

## SALISBURY UNIVERSITY FACULTY SENATE MOTION

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SUBJECT: MOTION to AMEND Previously Passed

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

SENATOR PROPOSING MOTION: Anita Brown

SENATOR SECONDING MOTION: Richard Bowler

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

The Motion for Transparency and Equity in Salary and Position Growth, passed on 11 March 2025, shall be amended so it is substituted with the following:

The Vice-President of Administration and Finance (VP A&F), **or their designee, will** 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 VP A&F may determine the organization of presentation and discussion. However, to provide ample time for faculty to ask questions, at least half the allotted meeting time should involve discussion including faculty questions.** 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. **The VP A&F, or their designee, will send a detailed budget report to the FS President at least one week prior to the session for distribution to the Faculty. After consultation with the VP A&F, if the FS President determines that, for a particular semester, such a meeting need not occur, then at least a month prior to the expected meeting date, the FS President will notify the VP A&F of the cancellation of that semester's meeting and provide a justification for the cancellation.**

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.

JUSTIFICATION:

**Shared governance relies on transparency. Transparency regarding the budget is of significant importance, and true transparency involves open, informed discussion. Meetings with the faculty via the Faculty Senate permitting discussion on faculty questions and follow up questions, after faculty have already had time to review related information, should help foster transparency. Since the Faculty Senate passed the original Motion for Transparency and Equity in Salary and Position Growth, the FS President and the VP A&F have discussed the motion calling for meetings, and the amendments proposed are designed to establish those meetings in a reasonable manner for all.**

Following is the justification of the original 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 report requested a detailed explanation from the Administration. The FFOC and other Faculty do not feel an adequate explanation

has been provided. Meetings that permit discussion of Faculty concerns should lead to an explanation and should improve communication between the Faculty, the FFOC, and the Administration.

ANTICIPATED IMPACT:

Negative: Preparing, providing, presenting this information and attending meetings 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,   
 and to the SU President

VOTE: Number of Senators Present:

Motion Passes or Fails: