Policy Statement
None

Application of Policy.
Faculty and Administrators

Definitions.
None

Procedures and Responsibilities.

Administrator, as that term is used in this policy means a person who has significant administrative duties relating to the operation of the University of North Texas and shall include central administrative officials, deans, associate and assistant deans, and department and program chairs.

This policy applies to members of the tenured faculty who serve on at least 50 percent administrative appointments in positions noted above for a period of at least one year. When such person concludes an administrative assignment to return to full-time academic status, his or her faculty salary base (excluding any longevity pay consideration) will be prorated generally at nine times his or her then monthly salary earned while an administrator. Except as provided below, the person concluding the administrative assignment will not be required to return to a salary lower than his or her latest salary as a faculty member at UNT (prior to accepting the administrative appointment) plus the average of annual raises applicable to his or her rank during the years in which he or she held the administrative appointment. The President, with the counsel of the appropriate administrators and faculty, will determine the specific salary and may take into consideration all relevant factors in connection with the administrative service. Due consideration will be given to such factors as the salary levels and length of service of comparable colleagues, the ability to perform as a faculty member, the near-term changes in faculty salary structure, and length and quality of service in the administrative position. For those senior administrators (vice presidents and deans) who have served for a period of four years or more, particular consideration will be given to appropriate compensation for the sacrifice they have made in terms of their academic careers and the missed opportunities to distinguish themselves in scholarship and teaching. Notwithstanding the above and in accordance with State law, Section 51.948 of the Texas Education Code, the salary of a person reassigned from an administrative position shall not exceed the salary of other persons with similar qualifications (rank) performing similar duties (within a department, comparable disciplines, or college).
Any development leaves granted by the University to an administrator immediately prior to his or her return to full-time faculty status shall be at the determination of the President and at the salary level as determined above and in accordance with Section 51.105 of the Texas Education Code.

**References and Cross-references.**
None

**Forms and Tools.**
None

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