SENATE ACTION FORM

No. 1183

Subject: Salary Equity Compensation Resolution

Reference to Senate Minutes dated: 3/30/2020

Senate Action:
MOTION: It is moved to approve the Salary Equity Compensation Resolution as presented.
VOTE: Approved without objection.

Response requested:

_____ Approval for placement in University Catalog

_____ Approval for placement in University Regulations

_____ Recommendation to Board for placement in Board Policy Manual

____ None (sent as information item)

Other action requested/comments:

Faculty Senate Chair 04/07/20

VPAA/Provost

General Counsel

President/Designated Administrative Officer

Date

PLEASE RETURN SIGNED ORIGINAL AND ATTACHMENT TO THE FACULTY SENATE OFFICE, CARTER 2004, BOX 75.
faculty.senate@unco.edu
Salary Equity Committee
Resolution Re Salary Increases for Faculty and Staff for 2020-21

Resolution:

Recognizing that the university’s financial climate is unclear, in the event that salary increases will be offered in AY 2020/21, the Salary Equity Committee recommends the following:

For exempt/professional staff, we recommend an across the board 2% salary increase. In addition, we recommend that the lower end of the pay bands be adjusted to insure equity.

For full-time faculty who meet all of the requirements for salary increases we recommend:

1. Flat-dollar increases to salaries be distributed according to rank.
   - Instructors/lectures shall receive a $1,000 increase to base salary.
   - Assistant professors shall receive a $1,200 increase to base salary.
   - Associate professors shall receive a $1,650 increase to base salary.
   - Full professors shall receive a $1,750 increase to base salary.

2. Any remaining funds from the 2% salary increase pool for faculty, including any remaining funds used to address issues of inversion, shall be used to make parity adjustments. The parity funds shall be distributed to those faculty at the lowest levels of parity.

3. No faculty member shall receive a pay increase greater than 10% of the current base salary, excluding any promotion increases.