

Provost's Announcements to the Faculty Senate

May 9, 2023

1. **Enrollment Update:** As of May 3rd, date-to-date comparisons indicated that we are down 1.83% for First-Year deposits but up 9.9% for Transfers and up 72.5% for Graduate students. Last week we were up ~2% in terms of returning students who have registered. Modelling these data indicates an overall enrollment decline of 3% which aligns with FY24 budget estimated revenues. **FS Action Requested: None. Happy to take questions or input.**

2. **Faculty Salary Equity Adjustments:** For the past couple of years, we have sought to address faculty salary compression among faculty but could not identify necessary funding. This year, we decided to take action on this as compression is increasing with recent COLA and merit increases. To achieve this, each dean reviewed faculty salaries in light of rank, years in service, discipline, and/or national benchmarks. The equity adjustments were compiled and collectively reviewed by the deans to determine concordance among approaches. Given the range of recommended adjustments (some as high as \$8,000 or 13%), the deans agreed to recommend capping compression adjustments at the higher of \$5,000 or 6% of current salary. Subsequently, the Provost eliminated recommended adjustments less than \$500 to set a floor on what would trigger an adjustment.

As a result, we recommended equity adjustments for 96 (or roughly a quarter) of faculty which included adjustments for 11 FT-NTT faculty, six assistant professors, 37 associate professors, and 42 professors. The recommendations of the deans aligned with a salary study conducted by HR in 2018 (updated in 2019) which yielded similar results (91 faculty less than the median (83.5% associate or full professors) vs. 96 faculty in the recommendation above (82.3% associate or full professors)). **FS Action Requested: None. Happy to take questions or input.**

3. **Faculty Searches:** There are currently 36 open/soon to be open faculty PIN lines. Seven of these will be used for conversion of FT-NTT faculty to PIN lines and offers are out for two positions (last of AY22-23 searches). We have received approval to move forward with the following faculty searches in AY 23-24 (typically with a start date of August, 2024):
 - CHHS: Health Sciences, Nursing, Social Work,
 - Fulton: Art History, Communication, Environmental Studies, Photography
 - Henson: Computer Science (FT-NTT and FT-TT), Meteorology, Microbiology, Statistics
 - Perdue: Accounting (FT-NTT and FT-TT), Marketing, Management
 - Library: Nabb Research Center

These are in addition to a number of searches/conversions for staff positions.

4. **Inauguration Week:** My thanks to all who contributed to a vibrant week of celebration including the many faculty who served on the *Moving Forward with Excellence* panels; faculty marshals Lisa Marquette, Shawn McEntee, and Yaping Jing and macebearer Charisse Chappell; Lee Knier and the Brass Ensemble; and the many members of our campus community who performed in the University and Salisbury Chorales Concert on Saturday.

Special thanks to John Wright, Visiting Artist Callie Day, and Bill Folger for this amazing performance. **FS Action Requested: None.**

- 5. Thank you!** It's been my pleasure to work closely with the Faculty Senate over the last six years. I am proud of and inspired by all the work that we have done together (General Education, DEI, COVID response, Faculty Handbook, and Special Session Compensation to name a few) and appreciate the thoughtful approach of Faculty Senate to these and other important issues. **FS Action Requested: Give yourselves a round of applause!**