



Campus Administrative Policy

Policy Title: **Administrator's Salary on Return to the Faculty**

Policy Number: 1013A Functional Area: Academic and Faculty Affairs

Effective: December 19, 2025

Approved by: Roderick Nairn
 Executive Vice Chancellor for Academic and Student Affairs

Applies to: CU Anschutz

A. Introduction

[Regent Policy 3.H](#) grants a University administrator the right to return to their tenured position upon the completion of an administrative assignment. The administrator returning to their faculty position is to receive compensation commensurate with their academic and administrative experience and expertise, actual duties and responsibilities upon return to the faculty, and consistent with existing university rules, policies and agreements.

Compensation for differential workload assignments upon return to the faculty is not subject to this policy.

B. Policy Statement

1. Upon the appointment of a tenured faculty member to an administrative position, the faculty member must be provided with a new letter of offer or an addendum to an existing letter of offer. The new letter or addendum will state the terms of the administrative appointment and must reference Regent Policy 3.H and this campus policy. Both policies must be included as attachments to the letter or addendum. In accordance with Regent Policy 3.H:

- a. The letter or addendum should include a method to determine the faculty salary upon the administrator's return to the faculty. The method must be mutually agreed upon by the faculty member, the appointing authority in consultation with the dean of the school/college and the chair/director of the unit in which the faculty is rostered; reviewed by university counsel for consistency and compliance with statute; and approved and signed by the chancellor.
 - b. If a letter of offer or addendum for the administrative appointment does not contain a mutually agreed upon return salary method, the faculty salary shall be determined by the appointing authority in consultation with the dean of the college/school and the chair/director of the unit in which the faculty position is rostered. The appropriate salary shall be based upon the faculty member's academic and administrative experience, expertise, and standing in the discipline; actual duties and responsibilities to be performed upon return to the faculty; and existing rules, policies, and written agreements. The faculty member's salary shall be within the salary range of faculty of the same rank in the academic unit and shall be no higher than the highest salary in the academic unit.
2. If the returning administrator held the position of dean in a school or college, the provost shall conduct a faculty salary analysis and, after consultation with the relevant chair and appointing authority, recommend the salary to the Chancellor.
3. Under extraordinary circumstances, exceptions to this policy may be approved by the chancellor (or by the president in the case of a chancellor returning to the faculty).
4. Once the faculty salary for a returning administrator is determined, salary setting in future years shall follow the normal processes outlined by Regent Policy 11.B.

Notes

1. History

- August 28, 2003: Adopted by the Chancellor
- June 17, 2004: Revised; Clarifying language added in several sections.
- January 1, 2014: Format modified to reflect a Campus-wide effort to recast and revitalize various Campus policy sites into a standardized and more coherent set of chaptered policy statements organized around the several operational divisions of the university.
- March 7, 2019: Revised
- December 19, 2025: Policy 1013 was recast into separate policies for Denver (1013D) and Anschutz (1013A). 1013A was further revised to align with changes to Regent Policy.

2. Cross References/Appendix

- [Board of Regents Policy 3H: Compensation for Officers of the Administration Returning to Their Faculty Positions](#)
- [Board of Regents Policy 11B: Faculty Salary](#)

3. Responsible Officer

- Executive Vice Chancellors for Academic and Student Affairs