

**Florida Agricultural & Mechanical University
Board of Trustees Policy**



Board of Trustees Policy Number: 2005-15	Date of Adoption: June 30, 2005 Date Revised: February 12, 2008

Subject	Separation and Return of Academic Administrators to Faculty
Authority	Section 7(d), Article IX, Florida Constitution; Board of Governors Resolution adopted January 7, 2003

I. Rescinding of FAMU Internal Management Memorandum No. 2002-10

FAMU Internal Management Memorandum No. 2002-10, Transfer of University President or Academic Administrator to the faculty or an Administrative & Professional Position, is hereby repealed or rescinded effective at the time of adoption of this policy.

II. Application

This policy applies to employees holding both a tenured faculty position and serving as an academic administrator of the University (hereinafter referred to as “administrator”), but who are leaving their administrative and academic office to return to the tenured faculty. Examples of such positions are the provost, vice presidents, assistant or associate vice presidents, deans, assistant or associate deans, and directors.

III. Lack of Property Interest In Administrative Appointment

An employee has no property interest in his or her appointment as an administrator; thus, the President may not comport to confer on any such administrator any property interest in such employment. Tenure status as a member of the faculty held concurrently by any administrator is separate and distinct from the administrative office, and such tenure status is governed by the provisions of Regulation 10.204 and the Florida A&M University Board of Trustees (FAMU BOT) – United Faculty of Florida (UFF) Collective Bargaining Agreement. Tenure shall not extend to administrative appointments in the General Faculty or Administrative & Professional classification plans. However, the President may extend a multi-year appointment to an administrator as approved by the FAMU BOT and consistent with all applicable federal and state laws, and Florida Board of Governors and FAMU BOT rules, regulations and policies. Any instrument affecting the employment of an administrator must clearly state that the incumbent’s administrative duties are subject to removal at any time as determined by the President or the President’s designee.

IV. Salary upon Change in Assignment to a Faculty Position

A. New Hire as Administrator

If the employee was hired upon initial appointment as an administrator, his or her new salary will be the median salary of the employees within the same professorial rank and discipline.

B. Tenured Faculty Prior to Becoming an Administrator

If the employee was previously a tenured faculty member prior to becoming an administrator, his or her new salary will be the salary held by the employee immediately prior to the time of the administrative appointment and any increases received by the faculty during the time of service as an administrator. These separate compensations will be noted in the appointment letter.

C. Other Consideration

Notwithstanding the provisions of IV.A. and IV.B., any agreed upon salary arrangement negotiated by the President or President's designee upon appointment as an administrator shall also be considered.

V. Reappointment of an Administrator without Faculty Return Rights.

An employee leaving a position that is categorized as "at will" has no claim to a position at the university; however, there may be circumstances in which assignment to another administrative or teaching position would be beneficial for both the university and the employee. In these cases, the new salary should be appropriate to the subsequent assignment, if any.