Senate Recommendation to the Vice President of Administration and Finance

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

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

Recommendation:

The Faculty Senate recommends that the VP A&F provide salary and PIN data annually to the Faculty Senate President, who will share it with the Faculty Financial Oversight Committee, in accordance with the attached motion.

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: 3/11/2025

David Keifer 10/1/2025

President, Faculty Senate **Date**

Action Taken by VP A&F **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

_____ _____

Vice President of Administration and Finance **Date**

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Motion for Provision of Data for Transparency and Equity in Salary and Position Growth

SENATOR PROPOSING MOTION: Anita Brown

SENATOR SECONDING MOTION: Elizabeth Ragan

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

Prior to 30 August 2025, the Vice President of Administration and Finance (VP A&F) shall provide salary and PIN data for the Fiscal Year 2024 and the Fiscal Year 2025 to the FS President. The FS President will share this data with the Faculty Financial Oversight Committee (FFOC). The FFOC will submit a report on this data to the FS President prior to the last FS meeting in December 2025.

The data from the VP & AF will be provided in two separate reports, one for each fiscal year. The data also will be provided in a searchable, electronic form that Faculty may easily access (Microsoft Excel preferred), and at a minimum will include:

1) A list of salaries for all faculty positions broken down by position, tenure status, and full or part time status.

   The lists will each include at least the following positions identified as full-time or part-time:

   tenured and tenure-track
   - assistant professor, associate professor, professor
   - instructor

   permanent status and permanent status track
   - librarian I, librarian II, librarian III, librarian IV

   non-tenure track
   - clinical assistant professor, clinical associate professor, clinical professor
   - lab coordinator, professor of practice, lecturer, senior lecturer

   adjunct

   An example of the desired data could be provided as follows:

Full /Part Time Status	Tenure/Permanent Status	Position Title	Salary
FT	T	associate professor	$40,000
FT	TT	clinical assistant professor	$40,000
FT	PS	librarian III	$40,000
FT	PST	librarian I	$40,000
FT	NTT	senior lecturer	$40,000

2) The total numbers of positions and salaries in each of the faculty categories identified in item 1.

An example of the desired data is as follows:

	Total Combined Salary $	# positions
Professors (full-time)	$2,000,000	100

Associate Professors (full-time)	$2,000,000	100
Assistant Professors (full-time)	$2,000,000	100
Librarian IV (full-time)	$200,000	10
Librarian III (full-time)	$200,000	10
Librarian III (full-time)	$200,000	10
Librarian I (full-time)	$200,000	10
Instructors (full-time)	$2,000,000	100
Full-Time Non-Tenure Track Faculty	$2,000,000	100
Part-Time Tenure-Track Faculty	$200,000	10
Adjunct (part-time) Faculty	$2,000,000	100

Note in items 1 and 2:

a) Names need not be included, just the data by position, aggregated by positions.

b) **One type of data should be excluded:** faculty salary data for any former president, vice president/provost, associate vice president/associate provost, assistant vice president/assistant provost, or dean who transitioned/returned to a faculty role

3) A list of salaries for each leading administrative position in the following list as well as any non-faculty position with a salary greater than or equal to $80,000.

   a) Names need not be included, just the data by position.
   b) For positions that are relatively new (in existence less than 2 years), the year the position began should be included
   c) For positions that have shifted in title or location in the past 2 years, the shift should be noted and the fiscal year of the shift identified.

4) The total number of PIN positions for that fiscal year broken down by: Librarian, Faculty, Exempt, and Non-Exempt_(as shown in the FY 2023 SU Budget report, bottom of page 35 “Pin Type History” table)

The VP A&F and the FFOC shall work together to determine a method to provide this data so that annually, it will be provided for the previous fiscal year prior to 30 August. They should have this method operational for 30 August 2026.

Administration Position List

President
Senior Advisor to the President
Chief of Staff and Vice President, Public Affairs & Strategic Innovations
Deputy Chief of Staff for Engagement
Deputy Chief of Staff for Communications
Administrative Assistant to the President
General Counsel
Associate Vice President, Equity & Title IX Coordinator
Director, Athletics and Campus Recreation
Associate Vice President, Marketing & Communications
Associate Vice President, Planning & Assessment
Provost & Senior Vice President, Academic Affairs

Director of Administrative Operations for Vice President for Academic Affairs & Provost
Associate Vice President, Academic Affairs
Associate Vice President, Enrollment Management
Assistant Provost, Faculty Success
Assistant Provost, International Education
Dean of College of Health & Human Services
Dean, School of Business
Dean, School of Education
Dean, School of Liberal Arts
Dean, School of Science & Technology
Dean, Libraries & Instructional Resources
Dean, Honors College
Dean, Graduate Studies & Research
Vice President, Administration & Finance
Chief Information Officer
Associate Vice President, Facilities & Capital Management
Associate Vice President, Human Resources
Associate Vice President, Finance
Chief, University Police
Director of Procurement
Vice President, Student Affairs & Auxiliary Services
Associate Vice President, Student Affairs
Associate Vice President & Dean of Students
Director, Housing & Residence Life
Director, Counseling Center
Director, Dining Services
Director, Conference Services
Director, Bookstore
Director, Career Services
Vice President, Advancement & Executive Director, SU Foundation
Associate Vice President, Alumni Engagement & Development
Deputy Director, SU Foundation, Inc.
Comptroller, SU Foundation, Inc.
Director, Development
Vice President, Equity & Inclusion
Director of Multicultural Affairs
Director of Student Health Services
Director of Financial Aid
Director of Campus Sustainability
Director of Academic Advising
Director of Admissions
Director of Human Resources
Director of Publications
Director of Public Relations
Director of Information Technology

Associate Director of Information Technology
Deputy Chief Information Officer of Information Technology
Director of the School of Social Work
Director of the School of Nursing
Director of the School of Health Sciences
Business Manager, Perdue School of Business
Business Manager, Henson School of Science and Technology
Business Manager, College of Health and Human Services

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 FFOC report indicated that the VP A&F thought that the data that was publicly available and used by the FFOC to generate their report was flawed. The SU Administration must have records regarding all SU employees and their salaries, which is also public information. This request is asking the SU Administration to make this data available to the FFOC and the FS so that concerns and discussion may be based on reasonable data. Annual collection and analysis of accurate data should enhance transparency and the commitment to shared governance.

ANTICIPATED IMPACT:
Negative: Preparing, providing, presenting this information 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 Admininstration & Finance

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