



Policy Chapter: Chapter 6 Faculty Affairs

Policy Number and Title: 06.009 Faculty Administrators Returning to Full-Time Faculty Status

I. Policy Statement

This policy addresses the terms and conditions that govern the transition back to a faculty position from an administrative assignment.

II. Application of Policy

Full-Time Faculty Administrators.

III. Policy Definitions

A. Faculty Administrator

“Faculty Administrator,” in this policy, means a faculty member with significant administrative duties relating to the operation of the institution, including operation of a unit, college, program, or other subdivision of the institution. Such positions include but are not limited to unit administrator, president, provost, associate/assistant vice provost, dean, and associate dean.

B. Unit

“Unit,” in this policy, means an academic department/division under the administration of a UNT official with responsibilities for personnel actions.”

IV. Policy Responsibilities

A. Requirement to Negotiate Terms of Post-administrative Faculty Service Prior to Being Appointed as an Administrator

Prior to being appointed to an administrative role, full-time tenured, non-tenured, and professional faculty will negotiate the terms of their post-administrative salary and contract with the Office of the Provost. Salaries will not exceed the salary of other persons with similar qualifications performing similar duties.

C. Administrators Who Began Service Prior to the Implementation of this Policy

A faculty member whose post-administrative salary and terms of employment were not determined before accepting the administrative position will return to the salary they had prior to being appointed to their administrative position, plus appropriate market salary adjustments and merit earned as an administrator. Administrators who never before served at UNT in a faculty-only role, will have a faculty salary set comparable to other persons with similar qualifications performing similar duties. In accordance with [TX. Educ. Code § 51.948, Restrictions on Contracts](#), the salary of a faculty member who is assigned from an administrative position to a faculty or other position at the university will not exceed the salary of other persons with similar qualifications performing similar duties.

D. Development Leave and Work Assignments

Administrators returning to a faculty or other position at the university who receive development leave must (1) return to work at UNT for an amount of time equal to the amount of time the administrator received development leave; or (2) repay the university for all the costs of the development leave, including the salary paid during the leave, if any.

Workloads for administrators returning to faculty positions will be determined in accordance with [UNT Policy 06.027, Academic Workload](#). Unit administrators may allocate the returning faculty member’s workload to allow the faculty time to update their research and teaching skills during the semester immediately following their return to faculty.

V. References and Cross-References

[Texas Education Code § 51.948](#)
[UNT Policy 06.027, Academic Workload](#)

VI. Revision History

Policy Contact:	Asst. Vice Provost, Faculty Success
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