Senate Recommendation to the President

Originating Body: Faculty Senate **Originator:** Senator Anita Brown

Date Submitted: 10/1/2025 **Requested Effective Date:** 10/1/2025

Recommendation:

The Faculty Senate recommends putting in place the mechanisms for providing justification for administrative positions, in accordance with the attached motion.

The Faculty Senate also recommends that the President relay the response to this recommendation to all VPs.

Please note that this recommendation was submitted informally (i.e. not on a form like this) by FS President Tuske in Spring 2025.

Date Approved by the Faculty Senate: 3/25/2025

David Keifer 10/1/2025

President, Faculty Senate **Date**

Action Taken by President **Date:** _____

☐ Recommendation Accepted ☐ Recommendation Not Accepted*

☐ Recommendation returned to the Originating Body for further review (see attached)

Disposition for Approved Recommendation:

☐	President	☐	VP Student Affairs
☐	Faculty Senate President	☐	VP Finance
☐	Consortium Chair	☐	School Deans
☐	Webmaster	☐	Graduate Council
☐	Catalogue Editor	☐	Provost Council

_____ _____

President **Date**

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Motion for Provision of Justifications for Administrative Positions

SENATOR PROPOSING MOTION: Anita Brown

SENATOR SECONDING MOTION: Erin Weber

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

A representative designated by the Administration will work with the Faculty Financial Oversight Committee (FFOC) to develop a mechanism to share a justification for a position whenever non-Faculty (where Faculty is defined in the Faculty Senate bylaws), exempt positions with salaries greater than or equal to $80,000 are established (new, replacement, redefined, reclassified, or reorganized positions), prior to announcing or officially initiating the process to establish any non-emergency position. For a non-emergency search, the justification should be provided at least three weeks prior to initiation of the search. For an emergency position, a justification should be provided within three weeks after the position is established. The justification will at least explain the role of the position, the reason the position is needed, and how the position will impact other positions (for example whether the position involves completion of duties from current positions or will the duties associated be new; whether the position involves establishment of a new PIN or involves transferring a PIN). These justifications will be posted by the designated representative of the Administration on a Teams Channel to which at least the FFOC and the Faculty Senate (FS) will have access. The FFOC chair, or FFOC representative designated by the FFOC chair or by the FS President, will have administrative rights to the channel and will maintain the data provided by the Administrative representative. The FFOC will monitor the channel weekly. Prior to 29 April 2025, the FFOC and the designated representative of the Administration will outline and demonstrate the process to the FS.

JUSTIFICATION:

It makes sense to involve Faculty, especially in difficult financial times, in the decision making process before a search is announced, or before the process officially begins to establish a position. When Faculty and Staff positions are established, a justification is provided to the Administration. Justifications are likely already created for Administrative positions. In order to improve transparency and shared governance, such justifications should be available to Faculty (and Staff), with a period of time for feedback and discussion prior to actual establishment of the position.

ANTICIPATED IMPACT:

Negative: Preparing, providing, presenting this information will increase the workload of the Administration as well as the FFOC and the FS.

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

Is this a recommendation to the Provost? Yes _X__ No____

Is this a recommendation to someone else? No____ Yes X to the SU President and all SU Vice-Presidents as well as IDD

VOTE: Number of Senators Present: Motion Passes or Fails: