

Faculty Senate Minutes

March 11, 2025

The regular business meeting of the Faculty Senate was held Tuesday, March 11, 2025 at 3:30 pm in Henson Science Hall 103. The Senate President was in the chair and the Secretary was present. The minutes of the March 4 meeting were approved as written.

The Associate Provost of Academic Affairs made announcements on behalf of the Provost. The Senate President made announcements.

After debate, the MOTION on Data Transparency for Salary and Position Growth PASSED.

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 II (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

After debate, the MOTION on Budget Transparency from the Vice-President of Administration and Finance PASSED.

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.

After amendment and debate, the MOTION on Administrative Positions Justifications was not voted on due to running out of time. It will be taken up at the next Senate meeting.

Beginning in April, 2025, working with Instruction Design and Delivery (IDD), a representative designated by the Administration will develop and maintain a MyClasses site where 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, the Administration will provide a justification for the 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). At least the Faculty Financial Oversight Committee (FFOC) and the Faculty Senate (FS) will have access to the site. The FFOC will monitor the site weekly.

Meeting adjourned at 5pm

Erin Weber, Secretary

3/11/2025

Approved 3/25/2025