A. INTRODUCTION

Regent Policy 3.1 grants a University administrator the automatic right to return to their tenured position or permits the administrator to serve in any campus or University-wide teaching, research, or administrative position acceptable to the President and any unit (school, college, administrative unit or combination thereof) providing funding. [https://www.cu.edu/regents/Policies/Policy31.htm] The administrator returning to a faculty or other position is to receive compensation commensurate with actual duties and responsibilities and consistent with existing University rules, policies and agreements.

B. POLICY STATEMENT

1. Assignment of the appropriate faculty salary for faculty leaving a full-time administrative appointment and returning to the faculty is determined by the immediate supervisor (appointing authority) in consultation with the dean of the school/college/library and the chair/supervisor of the unit in which the returning
administrator holds tenure. This salary shall be based on the person’s academic
and administrative experience, accomplishments, expertise, academic rank and
standing in the discipline and the functions the person will be expected to
perform upon return to the faculty.

2. If the returning administrator held the position of dean in the
school/college/library, the provost shall conduct a faculty salary analysis and,
after consultation with the relevant chair and appointing authority, recommend
the salary to the Chancellor.

C. PROCESS

1. A letter of offer for an administrative position or an addendum to an existing
contract for an administrative position must inform the faculty member that their
salary, upon return to the faculty, must conform to the parameters of Regent Policy
3.1; no automatic conversion ratio of an administrative salary to a faculty salary is
permitted (e.g., no setting a salary for a 9-month faculty appointment based on
pro-rating the prior 12-month administrative salary). The letter of offer or
addendum must include reference to Regent Policy 3.1 and this campus policy and
must have a copy of both policies attached.

2. 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 faculty salary in
the academic unit unless the administrator had been the highest paid faculty
member in the unit when they assumed an administrative position.

3. Assignment of the appropriate faculty salary (from within the range of the unit and
its discipline) shall be based upon:

   a. the individual’s prior academic experience, expertise, accomplishments and
      standing in the discipline (when last active in the field). Past faculty annual
      merit evaluations may assist the supervisor in assessing the faculty record.
   b. the administrative expertise and record of accomplishments; annual merit
      evaluations from the years of administrative service may assist the supervisor
      in this assessment.
   c. actual duties and responsibilities to be performed upon return to the faculty.
   d. existing rules, policies, and written agreements.

4. The president, or the Board of Regents in the case of a president returning to the
faculty of CU Denver | CU Anschutz may authorize and approve exceptions to this
policy only under extraordinary circumstances.

D. FUTURE SALARY INCREASES

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. Dates of official enactment and amendments:
   August 28, 2003: Adopted by the Chancellor
   June 17, 2004: Revised
   January 1, 2014: Revised
   March 7, 2019: Modified

2. History:
   January 1, 2014: Clarifying language added in several sections.
   March 7, 2019: 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.

3. Initial Policy Effective Date: August 28, 2003

4. Cross References/Appendix:
   • Board of Regents Policy 31, Compensation for Administrative Officers Returning to
     Any Faculty Positions
   • Board of Regents Policy 11B, Faculty Salary