



SENATE ACTION FORM

Senate Action Number: 1283

Subject: Resolution on AY27 (2026–27) Faculty Salary Implementation Timing

Reference to Senate Minutes Dated: 4/20/26

Senate Action

MOTION: To accept the Salary Equity Committee Resolution Recommendations

VOTE: Motion approved with two abstentions

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: _____

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)

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

Subject: Resolution on AY27 (2026–27) Faculty Salary Implementation Timing

Originator/Date: April 13, 2026

Placement(s): None; to be sent as information item to university administration.

Motion: To accept the Salary Equity Committee Resolution Recommendations

Purpose/Rationale:

The timing of salary adjustments has a direct impact on the value of compensation received by faculty. Implementing increases at the start of the academic year ensures that approved adjustments are realized within the period in which faculty perform their work. Delayed implementation reduces the effective value of the adjustment in that academic year and creates differences in how faculty experience the increase based solely on timing.

Under a January implementation, faculty who retire at the end of the calendar year would not receive any portion of the approved increase, while faculty who retire at the end of the academic year would receive only a partial benefit. These outcomes reflect structural differences in timing rather than differences in performance or contribution.

Historically, salary increases at the university have been implemented on an academic year basis, providing a consistent and transparent framework for compensation. Maintaining this timing supports equity in how salary adjustments are realized across faculty and avoids differences tied to timing rather than merit. Consistent implementation also strengthens predictability in compensation practices, which is important for recruitment, retention, and long-term planning.

Salary Equity Committee

Resolution on AY27 (2026–27) Faculty Salary Implementation Timing

For Consideration by the Faculty Senate

Resolution

The Salary Equity Committee recommends that the salary increase be implemented effective August 2026. While recognizing the financial considerations involved in implementation timing, aligning salary adjustments with established institutional practice supports consistency in faculty workload and compensation processes. Delaying implementation to January 2027 results in a delay in realizing the benefits of the adjustment. The SEC also recommends minimizing reliance on enrollment-based contingencies when implementing approved salary increases, as predictable and stable compensation practices are important for recruitment, retention, and institutional stability.