

SALARY EQUITY COMMITTEE  
Remote Meeting - Zoom

called to order at 3:

**Approval of the Agenda**

Approved with addition of discussion

**Approval of the September 8, 2020 Min**

Approved without objection.

**Chair's Announcements (Greene)**

**Unfinished Business**

- **Policy for administrator retreat to faculty**
  - The committee reviewed Codification's revisions, recommendations, and comments.
  - Definitions – clarifying the two categories of admin with faculty status
  - Step back pay calculation will be 90% of the CUPA Doctoral All median for the specific rank and discipline when:
    - In the case of an employee initially hired in an administrative position, there is an absence of a written agreement at the beginning of employment
      - Per Parks, there are not many administrators left who don't have written agreements in place.
    - In the case of an employee initially hired as faculty, the step-back faculty has not served in a faculty position for 10 years or more.
  - The budgetary responsibility for funding the step-back faculty salary will remain with the administrative unit for up to six months.
    - Defining the funding in terms of months (rather than in terms of semesters) provides clear guidance regardless of the timing of a step back.
  - The clock for tenure, promotion, or sabbatical does not apply while the employee is in the administrative position.
    - Once the employee steps back to faculty, the clock resumes.

- **Pay reduction model**

- At the last Senate meeting, the President indicated that administration will not be pursuing salary reductions at this time.
- Without objection