

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
October 20, 2025 | 3:00-4:00 p.m.  
M I N U T E S

Present: Hepperle, Newman, Senbet, Shafie, Sileo

Zoom:

Absent: Applegate, Castro, Elkins, Fischer, Vaughan

Call to Order 3:02pm

**Approval of the Agenda approved without objection**

**Approval of October 6 Minutes approved without objection**

Chair's Announcement – The subcommittee work is concluding and may receive their revisions by the next meeting.

Unfinished Business

- **Update to stipends for faculty promotions**
  - Senbet shared an example of budget implications for the suggested hybrid model (flat and percent increase) for promotions.
    - to see the impact on the budget using the current budget.
  - Sileo expressed concerns about percentage-based promotions
  - Sileo advocates for a flat-rate adjustment instead of recognizing that flat rates disadvantage those who make more but ensure consistency across levels and units.
  - Sileo also asked about an analysis of how the proposed changes impact the overall institutional budget.
  - Consider a different flat rate based on what it might look like if we incorporate the hybrid model into the flat rate only.
    - Promotion to Associate Professor - \$9115 (noted as too high)
    - Promotion to Full Professor - \$10781 (noted to be reasonable)
    - Lecturer - \$5224 (noted to be reasonable)
  - This discussion will continue at the next meeting
    - Sileo shared that she would like to see it with tenure/tenure track and contract renewable data, and the overall impact on the institution in general.
    - Senbet will draft the budget impact of promotional increases (both flat rate and percentage changes) for those in rank for three or more years.
      - Hepperle suggested including the 3% raise that the faculty will receive in January.
- **Faculty and staff compensation guidelines**
  - Final documents were not received from HR.

New Business

- **Step-back policy revision**
  - The title of the policy will be changed from “Step-back” to “Administrators moving to or Returning to Faculty.”
  - “who retains their faculty status” was questioned by the committee and codification
    - Codification asked:
      - Do any faculty in this position “not” keep their faculty status? What is

the procedure? Who decides? Is faculty status the same as tenured status?

- Sileo shared that in her current position, she has tenure status but not faculty status.
  - To those who are Tenure-track or Contract renewable and take an interim administrative role, is their faculty status not guaranteed?
- Proposed changes:
  - 3-3-1301(2) Definitions.
    - (a)(ii) will be revised to,
      - A faculty member ~~hired initially in a faculty position~~ **tenured or on the tenure track**, who, thereafter, is employed in an administrative position (including those who do so as an interim or temporary assignment) ~~and who will~~ **will** retain their ~~faculty~~ **tenure or tenure track** status while in the administrative position.
  - There were questions regarding the difference between 3-3-1301(2)(b) and 3-3-1301(2)(c)
    - It was clarified that (b) is the move from administration to faculty and (c) is the change in their status.
    - Proposed changes:
      - 3-3-1301(2) Definitions.
        - (b)
          - ~~Step-back Administrator moving or returning to faculty.~~ **Administrator moving or returning to faculty.** An employee's **A** change from an administrative position to a faculty position.
        - (c)
          - ~~Step-back Administrator moving or returning to Faculty.~~ **Administrator moving or returning to Faculty.** An administrator ~~with faculty status who begins or~~ **with tenure or tenure-track status** returns to a faculty ~~position~~ **status**.
          - If you are TT or CR and take a interim admin role, their faculty status is not guaranteed.
  - The committee will return to this at the next meeting.
  - Distinguished Professor category rank (Welfare Committee working on criteria)
    - Suggested promotion stipend

Comments to the Good of the Order  
Adjournment 3:56pm