

**CU Denver Faculty Title Series Appointments and Promotion  
Equal Pay for Equal Work Act Implications  
Instructors, Clinical Teaching Track (CTT) and Visiting Professors**

Prepared by Joann Brennan  
June 2021

**Purpose**

The purpose of this document is to explain how the Equal Pay for Equal Work Act (EPEWA) affects CU Denver's practices related to faculty title series appointments and promotion of Instructors, Clinical Teaching Track (CTT) and Visiting Professors.

**Overview**

In January 2021, the State of Colorado enacted the Equal Pay for Equal Work Act (EPEWA), designed to implement measures to prevent pay disparities. The EPEWA requires new faculty positions to be posted along with their salary ranges. However, promotions within a faculty title series, such as from Associate Professor Clinical Teaching Track to Professor Clinical Teaching Track, do not require postings.

**Faculty Appointments:**

The EPEWA affects appointments within the Instructor, Clinical Teaching Track (CTT), and Visiting Professor title series. CU Denver considers these series as distinct based on their unique roles, responsibilities, and expectations. The initial hire for all Instructor, CTT, and Visiting Professor positions require a posting (along with salary ranges), search process, review and approval.

NOTES:

- Schools/Colleges determine the approach taken for posting positions.
- Faculty members in any faculty title series may apply for position postings. Example - Instructors could apply to a posted CTT position, CTT faculty could apply to a posted tenure-track position.
- In cases of CTT faculty, renewing a CTT faculty member's contract requires a new appointment letter but does not require a position posting.

**Faculty Promotions:**

The Instructor and CTT faculty title series includes promotion or rank advancement pathways. Promoting CTT and Instructors within their respective faculty title series does not require a posting and search process. Visiting Professors are hired within the rank they currently hold at their respective institutions. As such, there are no rank advancement processes for the Visiting Professor Series.

NOTES:

- After the initial appointment into an Instructor or CTT position, promotional pathways may be possible (see below).
  - Senior Instructor to Principal Instructor
  - Associate Professor Clinical Teaching Track to Professor Clinical Teaching Track
- The Instructor title series is not considered a promotional pathway into the CTT title series. Instructors may be eligible to apply for available CTT positions through the required posting process.

### **Visiting Professors: Appointments**

Visiting Professors appointments are temporary appointments for a defined period of time. The title should indicate the faculty member's rank at their home institution (Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor). CU Denver Visiting Professor appointments must include defined periods of time as confirmed by School/Colleges and formalized in appointment contracts. When the time period for a temporary position has ended an appointment cannot be extended. A new posting and search process must occur.