

SALARY EQUITY COMMITTEE  
Campus Commons 2200  
January 12, 2026 | 3:00-4:00 p.m.  
M I N U T E S

Present: Castro, Fischer, Newman, Senbet, Shafie, Sileo

Absent:

Zoom: Applegate, Elkins, Henke, Hepperle, Manshad

Call to Order 3:01pm

**Approval of the Agenda approved without objection**

**Approval of December 1, 2025 Minutes approved without objection**

Chair's Announcement – The goal is to complete the “step-back” policy today. Access to the compensation outcomes was received, and we are waiting for the faculty and staff compensation guidelines from HR.

Unfinished Business

- **Step-back policy revision**

- 3-3-1301(2)(b)
  - Comment from Sileo: Do we need to note "an administrative position, with tenure,..."
    - Remove “or returning” for clarification between parts (b) and (c).
    - In the case of an administrator moving to faculty with out tenure they would be hired as a completely new faculty member.
- 3-3-1301(2)(d)
  - Comment from Sileo: Unit seems sufficient and covers a broad range across the institution
    - Remove “department/”
- 3-3-1301(4)(a) – Replace “with” with “Moving to” in the title of this section
  - (i)
    - End part (i) with “, relative to the current parity floor.”
  - (ii) Comment from Senbet: Does a commencement of administrative duties without a written agreement happen? If there is a written agreement, what is the guidance/guardrail for compensation in faculty status?
    - Sileo shared that it has happened where there was no written agreement upon administrative duties and may not be current.
    - If there was no written agreement, they would be at the parity floor and can be negotiated.
- 3-3-1301(4)(b) – Replace “with” with “Returning to” in the title of this section
  - (i)
    - Change the second instance of “Administrator” to “faculty.”
  - (ii)
    - Comment from Senbet: “plus any faculty salary increasing” needs clarification. Their rank and YIR are frozen.
      - Part (ii) was interpreted is faculty is moving to administrator; their current salary will be frozen. When returning to faculty

they will receive that frozen salary plus the raises that may have occurred during the period they were an administrator.

- Their YIR will not be frozen and they will receive across the board increases.
- Remove the entire last sentence.
- (iii)
  - Begin part (iii) with “A full-time administrator returning to”
  - In the second sentence, replace “does not apply” with “stops.”
    - Their faculty “clock” is frozen during their time as an administrator.
- (v)
  - Sileo confirmed that the practice in section (v) is current.
- 3-3-1301(4)(c)
  - (i)
    - Remove “replacement” and “adjunct and overload” from the last sentence of part (i).
    - Insert and revise 3-3-1301(4)(b)(iii) and (iv) be parallel and remove existing (iv) and (v)
  - Insert new (ii) and (iii),
    - (ii) If the administrative assignment is full-time, the clock for tenure, promotion, and sabbatical stops during their employment in an administrative position, and they shall not undergo faculty evaluation in their academic unit.
    - (iii) If the administrative assignment is less than full-time, the faculty member, CAO, and the academic unit shall adjust the faculty member’s workload and develop an agreement, in writing, that addresses tenure, promotion and sabbatical, so that all parties are clear as to the terms of the agreement. In such cases, the faculty member would continue to undergo evaluation by the academic unit.
  - New (iv)
    - Remove “moving or return to faculty”
- 3-3-1301(5)
  - (a)
    - Begin part (a) with,
      - “When an administrator moves or returns to faculty, a paid transition period to support the preparation to return to faculty may be authorized.”
  - (b)
    - Comment by Senbet: Faculty salary, for the rank and YIR, at the current parity floor?
    - Remove “pay during the transition period shall be negotiated by the President. However, no individual shall receive more than one semester of their administrative salary during the transition period.
    - Continuing the sentence with the retooling section from 3-3-1301(3)(a)
      - “transition salary during any semester used to prepare to return to faculty (retooling) will be identified in the initial Letter of Intent (LOI), based on the faculty base salary

II) the retooling time will be identified in the initial LOI, shall not exceed 1 semester

III) a minimum of 3 consecutive years must occur in an administrative role or roles in order for the administrator to earn a retooling period.”

- (c)
  - The references were corrected.
- (d)
  - Replace “starts anew” with “resumes”
  - Can faculty reject retooling period?
    - Yes, “may be authorized” captures that option.
  - The committee review this again before sending to Codification.
- Faculty and staff compensation guidelines (waiting for the final documents from HR)

#### New Business

- FY26 Compensation Outcome
  - Discussion will begin at the next meeting
- FY27 Faculty Salary Distribution Model
  - The budget will be open on January 20 and 21; any reductions will be determined after January 27.
- Hannover Research Report
  - [Best Practices - Salary Equity Committee & Process Preview](#)
  - A final report is expected by February 16.
  - The report will include all the work they did into a model. The model will allow users to input different variables to see how outcomes change.
  - Sileo suggested inviting Hanover to present their data at either the February 23 or March 9 meeting.
- Distinguished Professor category rank (Welfare Committee working on criteria)
  - Suggested promotion stipend

Comments to the Good of the Order

Adjournment 4:00pm