

SENATE ACTION FORM

No. 1221

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MOTION: Salary Equity – It is moved to add a sentence to 3-3-701(1)(c)(I) to specify the funding for promotional increases will be budgeted separately from the pay increase pool.

VOTE: Approved by voice vote.

Response requested:

\_\_\_\_\_ Approval for placement in University Catalog

X  **Approval for placement in University Regulations**

\_\_\_\_\_ Recommendation to Board for placement in Board Policy Manual

\_\_\_\_\_ None (sent as information item)

X  Other action requested/comments: **Administrative review and Presidential approval requested.**

\_\_\_\_\_  
Faculty Senate Chair

\_\_\_\_\_  
10/15/2021  
Date

## Attachment to Senate Action #1221

Approved by the Faculty Senate

October 11, 2021

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### **Revision to 3-3-701(1)(c)**

*See highlights for addition.*

- (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.**
  - (II) The faculty salary increase for promotion from lecturer to senior lecturer shall be \$2,000. The faculty salary increase for promotion from instructor to assistant professor shall be \$2,000. The faculty salary increase for promotion from assistant professor to associate professor shall be \$3,000. The faculty salary increase for promotion from associate professor to full professor shall be \$5,000. 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.
  - (III) The CAO will provide annually, before the end of each fall semester, 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.
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