

SALARY EQUITY COMMITTEE
Campus Commons 2200
September 22, 2025 | 3:00-4:00 p.m.
M I N U T E S

Present: Castro, Fischer, Newman, Senbet, Shafie, Sileo
Zoom: Elkins, Henke, Hepperle
Absent: Vaughan

Call to Order 3:03pm

Approval of the Agenda approved without objection

Approval of September 8 Minutes approved without objection

Chair's Announcement – The discussion at the last Faculty Senate Executive Committee (FSEC) meeting about the subcommittee was very constructive. Administration is willing to work with the subcommittee on the revision. The goal is a quick turnaround, which may require work outside regular hours.

- Fischer motions to withdraw previous motions, Elkins seconds the withdrawal

Unfinished Business

- **BPM of Funding Priorities Guidelines – formation of subcommittee**
 - Faculty volunteers for the SEC subcommittee
 - Jeff Brown
 - Joe Elkins
 - Fritz Fischer
 - Britney Kyle
 - Harmony Newman
 - Dawit Senbet
 - Teresa Casto (PASC)
 - Open to include CSC
 - MOTION: Fischer moves to create subcommittee, seconded by Elkins
 - DISCUSSION:
 - Fleming will serve as administrative representative and, in her absence, Sileo will fill in.
 - VOTE: Motion passes unanimously

New Business

- **Update to stipends for faculty promotions**
 - Members noted a significant drop in parity when faculty are promoted.
 - Inflation adjustments and parity could be addressed together or separately.
 - Greeley-area inflation data available through 2018; national data may serve as a guide moving forward.
 - Last adjustment occurred three years ago, and inflation has risen significantly since.
 - Inflation from 2022 to 2024 was about 16%.
 - Inflation from 2022 to 2025 is about 19-20%.
 - It was asked what metrics the SEC used in setting values three years ago, whether it was peers or NCHEMS.
 - Adjustments were based on cumulative inflation, not peer comparisons.

- Taking the inflation into account over the last three years, if we propose a 20%, 25% or 30% increase in stipend, as an example, promotion to full professor would change from the current \$6250 to:
 - 20% - \$7500
 - 25% - \$7812.50
 - 30% - \$8125
- Sileo and the provost's office encourage the committee to consider what other peers may look at for their promotion stipends.
- Fischer insists that rates be consistent across all positions, not CIP-dependent.
- It was suggested to use inflation adjustments until a new policy is determined (based on Hannover Research outcomes).
 - Senbet noted there is University Regulation language that requires review every three years, though we may include language so that revisions can be made earlier.
- It was asked why increases cannot vary by CIP codes, given that promotions already create disparities.
 - A two-part raise was suggested, flat base and percentage.
- Sileo suggested a proposal, with language stating that a flat rate or percentage adjustment will be applied in the future.
 - Language could allow for combined approaches.
 - There were concerns about the feasibility if things get too complicated.
- Senbet suggested an inflation adjustment at a floor of 20%, 25% to be consistent, or a high end of 30%.
- Fischer is in favor of the 25% for consistency and supports the idea of a formal proposal with method options.
- It was noted that a separate promotion pot will cost less to get those with low parity up.
- Senbet asked what the provost's office is thinking regarding the stipend increase range.
 - Sileo noted that the metrics were discussed, but not specific values.
 - A good start would be to look into other institutions and the tools they use.
- Colorado institutions or NCHEM data were suggested.
 - Hepperle can gather that data for the next meeting.
- **Faculty and staff compensation guidelines**
 - The document is expanding on what's already there and revamping current content.
 - The language in the equal pay for equal work section had to be changed due to law changes.
 - It is important to keep the language between both parallel with each other.
 - Committee feedback and suggestions:
 - Faculty - Page 1: Initial Pay Determination
 - Clarification is needed in the "Process" section of the faculty guide, insert "at least".
 - "Vice provost" should be changed to "provost or designee"
 - Change throughout the document.
 - Staff - Page 2: Temporary Change in Duties
 - Values are used in the staff guide (5-15%) but not in the faculty copy
 - Senbet has language for consideration.
 - Faculty - Page 3: Promotion Increases
 - The references are in the University Regulations, not the Board Policy Manual.

- Change to University Regulation
 - Staff - Page 3: Equal Pay for Equal Work (EPEW) Adjustments
 - There are some editorial discrepancies between the two.
 - Senbet has additional suggestions, and he will share them with Hepperle.
- Discussion to be continued at the next meeting.
- Step-back policy revision
- Distinguished Professor category rank (Welfare Committee working on criteria)
 - Suggested promotion stipend

Comments to the Good of the Order

Adjournment 3:57pm