

The University of North Texas at Dallas Policy Manual	Chapter 6.000
6.016 Tenured Faculty Administrators Returning to Full-Time Academic Status	Faculty Affairs

Policy Statement. The University will appoint qualified individuals to serve the institution in an administrative capacity. During the term of an administrative appointment, an administrator’s salary will be commensurate with the level of responsibilities and duties. Upon return to a full-time faculty position, an administrator’s salary shall be modified in accordance with state law.

Application of Policy. This policy applies to members of the tenured faculty who serve in at least a 50 percent administrative appointment as defined in this policy for a period of at least one year.

Definitions.

1. **Administrator.** “Administrator” means a member of the tenured faculty who has significant administrative duties relating to the operation of UNT Dallas and shall include senior administrative officials, department chairs, and deans.

2. **Peer Institutions.** “Peer Institutions” mean institutions having a similar role and mission as set forth in the master plan for higher education prepared by the Texas Higher Education Coordinating Board or those identified by UNT Dallas in its planning documents.

Procedures and Responsibilities.

When an administrator concludes an administrative assignment to return to full-time faculty status, the person will not be required to return to a salary lower than his or her last salary as a full-time faculty member at UNT Dallas prior to accepting the administrative appointment plus the total amount of raises received over the period while serving as an administrator.

Except for direct reports to the President, the Provost, with the counsel of other appropriate administrators, will determine the specific salary for those administrators returning to faculty. The President is responsible for the determination of salary for any of his or her direct reports returning to faculty. Due consideration will be given to all relevant factors in connection with the administrative service including, but not limited to, the salary levels in the department to which the administrator is returning, length of service, the ability to perform as a faculty

member, the near-term changes in faculty salary structure, and the quality of service in the administrative position.

Notwithstanding the above and in accordance with Section 51.948 of the Texas Education Code, the salary of a faculty member reassigned from an administrative position to a full-time faculty position shall not exceed the salary of other persons with similar qualifications and rank performing similar duties within a division or comparable disciplines.

If, at the time the administrator returns to the faculty, UNT Dallas does not have other faculty with similar qualifications performing similar duties in the faculty member's discipline, the President may consider the salaries paid to comparable faculty within the UNT System and at peer institutions having a similar role and mission in determining the salary.

Any development or other leave 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 and UNT Dallas policy.

References and Cross-references:

TEX. EDUC. CODE §§ 51.105, 51.908, 51.948

Regents Rule 06.500

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