

SALARY EQUITY COMMITTEE
Campus Commons 2200
November 17, 2025 | 3:00-4:00 p.m.
M I N U T E S

Present: Applegate, Castro, Elkins, Fischer, Hepperle, Newman, Senbet, Shafie, Sileo (Fleming), Vaughan
Zoom: Henke, McCamey
Absent:

Call to Order 3:00pm

Approval of the Agenda approved without objection

Approval of November 3 Minutes approved objection

Chair's Announcement – Hepperle will have to reach out to Megan regarding the compensation outcome for this fiscal year.

Unfinished Business

- **Update to stipends for faculty promotions (Document back from Codification)**
 - Revisions were kept language consistent with current language
 - Codification changed all the “will” to “shall”.
 - It was noted that the assumption that individuals in Year-in-Rank (YIR) of 3+ years would be eligible to apply and receive the adjustment is very aggressive.
 - There were concerns regarding implementation due to the current state of the university.
 - Sending it now may appear insensitive given the current layoffs.
 - These changes are significant to faculty but can also wait until January.
 - The question of whether the adjustment is accounted for in the current revised budget was asked.
 - Members agreed that the committee should wait to send the proposal to the Faculty Senate until January.
 - Noted that Provost Fleming and Sileo expressed concerns about the analysis, specifically that fringe was not included.
 - A full budget analysis will be required before administration can consider the proposal.
 - Fischer emphasized that the President is determined to continue to give raises
 - MOTION: Fischer moves to approve the revision and send the proposal to the Senate in January, seconded by Elkins
 - VOTE: Motion approved unanimously
- **BPM of Funding Priorities Guidelines (Document back from Codification)**
 - 1-1201(4)
 - Members prefer the second option with the removal of “e.g.” and insertion of “as defined by”
 - 1-1-201(5)
 - (a)
 - It was asked whether “shared governance partners” and “stakeholders” were the same groups.
 - It was clarified that they are not the same.
 - (f)

- Fischer questioned whether “well-being” and “quality of life” were different
 - It was clarified that some Codification members expressed concerns about the term “well-being”.
 - SEC members agreed to revert it back to “well-being.”
- Fischer supports keeping the final sentence of the preamble, noting that similar language is not universally accepted in all parts of the country.
 - Provost Fleming indicated the document would have a higher chance of approval at the provost level if that sentence were relocated into the list of items below rather than kept in the preamble.
- The following sentence will be added to the beginning of (I).
 - “Investment in faculty is investment in students; therefore, annual budgets must demonstrate sustained commitment to faculty compensation, the quality of academic programs, and student success.”
 - Remove “learning, well-being, and success” at the end of section (I) and end the sentence with “students”.
- In Section (II), Provost Fleming suggested adding an analogous sentence to acknowledge all groups.
 - Fischer noted that not all staff directly contribute to student well-being.
 - The committee agreed to inserting “and support staff” after “prioritize activities”
- For the College of Osteopathic Medicine (COM) reference, Provost Fleming recommends relocating it because it appears as a priority but is related to reporting.
 - The committee agreed to add this to the end of 1-1-201(4)(b).
- Elkins requested clarification on the rationale behind the changes and asked how members felt about the implications. He noted the document does not indicate a departure from current practices.
 - Fischer shared that administration is trying to move away from percentage-based approaches and that this language provides the best opportunity for accountability. He also added that proposed numbers are far from current values.
 - Fischer noted that past presidents did not meet with shared governance organizations, whereas President Feinstein does.
 - These revisions will require future presidents to discuss the budget with shared governance organizations.
- MOTION: Fischer moves to approve the revisions to BPM of Funding Priorities Guidelines, seconded by Shafie
- DISCUSSION:
 - Although the document is not perfect, given current constraints, the changes provide a workable framework for accountability.
- VOTE: Motion approved unanimously
- **Step-back policy revision**
- Faculty and staff compensation guidelines (waiting for the final documents from HR)

New Business

- Distinguished Professor category rank (Welfare Committee working on criteria)
 - Suggested promotion stipend

Comments to the Good of the Order

Thank you Dawit for shepherding this complicated issue!

Adjournment 3:56pm