

**309. Compensation Guidelines for Retreating Presidents and Chancellor**

- A. This policy applies to Chancellors and Presidents:
- (1) who have academic tenure in a department or division of the University,
  - (2) who will be vacating the Office of Chancellor or President,
  - (3) who are not being terminated by the Board as Chancellor or President for any reason (i.e., who are voluntarily resigning or retiring from the position with the consent of the Board), and
  - (4) who have served five years or more as Chancellor or President in a manner the Board finds to be exceptional or otherwise meritorious.
- B. Individuals who meet the criteria described in (1) and (2) above, but not in (3) and/or (4), shall, at their request, be transferred to the department or division in which they hold tenure and shall be entitled to compensation and benefits comparable to tenured faculty members in that department at the full professor level.
- C. Individuals who meet all the criteria above (1-4) may, at the discretion of the Board, receive the following compensation and benefits:
- (1) A one-year (12-month) sabbatical leave with full pay would be given to provide time to prepare for a return to the faculty. The sabbatical would include full pay from University and foundation sources at the compensation level last received as President or Chancellor, as well as continuation of other perquisites except university-provided housing and use of the President's or Chancellor's office space.
  - (2) Upon completion of the sabbatical year, the individual would return to the active faculty. The individual's salary would be equal to that of the highest-paid faculty member in the individual's department, and benefits would be comparable to those of all other faculty. No other perquisites (such as cars, clubs, etc.) or salary supplements would be provided.
- D. Notwithstanding anything in this Board Rule, the contract provisions applicable to the incumbent Chancellor and Presidents holding those positions as of the date of first adoption of this Board Rule shall take precedence over these guidelines.

(Adopted December 4, 1998.)