

**PROPOSED REVISIONS**  
***NSHE Handbook Revision***  
**TITLE 4, CHAPTER 3, SECTION 27**  
**(Presidential Transition)**

Additions appear in ***boldface italics***; deletions are [~~stricken~~ and bracketed]

**Section 27. Presidential Transition**

1. When the President of a NSHE institution requests reassignment from the presidential position to an employment position as a full time member of the academic faculty of the institution, the outgoing President's salary shall be no more than that of a leading academic faculty member in the field or discipline to which the outgoing President will be reassigned.
2. At the time of a President's request for reassignment, the Chancellor shall conduct an evaluation of the President's overall professional performance in office and the location of the assignment where the outgoing President might best contribute to an academic unit at the institution. Based upon this evaluation, the Chancellor shall [~~recommend to the Board of Regents for its approval~~]:
  - 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 President will be reassigned. The Chancellor may be required to estimate, based upon information from other NSHE institutions, what that salary level should be in cases where there are no academic faculty members in the unit to which the outgoing President will be reassigned, whose seniority and career accomplishments match those of the outgoing President.
3. An outgoing 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 President shall submit a proposal for the Chancellor's review and approval describing a plan of activity during the leave, together with a written commitment from the outgoing 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 Chancellor shall then make a recommendation on the request for leave to the Board of Regents for its approval.~~] The Chancellor[~~'s recommendation to the Board~~] 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 Chancellor 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 President's leave proposal;

- b. Salary: The outgoing President's salary during the period of professional development leave shall be set up to, but no greater than, the mid-point between the Presidential salary of the outgoing President and the eventual academic faculty salary;
- c. Expenses: The Chancellor may also recommend special travel and other research expenses for the outgoing 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 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 President during the period of the leave shall be borne by the outgoing president's institution.

- 4. In the event of an involuntary reassignment of a President of a NSHE 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 President shall be determined by the provisions of the then-current employment contract. Upon expiration of the outgoing President's then-current employment contract, the salary and, if still applicable, the leave provisions of this section shall be applied to the former president.

(B/R 6/95)