

**SENATE ACTION FORM**

No. 1199

Subject: Step Back Policy

Reference to Senate Minutes dated: 11/23/2020

Senate Action:

MOTION: Salary Equity – It is moved to approve the Step Back Policy as presented for inclusion in University Regulations.

VOTE: Approved by voice vote.

Response requested:

Attachment to Senate Action #1199  
Approved by the Faculty Senate  
11/23/2020

the Step-back faculty is commencing or returning to identify funding for the position.

**3-3-1301(4) Faculty Rank, Tenure Status, and Salary for Step-back Faculty.** Faculty rank, tenure status, and salary for Step-back faculty depends on the rank and title and tenure status of the Step-back faculty at the time they commenced duties as an administrator with faculty status.

**(a) Administrator with Faculty Status under 3-3-1301(2)(a)(i).**

- (i) The rank, tenure status, discipline code, and pay calculation upon Step-back shall be determined at the time of initial hire.
- (ii) In the absence of a written agreement at the commencement of employment in an administrative position, Step-back pay shall be calculated as (ii)



- (a) At Step-back, unless negotiated at the time of hire, a paid transition period to permit the Step-back faculty to prepare to return to the faculty may be authorized. Unless otherwise agreed upon in writing prior to the commencement in an administrative position, no transition period s