



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

BOARD OF REGENTS

1 3. OFFICERS OF THE UNIVERSITY AND ADMINISTRATION

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

4
5 3.1.1 An administrator (Officer of the Administration) who holds a tenured position at the
6 University of Colorado has the right to return to their tenured faculty position upon
7 conclusion of their administrative appointment.

8
9 ~~3.1.2~~— Letters of offer or addenda for ~~administrators who are also tenured faculty~~ this type of
10 administrative appointment shall include reference to this policy, and a copy of this
11 policy shall be attached.

12
13 ~~3.1.2~~ The associated letter of offer or addenda may include a mutually agreed upon
14 mechanism to determine the faculty salary upon the administrator's return to their
15 faculty position, signed by the chancellor. Only under the most extraordinary
16 circumstances, may the campus chancellor authorize and approve exceptions to this
17 agreed upon mechanism policy.

18
19 3.1.3 If the letter of offer or addenda for this type of administrative appointment does not
20 contain is. The faculty salary of an administrator returning to a faculty position not
21 governed by an existing letter of offer or ada mutually denda, agreed upon return salary
22 mechanism, the faculty return salary -shall be determined by the appointing authority in
23 consultation with the dean of the college and the chair of the unit in which the faculty
24 position is rostered. The appropriate salary shall be based upon the faculty member's
25 academic and administrative experience, expertise, and standing in the discipline, ~~and~~
26 ~~the functions the faculty member is expected to perform.~~ The faculty member's salary
27 shall be within the salary range of faculty of the same rank in the academic unit and
28 shall be no higher than the highest salary in the academic unit. Compensation for
29 differential assignments are not subject to this policy. Only under the most extraordinary
30 circumstances, may the campus chancellor ~~president (or the Board of Regents in the~~
31 case of a president returning to the faculty) authorize and approve exceptions to this
32 policy.

33
34 3.1.4 For those administrators who were receiving an administrative stipend in addition to a
35 faculty salary (e.g., interim appointments), that administrative stipend shall end upon
36 returning to their faculty position.

37
38 **History:**

- 39 • Adopted: November 20, 1975 (pp. 294-296).
- 40 • Revised: June 3, 1998 (p. 174); June 2, 2004; February 8, 2024.
- 41 • Last Reviewed: February 8, 2024.