

Governing Body:	SOU	Policy Number:	AAD.037
Policy Contact:	Provost	Date Revised:	
Custodial Office:	Provost	Date Approved:	January 12, 2011
Approved By:	President	Next Review:	January 2014
Related Policy:	N/A		

A. Purpose

The purpose of this policy is to establish the method for the following administrator positions with tenured faculty status to return to faculty status: Dean, Associate Dean, Provost and Associate Provost. This policy voids and supersedes any previous policies.

B. Definitions

C. Policy Statement

A. For Southern Oregon University Faculty that took Administrative positions who wish to return to their faculty position:

1. Administrators will return to the faculty at the rank held before assuming an administrative position and will be given all step increases that would have been earned as a faculty member during their administrative assignment. For example, a faculty member entering an administrative position at Professor, Step 4, and serving for four years in an administrative position will return to the faculty at Professor, Step 8.
2. The years served during the administrative position will count towards a sabbatical leave.
3. If the administrator serves for three years, an additional adjustment of \$1,000 for each year of service, up to seven years, will be added annually to the rank and step of the returning faculty member.
4. If the administrator has served at least three years and is not eligible for a sabbatical leave, and will assume teaching duties in the term following a decision to return to the faculty, s/he may request release time equivalent to .25 per term during the first year to prepare for teaching, scholarship, and service.

B. For Administrators hired externally, the rank and step of the administrator will be determined at the time of hire.

1. Upon returning to the faculty, the administrator will be given step increases that would have been earned as a faculty member during their administrative assignment.
2. The years served during the administrative position will count towards a sabbatical leave.
3. If the administrator serves for three years, an additional adjustment of \$1,000 for each year of service, up to seven years, will be added annually to the rank and step of the returning faculty member.

4. If the administrator has served at least three years and is not eligible for a sabbatical leave, and will assume teaching duties in the term following a decision to return to the faculty, s/he may request release time equivalent to .25 per term during the first year to prepare for teaching, scholarship, and service.

This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon approval.

D. Policy Consultation

Provost, President, President's Executive Cabinet

E. Associated Procedures or Other Information

N/A

The Policy Contact, defined above, will write and maintain the procedures related to this policy and these procedures will be made available within the Custodial Office.