



MULTI-YEAR CONTRACT (MYC) INFO SHEET

Multi-Year Contracts (MYCs) of up to five years are permitted by state law (C.R.S. 24-19-104(1.5)(d)) and are encouraged in Regent Policy (5.C.3(C)) and campus policy (CAP 1027D) for high performing IRC faculty with a minimum 0.5 FTE teaching assignment or librarianship appointment. Key features of a MYC include the following:

- **Limited term appointment.** The University of Colorado recognizes four types of faculty appointment: continuous, limited, indeterminate, and at-will. IRC faculty without a MYC have at-will appointments, which allow either the university or the employee to terminate employment at any time with or without cause. In contrast, limited appointments are for a specified period during which termination can occur under certain conditions only, as specified in the contract. IRC faculty with MYCs have limited appointments. They are NOT at-will.
- **Termination for cause.** The MYC stipulates multiple grounds for termination for cause for individuals who are not new employees to the university:
 - Material failure to perform the duties of the position
 - Material violation of Regent Law or Policy, System Administrative Policy Statement (APS), or Campus, College/School or Unit rule or policy
 - Being found responsible for violating the Discrimination and Harassment, Sexual Misconduct and/or Amorous Relationship policies
 - Conduct considered grounds for termination of tenured or tenure-track faculty
 - Conviction of a felony or any offense involving moral turpitude
- **Fiscal and discontinuance provisions.** In addition to allowing termination for cause, the contract includes provisions by which any faculty member may be terminated if the university lacks present cash reserves sufficient to pledge irrevocably to satisfy the terms of the contract, there is a campus-wide fiscal crisis, or the faculty's department/unit or degree program has gone through Program Discontinuance.
- **Recourse.** If the university terminates the contract prior to its end for any reason other than the grounds for "termination for cause" or the fiscal and discontinuance provisions listed above, the faculty member is entitled to claim damages in accordance with the contract terms.

- **Commitment.** While MYCs are not the same as tenure, they signal the university's commitment to faculty and stand as an indication of intent to retain and invest in highly effective Instructors, Teaching Professors, Researchers, and Clinical faculty.
- **Planning.** When a contract is signed, a faculty member can reasonably assume employment with the university, subject to the contract terms, for the duration of the contract, which may allow for personal and professional planning over a longer term than 9-month at-will appointments.

Related Policies:

- Regent Policy 5.C.3 (Instructional, Research and Clinical Faculty Appointments)
- APS 5053 (Multi-Year Contracts for Instructional, Research and Clinical Faculty)
- APS 5060 (Faculty Appointments)
- CAP 1027D (Multi-Year Contracts for Instructional, Research, and Clinical Faculty with Teaching Responsibilities or Librarian Appointments)
- CAP 1019D (Instructional, Research, and Clinical Faculty Appointments)
- CAP 1029D (Standards for Notice of Non-Renewal for Faculty Other than Those with Tenured or At-Will Appointments)

This document has been prepared by UCDALI as a reference for faculty, staff, and administrators. It has been reviewed for accuracy by University Counsel and the Office of Faculty Affairs. In all matters, faculty should refer to the terms in the actual contract, which will be applied in all cases.

Approved by the UCDALI Executive Committee on May 1, 2026.