

SALARY EQUITY COMMITTEE
Campus Commons 2200
April 13, 2026 | 3:00-4:00 p.m.
M I N U T E S

Present: Elkins, Fischer, Hepperle, Newman, Senbet, Shafie, Sileo
Zoom: Applegate, Manshad, Vaughan
Absent:

Call to Order 3:02pm

Approval of the Agenda approved without objection

Approval of March 30, 2026 Minutes approved without objection

Chair's Announcement – The last Salary Equity Meeting will be held on 4/27 to discuss the Hanover report.

Unfinished Business

- **FY27 Faculty Salary Distribution Model**

- Senbet shared several distribution models and scenarios that the committee can discuss and select to bring forth to Faculty Senate (FS).
- Sileo suggested delaying decisions until the new year to better understand the budget and if brought to FS, it should be framed as a hypothetical model.
 - Applegate appreciates Sileo's suggestion but recommends moving forward with a recommendation.
 - Manshad emphasized the importance of making progress, even if it is incremental.
- Senbet emphasized that faculty salaries must remain the top priority.
- Since raises were given in January this year, the committee discussed that they should be given in August.
 - To ensure that approved adjustments are realized within the period in which faculty perform their work and to remain consistent with previous practice of implementation on an academic year.
 - If implemented in January it reduces the effective value of the adjustment in that academic year and creates differences in how faculty experience the increase based solely on timing.
- It was noted that classified staff raises take effect July 1, creating concern since state actions may differ from university plans, potentially impacting faculty long-term.
 - Hepperle shared that open enrollment for classified staff begins next week, though rates are still unknown.
- Fischer was in favor of model C' - [Favor Flat/ATB]: 2/3 Flat/ATB - 1/3 Parity split (with \$10K max increase).
- Applegate agrees with the selection of C'. He stated that although A' (50-50 split between Flat/ATB and Parity) and C' may seem similar, it will mean different to others.
- The committee suggested bringing two recommendations to FS, a recommendation to disburse raises in August instead of January and the recommendation of model C'.
- **MOTION:** Fischer moved to recommend that payment happen in August rather than January, seconded by Elkins
- **VOTE:** Motion approved unanimously

- **MOTION:** Fischer moves to present model C' to the Faculty Senate, seconded by Elkins
- **VOTE:** Motion approved unanimously
- **FY26 Compensation Outcome**
 - Senbet noted the one significant change of the row that noted no peer data would be left as is.
 - Hepperle and Bauer clarified that no peer data exists for that individual.
 - It was noted that peer groups differ each year since data reporting is voluntary.
 - Senbet will work with Hepperle a first-page summary before sharing with FS.
 - **MOTION:** Applegate moves to approve the FY26 Compensation Outcome, seconded by Elkins.
 - **VOTE:** Motion approved unanimously
- **Step-back policy revision (Minor revisions/clarifications from Nancy)**
 - Senbet and Sileo worked together to make final revisions to the policy.
 - Definition (f) was changed to "Retooling Period"
 - Definition (g) Parity Floor was revised for clarification.
 - Regarding Sileo's comment - This is really "agreed on." The individual would not prepare the letter, instead it is prepared by the CAO, in conjunction with the individual, the administrative supervisor during the admin role, the Dean and the unit lead.
 - 3-3-1301(3)(a)(II) was removed.
 - The committee decided that the CAO will help the college identify funding to cover an administrator's faculty salary for up to three years, instead of five years.
 - Applegate suggested adding "The funds then revert to the salary pool administered by the Provost's Office to fund full-time faculty in the respective college." After for clarification.
 - Changes were made to 3-3-1301(4)(a)(iii) and 3-3-1301(4)(b)(iv)
 - **MOTION:** Motion to approve the revision of the "Step-back Policy"
 - **VOTE:** Motion approved unanimously

New Business

- **SEC Officers Nominations**
 - **Chair Nominations:**
 - Elkins nominates Senbet – Accepted
 - **Vice-Chair Nominations:**
 - Shafie nominated Elkins – Accepted
 - Voting will take place at the next meeting.
- **Hannover Research Report**
- **Brainstorming Priorities for the next academic year**
- Distinguished Professor category rank (Welfare Committee working on criteria)
 - Suggested promotion stipend

Comments to the Good of the Order

Adjournment 4:00pm