



University of Colorado

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BOARD OF REGENTS

Highlighted text denotes additional changes from the previous draft.

1 3. OFFICERS OF THE UNIVERSITY AND
2 ADMINISTRATION

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

5
6 3.I.1 An administrator (Officer of the Administration) who holds a tenured position at the
7 University of Colorado has the right to return to their tenured faculty position upon
8 conclusion of their administrative appointment.

9
10 ~~3.I.2~~ Letters of offer or addenda for ~~administrators who are also tenured faculty this type of~~
11 ~~administrative appointment~~ shall include reference to this policy, ~~and a copy of this~~
12 ~~policy shall be attached.~~

13
14 ~~3.I.2~~ The ~~associated~~ letter of offer or addenda ~~should~~ ~~may~~ include a ~~mutually~~ ~~agreed upon~~
15 ~~mechanism to determine the faculty salary upon the administrator's return to their~~
16 ~~faculty position which shall be reviewed and approved by university counsel and signed~~
17 ~~by the chancellor.~~

18
19 (A) ~~Upon the return to the faculty, only under the most extraordinary circumstances (e.g., a~~
20 ~~change in law) may the campus chancellor authorize and approve exceptions to this~~
21 ~~agreed upon mechanism policy.~~

22
23 (B) ~~For a chancellor who is a tenured faculty member, the letter of offer or addenda should~~
24 ~~satisfy sections 3.I.1, 3.I.2 and 3.I.2(A) of this policy, with the exception that the~~
25 ~~president would sign the letter of offer or addenda. Upon the return to the faculty, only~~
26 ~~under extraordinary circumstances (e.g., a change in law) may the president authorize~~
27 ~~and approve exceptions to the agreed upon mechanism.~~

28
29 3.I.3 ~~If a the~~ letter of offer or addenda for this ~~is~~ type of administrative appointment ~~does not~~
30 ~~contain is~~ ~~The faculty salary of an administrator returning to a faculty position not~~
31 ~~governed by an existing letter of offer or ada mutually~~ ~~denda, agreed upon return salary~~
32 ~~mechanism, the faculty return salary~~ shall be determined by the appointing authority in
33 consultation with the dean of the college/school and the chair/director of the unit in
34 which the faculty position is rostered. The appropriate salary shall be based upon the
35 faculty member's academic and administrative experience, expertise, ~~and~~ standing in
36 the discipline, ~~and the functions the faculty member is expected to perform.~~ The faculty
37 member's salary shall be within the salary range of faculty of the same rank in the
38 academic unit and shall be no higher than the highest salary in the academic unit.
39 ~~Compensation for differential assignments are not subject to this policy.~~

40
41 (A) Only under the most extraordinary circumstances (e.g., a change in law), may the
42 campus chancellor ~~(or the president in the case of the chancellor returning to their~~

43 ~~faculty position) president (or the Board of Regents in the case of a president~~
44 ~~returning to the faculty)~~ authorize and approve exceptions to this policy.
45

46 3.I.54 For those administrators who were receiving an administrative stipend in addition to a
47 faculty salary (e.g., interim appointments), that administrative stipend shall end upon
48 returning to their faculty position.
49

50 **History:**

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

DRAFT