

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Complete Study and Report to Identify Provision of PIN to each Full-time Non-Tenure Track Faculty Member

SENATOR PROPOSING MOTION: Anita Brown

SENATOR SECONDING MOTION:

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

The Faculty Senate (FS) requests that prior to the last Faculty Senate meeting in February, 2027, the Vice President of Administration and Finance provide a report to the Faculty Senate President regarding provision of PINs to FTNTT faculty. The FS requests that the report include

- the current number of FTNTT faculty members who have a PIN
- the current number of FTNTT faculty classified as eligible for a PIN (but who do not have one)
- the current number of FTNTT faculty classified as ineligible for a PIN
- a plan, with estimated cost, to provide benefits via PIN lines to all FTNTT faculty members
- whether SU has enough PIN lines to provide a PIN line to all full time faculty and staff
- whether there is a way to, without a PIN, provide the same health, retirement, and life insurance benefits

JUSTIFICATION:

In May of 2025, the FS voted to provide full benefits to FTNTT faculty earlier than after six years of consecutive service: [6 May 2025 support of Report of the Ad Hoc Committee on Pay and Benefits](#) ; [13 May 2025 motion to give pin lines to FTNTT on a shortened time scale](#).

A [report from an Ad Hoc Faculty Senate \(FS\) Committee](#) discussed at the 21 April 2026 FS meeting indicated that the Vice-President of Administration and Finance (VP A&F) would “investigate a plan for either converting contingent II positions to PIN or to offer benefits to contingent II positions.” But, “given the complexity of these proposed solutions, the committee feels the Faculty Senate needs to discuss these options to select the best course of action.”

FS needs to clearly understand the status of benefits provided to FTNTT faculty members and to request that the Administration find a way to move forward to provide both health and retirement benefits to all faculty. This motion requests that the Administration investigate doing so with PIN positions.

ANTICIPATED IMPACT:

Negative:

Collecting this information and preparing the plan will require significant time and effort. Enacting the plan will involve significant cost.

Positive:

We would finally have a plan to enact, to provide all FTNTT faculty, who are valued faculty members, with full

health and retirement benefits, which the 2025 Ad Hoc Committee on Pay and Benefits described as a moral imperative.

Is this a recommendation to the Provost? Yes_____ No_____

Is this a recommendation to someone else? No_____ Yes, to VP A&F

VOTE: Number of Senators Present:

Motion Passes or Fails: