

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):

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.

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: