



**TO:** Regent Laws and Policies Stakeholders  
**FROM:** Michael Lightner, Vice President for Academic Affairs  
Maureen Durkin, Director of Academic Program and Policy Analysis  
**DATE:** March 10, 2025  
**RE:** Formal Review of Regent Policy 3.I - Compensation for Officers of the Administration Returning to Their Faculty Positions

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

In May 2024, the Regent Governance Committee approved a five-year schedule for the continuing formal review of all regent laws and policies. As part of this process, **Regent Policy 3.I – Compensation for Officers of the Administration Returning to Their Faculty Positions** is currently under review.

Stakeholder feedback and comments on proposed updates to Draft 0 and Draft 1 of Policy 3.I were accepted through March 4, 2025. All comments were reviewed, considered, and additional edits were incorporated resulting in Draft 2 of Policy 3.I. Draft 2 is posted on the “currently under review” tab of the [Regent Law and Policy Review website](#) and ongoing feedback is welcome. Draft 2 will be on the agenda for discussion at the Regents Governance Committee on March 25, 2025.

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 in section 3.I.1.
- New language in Section 3.I.2 states that an officer of the administration who also holds a tenured faculty appointment should have a method for determining their salary upon return to the faculty specified in a letter of offer or addenda, reviewed by university counsel for consistency and compliance with statute, and approved and signed by the campus chancellor. New language in this section also requires that the method for determining return salary be mutually agreed upon among 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 member is rostered.
- A new section 3.I.2(A) includes language acknowledging an agreement about the 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 and which therefore may require an exception authorized by the chancellor.
- Section 3.I.2(B) is new and similarly speaks to extraordinary circumstances in the case of a chancellor returning to the faculty and the president’s authority to approve an exception regarding the method for determining return salary. 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 method 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.
- Section 3.I.5 is new language and clarifies that faculty compensation for differential assignments are not subject to the policy.