

SENATE ACTION FORM

No. 1269

Subject: Temporary Salary Reductions

Reference to Senate Minutes dated: 2/3/25

Senate Action

MOTION: Adopt the changes to University Regulations 3-3-701(1).

VOTE: Approved unanimously by voice vote.

Response requested:

_____ Approval for placement in University Catalog, Undergraduate and Graduate

 X **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

2/4/2025
Date

* * * * *

Administrative review of Senate action (unnecessary for information items):

 X Reviewed by **VPAA/Provost**. Check _____ if comments are attached.

 X Reviewed by **General Counsel**. Check _____ if comments are attached.

Presidential action:

X__ Approve _____ Reject _____ Return to Senate for discussion/modification (comments attached)



President/Designated Administrative Officer

02/24/2025
Date

Date of Board approval (if applicable): _____

PLEASE RETURN SIGNED ORIGINAL AND ATTACHMENT TO THE FACULTY SENATE OFFICE, CARTER HALL 2004, BOX 75.

Faculty.Senate@unco.edu

FACULTY SENATE POLICY PROPOSAL/MOTION

Subject: Temporary Salary Reductions

Originator/Date: Codification, reviewed 9/24/2024, 1/15/2025, 1/29/2025

COD sent to Faculty Senate 2/3/2025

Placement(s): University regulations 3-3-701(1)

Motion: Adopt the changes to University Regulations 3-3-701(1).

Purpose/Rationale: The proposed language updates the formatting of the numbering and deletes a provision that was specific to the 2020-2021 pandemic year.

Proposed Language:

3-3-701 Faculty Salary Distribution.

3-3-701(1) Faculty Compensation Procedures.

(a) The University is committed to a faculty salary distribution process which meets the following objectives, subject to available resources:

(i) To increase and maintain salaries to a competitive level for both recruitment and retention of faculty at all ranks.

(ii) To provide compensation increases for all faculty who at least receive an overall annual/biennial/triennial evaluation of “meets expectations” or above.

(iii) Faculty who receive less than a “meets expectations” in their overall annual/biennial/triennial evaluation shall not receive an annual salary increase. For each year that a faculty member receives an overall annual/biennial/triennial evaluation of less than “Meets Expectations,” one year in rank (or two years in the case of biennial evaluation, or three years in the case of triennial evaluation) shall be deducted from the total number of years in rank used to calculate parity.

(b) Further, the University is committed to the determination of an individual faculty member’s salary in accordance with the following principles:

(i) Continuing full-time faculty will not have their salaries reduced as a result of modifications to the University compensation policy.

(ii) Continuing full-time faculty will receive no less than their current academic year salaries, excluding administrative and extra duty stipends. (Note: For faculty in the University Libraries, the academic year salary is the fiscal year salary.)

(c) The following guidelines will determine the distribution of any salary increase monies available each fiscal year:

(i) The salary increase monies available for distribution (salary and benefits) will be determined through the annual budget setting process. Monies to fund promotional increases will be budgeted separately and not deducted from the identified pay increase pool.

(iiH) The following faculty salary increases will apply beginning fall 2023. The faculty salary increase for promotion from lecturer to senior lecturer shall be \$2,500. The faculty salary increase for promotion from instructor to assistant professor shall be \$2,500. The faculty salary increase for promotion from assistant professor to associate professor shall be \$3,750. The faculty salary increase for promotion from associate professor to full professor shall be \$6,250. The University will review the promotional amounts every three years. If the resulting salary after the promotional increase for any rank is below the minimum parity threshold established by the CAO in the salary distribution process, the salary will be increased to the minimum parity threshold.

(iiiH) The CAO will provide annually, before the end of ~~each fall semester~~ January, to the Salary Equity Committee a compensation distribution report for the previous year which includes, but is not limited to, distribution of the parity pool and merit monies.

(ivIV) Each year the Salary Equity Committee shall recommend to the Senate a salary distribution model.

~~(d) Notwithstanding the provisions of subsection (b), above, the President may implement temporary salary reductions for the 2020-2021 academic year. Substantially similar percentage reductions shall be implemented for administrative/professional exempt staff. The reduction shall be based on a formula applicable to all faculty and administrative/professional exempt staff.~~

Clean Version:

3-3-701 Faculty Salary Distribution.

3-3-701(1) Faculty Compensation Procedures.

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- (i) To increase and maintain salaries to a competitive level for both recruitment and retention of faculty at all ranks.
- (ii) To provide compensation increases for all faculty who at least receive an overall annual/biennial/triennial evaluation of “meets expectations” or above.
- (iii) Faculty who receive less than a “meets expectations” in their overall annual/biennial/triennial evaluation shall not receive an annual salary increase. For each year that a faculty member receives an overall annual/biennial/triennial evaluation of less than “Meets Expectations,” one year in rank (or two years in the case of biennial evaluation, or three years in the case of triennial evaluation) shall be deducted from the total number of years in rank used to calculate parity.

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- (i) The salary increase monies available for distribution (salary and benefits) will be determined through the annual budget setting process. Monies to fund promotional increases will be budgeted separately and not deducted from the identified pay increase pool.
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minimum parity threshold.

(iii) The CAO will provide annually, before the end of January, to the Salary Equity Committee a compensation distribution report for the previous year which includes, but is not limited to, distribution of the parity pool and merit monies.

(iv) Each year the Salary Equity Committee shall recommend to the Senate a salary distribution model.