

## Part 13: Administrators Moving to or Returning to Faculty

### 3-3-1301 Administrators Moving to or Returning to Faculty.

3-3-1301(1) Purpose. This policy ensures equitable and consistent transitions for administrators with faculty status, as defined below, who commence or return to a faculty position after their assignment in an administrative position ends for whatever reason.

3-3-1301(2)

3-3-1301(3) Transition from Administration (Not Temporary or Interim Positions) to the Faculty.

- (a) A plan prepared by the CAO shall specify any transition period, the specific date that the employee will begin to be paid in the Step-back faculty position, and any additional transitional details.
- (b) For the transition period following the Step-back, the budgetary responsibility for funding the Step-back faculty salary shall be with the administrative unit that made the administrative appointment to allow time for the academic area to which the Step-back faculty is commencing or returning to identify funding for the position.

3-3-1301(4) Faculty Rank, Tenure Status, and Salary for Step -

administrative position, and they shall return to the academic area of their discipline.

- (ii) Their salary shall be the same as their faculty salary when they commenced their administrative position, plus any faculty salary increases that would have been received during their period employed in an administrative position. If the Step-back faculty has not served in a faculty position for ten (10) years sequentially at UNC or more, the faculty Step-back pay shall be 90% of the *CUPA Doctoral All* median salary for the specific rank and discipline upon Step-back.
- (iii) Step-

the vacant position to pay for the necessary replacement instructional costs, whether adjunct or overload.

- (ii) Step-back faculty with full-time administrative load without tenure or who have not already applied for the rank of full professor may not be considered for tenure, promotion or sabbatical for the duration of their assignment. The clock for

will be adjusted as described in 3 -3-1301(4)(a)(ii), 3-3-1301(4)(b)(ii), 3-3-1301(4)(c)(iii) above.

- (d) Once the transition period is complete, the tenure clock, or evaluation and sabbatical process starts anew. See also Tenure Clock Extension [2-3-902(3)(b)], Part 8