

RESOLUTION TO AMEND DELEGATION OF AUTHORITY FOR SELECTED FACULTY PERSONNEL ACTIONS

WHEREAS, faculty employment and policies are under the purview of the Board of Visitors (the Board); and

WHEREAS, the Board holds the authority to approve all faculty appointments; and

WHEREAS, the Board, as the governing authority of the university, delegates authority to the president to oversee and to administer the policies of the board and manage the administrative, instructional, research, and public service programs of the university; and

WHEREAS, on June 1, 2009, the Board approved a resolution titled Delegation of Authority for Selected Faculty Personnel Actions; and

WHEREAS, a recent review of the delegation of authority for faculty personnel actions resulted in the identification of potential administrative and managerial efficiencies; and

WHEREAS, the rector and committee chairs have encouraged streamlining processes to make best use of technology and efficient use of personnel resources; and

WHEREAS, compilation of the report and preparation to discuss these routine actions entails significant staff time and effort; and

WHEREAS, amending the delegation of authority by the Board to the university's administration will reflect the university's current faculty employment processes and will ensure that the university's hiring, employment, and compensation practices are attractive and competitive for internal and external candidates for faculty positions; and

WHEREAS, the Board will continue to approve all executive and senior level hires including compensation and tenure actions.

NOW, THEREFORE BE IT RESOLVED, that the Board of Visitors delegates authority to the president or the president's designee for selected faculty appointment and compensation actions as described in the attachment, effective immediately; and

BE IT FURTHER RESOLVED, that the Personnel Changes Report presented quarterly to the Board for ratification contain the actions for the prior quarter, consistent with other financial and business reports prepared for the Board.

RECOMMENDATION:

That the Board of Visitors approve this Resolution to Amend Delegation of Authority for Selected Faculty Personnel Actions.

November 16, 2020

AMENDED DELEGATION OF AUTHORITY FOR SELECTED FACULTY APPOINTMENTS AND COMPENSATION ACTIONS

The amended delegation of authority to the president or the president's designee for routine and modest salary adjustments and selected new appointments allows the Board of Visitors (the Board) to focus on high level appointments and compensation; appointment and promotion of tenure-track or continued appointment-track faculty members who have permanent status with the institution; salary adjustments with more significant financial impact; deferred compensation; and appointment and compensation packages for athletic personnel.

The Board would retain approval (or confirmation) of the following faculty-related personnel actions:

Appointment/Promotion Actions:

- Appointments of instructional and research faculty members on the tenure-track or continued appointment track confirmed in quarterly Personnel Changes Report
- Appointments with tenure considered by the Academic, Research, and Student Affairs Committee and approved by the full Board
- Salaries of faculty appointments with tenure confirmed in the quarterly Personnel Changes Report based on their effective or start date
- Appointments of faculty-ranked athletic personnel above a threshold* salary level confirmed in quarterly Personnel Changes Report
- All bonuses of faculty-ranked athletic personnel confirmed in the quarterly Personnel Changes Report
- Appointments of administrative and professional faculty hired above a threshold* salary level prorated for type of appointment (e.g. 9-, 10-, or 11- month) if not a 12-month appointment confirmed in the quarterly Personnel Changes Report
- Appointments to distinguished or endowed professorships: individual resolutions considered by the Academic, Research, and Student Affairs Committee and approved by the full Board
- Appointments to emeritus/a status: individual resolutions considered by the Academic, Research, and Student Affairs Committee and approved by the full Board
- Award of tenure or continued appointment and/or promotions in rank as identified in the faculty compensation plan confirmed in the Promotion, Tenure and Continued Appointment Program Report approved at the June Board meeting

Compensation Actions:

- Overall faculty compensation plan approved at the June Board meeting
- Annual merit adjustments for all faculty members approved at appropriate Board meeting based on timing determined by state
- Compensation packages for athletic director and head coaches confirmed annually as an addendum to the quarterly Personnel Changes Report

- Off-cycle salary adjustments greater than or equal to 20% for all regular faculty members that result in a salary at or above a threshold* salary level prorated for type of appointment (e.g. 9-, 10-, or 11- month) if not a 12-month appointment confirmed in the quarterly Personnel Changes Report
- Deferred compensation
- Special payments for recruitment or separation
- Decrease in salary for disciplinary action

Through such delegation, the Board **does not receive** the following actions as part of the quarterly Personnel Changes Report:

- Changes in employment status that do NOT involve any salary action, such as “regular” to “restricted” or conversion from staff to faculty;
- Salary adjustments made in accordance with existing policies and standard formulas:
 - Academic-year to calendar-year conversions and the reverse
 - Research extended appointments
 - Change in percent employment
 - Addition or deletion of extension unit coordinator supplement
 - Overseas allowance
 - Increase for completing advanced degree
- Off-cycle salary adjustments less than 20%;
- Off-cycle salary adjustments for faculty below threshold* salary level prorated for type of appointment (e.g. 9-, 10-, or 11- month) if not a 12-month appointment;
- New appointments and salary adjustments for faculty members on *restricted contracts*, such as research faculty; and
- New appointments of non-tenure track instructional faculty, or administrative and professional faculty below threshold* salary level.

***Salary Threshold:**

The initial threshold for salary actions is \$125,000 for a 12-month appointment. The threshold will be evaluated over time and adjusted and approved by the Board of Visitors as needed.