



TO: Regent Laws and Policies Stakeholders
FROM: Michael Lightner, Vice President for Academic Affairs
Maureen Durkin, Director of Academic Program and Policy Analysis
DATE: December 17, 2024
RE: Formal Review of Regent Policy 3.G – Officer Emeritus/Emerita and Regent Policy 3.I - Compensation for Officers of the Administration Returning to Their Faculty Positions | **Feedback due by March 3, 2024, close of business**

Regent Law and Policy Revision Process

In May 2024, the Regent Governance Committee approved a five-year schedule for the continuing formal review of all regent laws and policies. The regent laws and policies listed below will be under review by the regents in Spring of 2025. A first round of feedback on these policy drafts was accepted through November 30, 2024. All comments were reviewed, considered, and in some cases additional edits were incorporated in the currently posted Version 1 drafts.

The Version 1 drafts will be on the Regents Governance Committee agenda on January 23, 2024. No formal action on the policy will occur at that time. Stakeholders may send additional feedback until the close of business on March 3, 2024. To send in your comments, open each policy document labeled “Version 1” on the [regent law and policy website](#). Click on the feedback link in the top right corner, then complete the feedback form. We welcome and appreciate all suggestions.

Regent Policy 3.G: Officer Emeritus/Emerita

This policy was last reviewed and affirmed by the Regents in September 2017. Proposed updates include:

- As currently written, section 3.G.2 specifies that the president of the university has approval authority to allow a retiring officer of the administration who does not report to the Board of Regents to retain their title with emeritus/emmerita status. Proposed updates clarify that the president has this authority for officers of the administration not reporting to the Board of Regents who work in system administration positions, while chancellors have this authority for officers of the administration not reporting to the Board of Regents who work in campus positions.
- The reference to “retirement” is removed in sections 3.G.1 and 3.G.2 and is replaced with “upon vacating their position.” Someone may vacate the officer position but not retire from the university. The new language clarifies this detail.
- There are other minor edits suggested, including adjustments to pronoun references in 3.G.1 and 3.G.2.

Regent Policy 3.I: Compensation for Officers of the Administration Returning to Their Faculty Positions

This policy was last reviewed and affirmed by the Regents in February 2024. Additional changes are recommended to explicitly support practice on some campuses. Proposed updates include:

- Minor updates to phrasing and language in section 3.I.1.

- Updates to section 3.I.2 specify that an officer of the administration who also holds a tenured faculty appointment should have a mutually agreed upon mechanism for determining their salary upon return to the faculty, specified in a letter of offer or addenda, reviewed and approved by university counsel and signed by the campus chancellor.
- Section 3.I.2 is slightly restructured with revised language to acknowledge that a documented and approved agreement about a mechanism for determining a faculty return salary, signed when the position is assumed, could be impacted by extraordinary circumstances occurring before the actual return to faculty often years later. A change in law is one example of such extraordinary circumstance.
- Updated language in section 3.I.2 clarifies the approval role of the chancellor.
- A new section 3.I.2(B) addresses the situation of a chancellor who is a tenured faculty member returning to the faculty. Appropriate parallel language is added in section 3.I.3(A).
- Proposed updates to section 3.I.3 further clarify that in the absence of an agreed-upon mechanism documented in a letter of offer or addenda, the faculty member's return salary shall be determined according to the method in the existing language of section 3.I.3.
- Proposed updates to section 3.I.3 also specify that compensation for differential assignments are not subject to the policy.
- Policy 3.I is about Officers of the Administration, so the brief mention of the President in section 3.I.3(A), who is an Officer of the University, has been removed.