



SENATE ACTION FORM

Senate Action Number: 1279

Subject: Revisions to Faculty Promotion Stipend

Reference to Senate Minutes Dated: 3/23/26

Senate Action

MOTION: Adopt the revisions to Faculty Promotion Stipend

VOTE: Motion approved with 19 in favor and 4 against

Response Requested:

- ☐ Approval for placement in University Catalog, Undergraduate and Graduate
- ☒ Approval for placement in University Regulations
- ☐ Recommendation to Board for placement in Board Policy Manual
- ☐ None (sent as information item)
- ☐ Other action requested/comments: _____

Harmony Newman Digitally signed by Harmony Newman
Date: 2026.03.24 11:12:47 -06'00' 3/24/26

Faculty Senate Chair Date

Administrative Review of Senate Action (unnecessary for information items):

- ☒ Reviewed by VPAA/Provost. Check ☐ if comments are attached.
- ☒ Reviewed by General Counsel. Check ☐ if comments are attached.

Presidential Action:

- ☒ Approve
- ☐ Reject
- ☐ Return to Senate for discussion/modification (comments attached)

 _____ 04/16/2026

President/Designated Administrative Officer Date

Date of Board approval (if applicable): _____

**PLEASE RETURN SIGNED ORIGINAL AND ATTACHMENT TO THE FACULTY SENATE OFFICE:
CARTER HALL 2004, CAMPUS BOX 75.**

Faculty.Senate@unco.edu

FACULTY SENATE POLICY PROPOSAL/MOTION

Subject: Revisions to Faculty Promotion Stipend

Originator/Date: Salary Equity Committee / December 1, 2025

Placement(s): UR 3-3-701(1)(c)(II); 3-3-901

Reviewed by SEC on 9/8/2025, 9/22/2025, 10/6/2025, 10/20/2025, 11/3/2025

Reviewed by Codification on 11/19/2025

Reviewed and approved by SEC on 12/1/2025 and sent to Faculty Senate

Reviewed by Faculty Senate on 1/20/2026 and tabled for further consideration

Revised and approved by SEC on 3/9/2026 and sent to Faculty Senate

Motion: Adopt the revisions to Faculty Promotion Stipend

Purpose/Rationale:

Historically, the University's promotion stipends have been set at the lower end relative to peer institutions. As a result, promotion—while recognizing achievement in rank—has often produced an unintended outcome: faculty members experience a decline in their salary parity position after promotion because the stipend does not sufficiently bridge the gap between ranks.

To address this issue, the SEC conducted a review of promotion stipend models used by peer institutions with publicly available data, including institutions within Colorado and selected comparators elsewhere. This review indicates that several peers employ a hybrid approach that combines a flat dollar increase with a percentage-based increase, awarding whichever amount is higher. Such models better account for variation in base salaries, reduce parity erosion upon promotion, and more consistently align compensation outcomes with institutional equity goals.

Based on this analysis, the SEC recommends adopting a hybrid promotion stipend model to better serve the University by improving equity, maintaining competitiveness, and ensuring that promotion serves as a meaningful advancement in both rank and compensation.

Proposed Language: See attached documents – Current language with markup, and Clean Copy

Faculty Compensation Procedures, 3-3-701(1)(c)(II); Faculty Salary Increase for Promotion, 3-3-901

Excerpt from the University Regulations (deletions/additions highlighted)

3-3-701 Faculty Salary Distribution.

3-3-701(1) Faculty Compensation Procedures.

(c) (ii) The following faculty salary increases ~~will~~ **shall** apply beginning fall ~~2023~~ **2026**. The faculty salary increase for promotion from lecturer to senior lecturer shall be ~~\$2,500~~ **\$3,325**. The faculty salary increase for promotion from instructor to assistant professor shall be ~~\$2,500~~ **\$3,325**. The faculty salary increase for promotion from assistant professor to associate professor shall be ~~\$3,750~~ **\$5,000**. The faculty salary increase for promotion from associate professor to full professor shall be ~~\$6,250~~ **\$8,300**. The University ~~will~~ **shall** review the promotional amounts every three years. If the resulting salary after the promotional increase for any rank is below the minimum parity threshold established by the CAO in the salary distribution process, the salary ~~will~~ **shall** be increased to the minimum parity threshold.

3-3-901 Faculty Salary Increase for Promotion. The following faculty salary increases ~~will~~~~shall~~ apply beginning fall ~~2023~~ **2026**. The faculty salary increase for promotion from lecturer to senior lecturer shall be ~~\$2,500~~ **\$3,325**. The faculty salary increase for promotion from instructor to assistant professor shall be ~~\$2,500~~ **\$3,325**. The faculty salary increase for promotion from assistant professor to associate professor shall be ~~\$3,750~~ **\$5,000**. The faculty salary increase for promotion from associate professor to full professor shall be ~~\$6,250~~ **\$8,300**. The University ~~will~~ **shall** review the promotional amounts every three years. The University ~~will~~ **shall** review the promotional amounts every three years. If the resulting salary after the promotional increase for any rank is below the minimum parity threshold established by the CAO in the salary distribution process, the salary ~~will~~ **shall** be increased to the minimum parity threshold.

Clean copy version:

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