

SUL ROSS STATE UNIVERSITY

A Member of the Texas State University System

SRSU Policy: Compensation for Faculty Administrators Returning to Full-Time Instructor Position

SRSU Policy ID: APM 5.11

Policy Reviewed by: Executive Vice President and Provost

Approval Authority: Executive Cabinet

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Next Review Date: 8/26/2030

Faculty administrators who transition back to full-time instructional positions will receive compensation based on the following guidelines:

1. Service of 36 Months or Less

Faculty members who served in an administrative role for 36 months or less will return to their last 9-month base salary, adjusted to reflect the average cumulative merit increases awarded to faculty during their administrative tenure.

2. Service Exceeding 36 Months or No Prior Faculty Appointment at Sul Ross

Served in an administrative role for more than 36 months or were appointed directly to administration without prior Sul Ross faculty service, will return at the highest average 9-month base faculty salary within their academic rank and department.

If there are fewer than two peers in the same rank within the department, compensation will be set at the college-wide average salary for that rank.

Comparative salaries are based strictly on 9-month base salaries and do not include overloads, summer pay, or stipends. Upon return to instructional duties, faculty may be granted a reduced teaching load to allow for curriculum and/or research reintegration, subject to the College Dean's recommendation and Provost approval.