

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

Present: Applegate, Fischer, Newman, Senbet, Shafie, Sileo  
Zoom: Henke, McCamey, Vaughan  
Absent: Castro, Elkins, Hepperle  
Guest: Brown

Call to Order 3:02pm

**Approval of the Agenda approved without objection**  
**Approval of October 20 Minutes approved without objection**

Chair's Announcement – No report

Unfinished Business

- **Update to stipends for faculty promotions**
  - Senbet shared some information with the committee, with the inclination that this will be a meaningful change for the faculty with insignificant impact on the budget (ranging from 0.04% to 0.05% of the budget per year, assuming all promotable faculty members with three or more years in rank are promoted).
  - Proposal 1: \$9000 for Associate to Full, \$6500 for Assistant to Associate, \$4500 for Lecture/Instructor promotions or 8% base salary, whichever is greater.
  - Proposal 2: \$10000 for Associate to Full, \$7000 for Assistant to Associate, \$4500 for Lecture/Instructor promotions or 8% base salary, whichever is greater.
  - Proposal 3: \$10000 for Associate to Full, \$7000 for Assistant to Associate, \$5000 for Lecture/Instructor promotions or 10% base salary, whichever is greater.
  - MOTION: Fischer motions to support proposal 3, seconded by Shafie
  - VOTE: Motion approved unanimously and will move to Codification

New Business

- **BPM of Funding Priorities Guidelines (Proposal from SEC Subcommittee)**
  - McCamey shared the instruction expenses for FY24, which were 34.9%, and for FY25, which were 35.5% budgeted.
  - Fischer emphasized the importance of requiring annual reporting and requiring the President to discuss percentage changes with the BOT and Faculty Senate.
    - He shared that administration is not in favor of fixed percentages, viewing them as constraining and unrealistic.
  - Brown emphasized how instruction and student success are prioritized in section (f).
    - This works as a compromise with the fact that there is no specific budget guideline, but indicates that student success in student instruction is the foundation of the institution.
  - Sileo commended the work of the subcommittee and shared suggestions as the administrative representative.
    - She suggested edits to reduce redundancy and avoid negative tone toward non-faculty staff.
  - Sileo recommends removing the preamble statement in 1-1-201 since it appears very

similar to a priority stated under section (f).

- She also suggests modifying the preamble of 1-1-201(5) and placing it under section (f)
- Another suggestion was that any set percentage, including the aspirational 45%, would not be supported by the administration.
- Members questioned the administration's resistance to percentages, and Sileo clarified that percentages can be problematic and unattainable.
- Fischer believes the "Special emphasis" sentence is not redundant and suggests keeping it.
- **MOTION:** Fischer moves to move forward with the revisions and remove the sentence that includes the 45%, seconded by Applegate.
  - **AMENDMENT:** Applegate amends to remove the following sentence as well. (Accepted)
- **DISCUSSION:**
  - Fischer believes the document will be approved by administrators and BOT with the exclusion of 45%.
  - Applegate shared that in previous language, instruction did not seem to be a priority, but with this revision, it can be clearly seen as a priority.
    - He also agrees with the recommendations that Sileo stated.
  - Shafie stated that the proposal from the administration was very subjective, and the inclusion of percentages made it more objective.
    - Sileo understands his point of view but emphasized how the administration won't approve it with the percentages.
  - Newman shared that although some believe including a percentage would hold the administration accountable, the special emphasis report on instruction serves as a compromise and will still ensure accountability.
    - Some members appreciate the inclusion of regular discussion on budget priorities, and others are concerned about how to ensure accountability without a target percentage.
  - Senbet believes that the intent is to restore what was attained historically, with instruction being at 45-51% until recent declines, providing current and future administrators with an aspirational goal.
  - Brown shared how the subcommittee has two ways to argue that some budgets would meet priorities at some universities over others.
    - 1) In regard to transparency to shared governance, and 2) how instruction-related expenses are a higher priority over others.
- **VOTE:** 4 in favor, one opposed – motion approved
- **MOTION:** Fischer moves to move "The fiscal year budget" paragraph language from page 8 to section (f) on page 10, seconded by Applegate.
- **VOTE:** Motion approved unanimously
- **MOTION:** Fischer moves to send Codification the revised document, seconded by Shafie.
- **VOTE:** Motion approved unanimously
- **Step-back policy revision**
- Distinguished Professor category rank (Welfare Committee working on criteria)
  - Suggested promotion stipend

Comments to the Good of the Order

Adjournment 4:01pm