

**College of Arts and Sciences**  
**Task Force on Instructor-Rank Faculty**  
March 15, 2019

**EXECUTIVE SUMMARY**

**Motivation**





career-long commitment to the College, and represent some of our foremost campus citizens. A career in service of CU should be honored. For many Instructors, that is hardly the case. We recommend that the College:

- ⟨ Ensure the existence of clear policies in every unit for standards for reappointment as well as promotion of Instructors through ranks (Instructor to Senior Instructor, and to Teaching Professor). Instructors should not be disadvantaged in their careers by the absence of such unit policies, or an unwillingness to create them. **(Rec. 4a)**
- ⟨ Create additional Instructor lines. An undue reliance on Lecturer positions does not serve students or the College well, and is corrosive to the spirit of the university. **(Rec. 4j)**
- ⟨ Develop clear policies for Instructor searches that would facilitate a path to Instructor positions for highly qualified, long-time Lecturers by (1) recognizing their CU-Boulder contributions even as rigorous searches are conducted, and (2) implementing a transitional cost-sharing plan so that financial considerations do not stand in the way of deserved transitions from Lecturer to Instructor.