

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: MOTION to AMEND previously passed

[Motion for Provision of Data for Transparency and Equity in Salary and Position Growth](#)

SENATOR PROPOSING MOTION: Anita Brown

SENATOR SECONDING MOTION: Sandy Pope

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

The motion for Provision of Data for Transparency and Equity in Salary and Position Growth, passed on 11 March 2025 shall be amended so that it is substituted by the following:

Each year, the VP A&F Office will ensure that an electronic version of the employee salary listing is provided to the Office of the Provost. The Faculty Senate President, the Staff Senate President, and the President of the Adjunct Faculty Caucus may request the electronic file from the Office of the Provost and share the file with appropriate committees. The file should not be shared outside of University employees.

The electronic file of salary data will not include employee names, but for each position/employee, at least the following information should be provided:

- Position/Job Title
- Whether the position is full-time or part-time
- Unit (for example Henson School of Science or Office of the President)
- Department or School or Program (when appropriate – such as HIST, SOWK, or RESP)
- Salary

JUSTIFICATION:

The availability of accurate financial expenditures helps those in shared governance complete useful data analysis. With appropriate data available, committees could accurately track spending year over year to consider some important concerns, such as

- a. How the total salary expenditure for the administration trends in comparison to the total salary expenditure for faculty.
- b. Verifying that at this public institution, tax money is being appropriated reasonably - including demonstrating that faculty and administration do not receive unfounded exorbitant raises.

In addition, having accurate, easily obtained salary information available would hopefully prevent the spreading of rumor and inaccurate data.

In 2025, largely for these reasons, the Faculty Senate (FS) passed a motion to obtain salary data. The previous motion that was passed by the Faculty Senate (FS) requested specific information based upon some prior obstacles in obtaining data. This amendment attempts to make the provision of data more manageable. Each year, salaries of all employees

are currently made available in hardcopy in the SU library. These salaries are also publicly available from other sources. The information requested in this amendment is essentially what has been posted annually in the SU library, hence it is not expected to involve a large increase in administrative or staff time to establish the file.

In order to foster use of this data responsibly, this amendment also requests to limit the sharing of the electronic file to committees of SU employees that would conduct analyses related to a purpose or charge.

Justification of Original (Passed) Motion:

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 X___ No_____

Is this a recommendation to someone else? No_____ Yes, to the VP of Administration & Finance

VOTE: Number of Senators Present:

Motion Passes or Fails: