

**DRAFT OF CHANGES TO TITLE 4, CHAPTER 3, SECTION 27: VICE
PRESIDENTIAL TRANSITION POLICY**

Section 27. Vice-Presidential Transition

1. When the vice-president of a UCCSN institution requests reassignment from the vice-presidential position to an employment position as a full time member of the academic faculty of the institution, the outgoing vice-president's salary shall be no more than that of a leading academic faculty member in the field or discipline to which the outgoing vice-president will be reassigned.

2. At the time of a vice-president's request for reassignment, the president of the UCCSN institution shall conduct an evaluation of the vice-president's overall professional performance in office and the location of the assignment where the outgoing vice-president might best contribute to an academic unit at the institution. Based upon this evaluation, the president shall ~~recommend to the Board of Regents for its approval:~~ **determine:**

- a. An appropriate rank (where applicable) and term contract in a specific academic unit in the institution; and
- b. An academic year salary up to, but not exceeding, the level of a leading academic faculty member in the field or discipline to which the outgoing vice-president will be reassigned. The president may be required to estimate, based upon information from other UCCSN institutions, what that salary level should be in cases where there are no academic faculty members in the unit to which the outgoing vice-president will be reassigned, whose seniority and career accomplishments match those of the outgoing vice-president.

3. An outgoing vice-president may request a period of professional development leave in which to prepare to return to the duties of a full time academic faculty member. The outgoing vice-president shall submit a proposal for the president's ~~review and~~ approval describing a plan of activity during the leave, together with a written commitment from the outgoing vice-president agreeing to the performance of academic duties in the academic faculty position for at least one (1) year after the completion of the leave. ~~The president shall then make a recommendation on the request for leave to the Board of Regents for its approval. The recommendation to the Board shall specify the terms of the leave, including the following:~~ **The proposal shall specify the terms of the leave, including the following:**

- a. Duration: Leave shall be for a period of one semester only (four (4) months for the Desert Research Institute), provided, however, that the president may ~~recommend~~ **approve** a leave up to one (1) academic year (one (1) fiscal year for

the Desert Research Institute) in exceptional circumstances as shall be documented in the outgoing vice-president's leave proposal;

- b. Salary: The outgoing vice-president's salary during the period of professional development leave shall be set up to, but no greater than, the mid-point between the vice-presidential salary of the outgoing vice-president and the eventual academic faculty salary;
- c. Expenses: The president may also ~~recommend~~ **approve** special travel and other research expenses for the outgoing vice-president during the professional leave period, provided, however, that the justification for such expenses is documented in the request for leave.

Perquisites associated with the office of vice-president, including, but not limited to, automobile, housing and host allowances, shall not be continued during the period of the leave. The costs, salary and fringe benefits payable to the outgoing vice-president during the period of the leave shall be borne by the outgoing vice-president's institution.

4. In the event of an involuntary reassignment of a vice-president of a UCCSN institution to an academic faculty position in the institution, continuation of the salary, fringe benefits and perquisites, if any, during the remainder of the term of the then-current employment contract of the outgoing vice-president shall be determined by the provisions of the then-current employment contract. Upon expiration of the outgoing vice-president's then-current employment contract, the salary and, if still applicable, the leave provisions of this section shall be applied to the former vice-president.

5. The principles stated in this section shall also be applied by each UCCSN institutional president to administrators below the level of vice-president who request reassignment or are involuntarily reassigned from their administrative positions to employment positions as full time members of the academic faculty of the institution. Upon the adoption or amendment of a policy implementing such principles, each president shall provide a copy of each adopted or amended policy to the Chancellor.