits to students by enabling more experienced and consistent staffing. Five-year contracts will likely attract more out-of-state job candidates as well.

This bill helps address one of the main issues instructional, research, and clinical faculty face, which is job security. Consistent with current statute, the offering of contracts would remain permissive and current caveats would remain intact (CFO approval, ability to terminate contracts for fiscal constraints).

**SB23-048 will positively impact staff recruitment and retention, without creating a mandate.**

The bill is essentially an update to HB12-1144 "Concerning Authorizing Institutions of Higher Education to Enter Into Employment Contracts for Non-Tenure-Track Classroom Teachers" with the following change:

*"...each system of higher education and each campus of each state institution of higher education may, subject to the approval of the chief executive officer of the system or institution and any rules or limitations established by the chief executive officer, have in effect an unlimited number of term employment contracts or term employment contract extensions having a duration of not more than ~~three years~~ FIVE YEARS OR FEWER with an unlimited number of government-supported officials or employees if the term employment contracts or term employment contract extensions are for half-time or longer, non-tenure-track classroom teaching appointments or librarian appointments."*



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

---

REP JUDY AMABILE [judy@judyamabile.com](mailto:judy@judyamabile.com)

REP ELIZA HAMRICK [eliza.hamrick.house@coleg.gov](mailto:eliza.hamrick.house@coleg.gov)

# Non-Tenured Track Faculty Employment Contracts

---

SEN MARK BAISLEY & SEN JEFF BRIDGES

REP JUDY AMABILE & REP ELIZA HAMRICK

Developed in Collaboration with the  
University of Colorado Office of Government Relations

**Extends the maximum length of an employment contract between a state system of higher education and a non-tenure-track teacher or librarian from 3 years to 5 years.**

Non-tenured track faculty are now the majority of teachers and librarians at Colorado's institutions of higher education. They teach the majority of student credit hours throughout our universities and are the backbone of the mission to educate all. Increasing the maximum length of employment contracts for these professionals from 3 years to 5 years will enable them to experience more job security, and provide benefits to students by enabling more experienced and consistent staffing. Five-year contracts will likely attract more out-of-state job candidates as well.

This bill helps address one of the main issues instructional, research, and clinical faculty face, which is job security. Consistent with current statute, the offering of contracts would remain permissive and current caveats would remain intact (CFO approval, ability to terminate contracts for fiscal constraints).

**SB23-048 will positively impact staff recruitment and retention, without creating a mandate.**

The bill is essentially an update to HB12-1144 "Concerning Authorizing Institutions of Higher Education to Enter Into Employment Contracts for Non-Tenure-Track Classroom Teachers" with the following change:

*"...each system of higher education and each campus of each state institution of higher education may, subject to the approval of the chief executive officer of the system or institution and any rules or limitations established by the chief executive officer, have in effect an unlimited number of term employment contracts or term employment contract extensions having a duration of not more than ~~three years~~ FIVE YEARS OR FEWER with an unlimited number of government-supported officials or employees if the term employment contracts or term employment contract extensions are for half-time or longer, non-tenure-track classroom teaching appointments or librarian appointments."*



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

---

REP JUDY AMABILE [judy@judyamabile.com](mailto:judy@judyamabile.com)

REP ELIZA HAMRICK [eliza.hamrick.house@coleg.gov](mailto:eliza.hamrick.house@coleg.gov)

# Non-Tenured Track Faculty Employment Contracts

---

SEN MARK BAISLEY & SEN JEFF BRIDGES

REP JUDY AMABILE & REP ELIZA HAMRICK

Developed in Collaboration with the  
University of Colorado Office of Government Relations

**Extends the maximum length of an employment contract between a state system of higher education and a non-tenure-track teacher or librarian from 3 years to 5 years.**

Non-tenured track faculty are now the majority of teachers and librarians at Colorado's institutions of higher education. They teach the majority of student credit hours throughout our universities and are the backbone of the mission to educate all. Increasing the maximum length of employment contracts for these professionals from 3 years to 5 years will enable them to experience more job security, and provide benefits to students by enabling more experienced and consistent staffing. Five-year contracts will likely attract more out-of-state job candidates as well.

This bill helps address one of the main issues instructional, research, and clinical faculty face, which is job security. Consistent with current statute, the offering of contracts would remain permissive and current caveats would remain intact (CFO approval, ability to terminate contracts for fiscal constraints).

**SB23-048 will positively impact staff recruitment and retention, without creating a mandate.**

The bill is essentially an update to HB12-1144 "Concerning Authorizing Institutions of Higher Education to Enter Into Employment Contracts for Non-Tenure-Track Classroom Teachers" with the following change:

*"...each system of higher education and each campus of each state institution of higher education may, subject to the approval of the chief executive officer of the system or institution and any rules or limitations established by the chief executive officer, have in effect an unlimited number of term employment contracts or term employment contract extensions having a duration of not more than ~~three years~~ FIVE YEARS OR FEWER with an unlimited number of government-supported officials or employees if the term employment contracts or term employment contract extensions are for half-time or longer, non-tenure-track classroom teaching appointments or librarian appointments."*



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

---

REP JUDY AMABILE [judy@judyamabile.com](mailto:judy@judyamabile.com)

REP ELIZA HAMRICK [eliza.hamrick.house@coleg.gov](mailto:eliza.hamrick.house@coleg.gov)