

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Motion for Transparency and Equity in Salary and Position Growth

SENATOR PROPOSING MOTION: Anita Brown

SENATOR SECONDING MOTION: Jeffrey Emmert

MOTION (this section alone will be recorded in the minutes):

The Vice-President of Administration and Finance (VP A&F) shall present a budget update during a special meeting of the Faculty Senate (FS) at least once during each Fall and Spring semester. At that meeting, the executive summary of their report, presented by the Vice-President or their representative, shall not exceed 20 minutes. The remainder of the meeting shall be for answering questions from the Faculty. The meeting shall take place no later than November during the Fall and April during the Spring; the FS President will schedule the meeting in consultation with the VP A&F and distribute the date to the Faculty at least one month before the meeting. A&F will send a detailed budget report to the FS President at least one week prior to the session for distribution to the Faculty. If the FS President determines that such a meeting need not occur, the FS President will notify the VP A&F of the cancellation by the end of October for the Fall and March for the Spring.

In addition, the VP A&F will meet at least bi-annually with the Faculty Financial Oversight Committee (FFOC), providing a budget report and discussing issues of concern with the committee. The Chair of the FFOC will schedule these meetings in consultation with the VP A&F; they may also request specific data be included in the report. These meetings must be scheduled in a manner that permits significant direct discussion with the FFOC.

JUSTIFICATION:

In recent years, divergent trends in administrative and faculty salary expenditures and PIN growth have raised concerns about equitable resource allocation and transparency. Faculty currently have limited access to comprehensive data on these trends. The 2024 FFOC report regarding Faculty and Administrative Growth discussed the divergent trend as well as discrepancies in interpretation of the data. The report requested a detailed explanation from the Administration. The FFOC and other Faculty do not feel an adequate explanation has been provided. Meetings that permit discussion of Faculty concerns should lead to an explanation and should improve communication between the Faculty, the FFOC, and the Administration.

ANTICIPATED IMPACT:

Negative: Preparing, providing, presenting this information and attending meetings will increase the workload of the VP A&F as well as the FFOC. If the FS becomes busy there may be conflict regarding a special meeting of the FS.

Positive: This motion enhances transparency, accountability, and shared governance and gives Faculty an opportunity to have their questions regarding financial expenditures answered.

Is this a recommendation to the Provost? Yes ___ No X___

Is this a recommendation to someone else? No ___ Yes, to the VP of Administration & Finance

VOTE: Number of Senators Present:

Motion Passes or Fails: