

Senate Recommendation to VP of Administration & Finance

Originating Body: Faculty Senate

Originator: Anita Brown

Date Submitted: 3/11/2025

Requested Effective Date: 9/1/2026

Recommendation:

Prior to 30 August 2025, the Vice President of Administration and Finance (VP A&F) shall provide salary and PIN data for the Fiscal Year 2024 and the Fiscal Year 2025 to the FS President. The FS President will share this data with the Faculty Financial Oversight Committee (FFOC). The FFOC will submit a report on this data to the FS President prior to the last FS meeting in December 2025. The data from the VP & AF will be provided in two separate reports, one for each fiscal year. The data also will be provided in a searchable, electronic form that Faculty may easily access (Microsoft Excel preferred), and at a minimum will include:

- 1) A list of salaries for all faculty positions broken down by position, tenure status, and full or part time status.
- 2) The total numbers of positions and salaries in each of the faculty categories identified in item 1.
- 3) A list of salaries for each leading administrative position in the following list as well as any non-faculty position with a salary greater than or equal to \$80,000.
- 4) The total number of PIN positions for that fiscal year broken down by: Librarian, Faculty, Exempt, and Non-Exempt (as shown in the FY 2023 SU Budget report, bottom of page 35 "Pin Type History" table)

Date Approved by the Faculty Senate: 3/11/2025

President, Faculty Senate: Thomas W. Lamey **Date** 10/2/2026

Action Taken by VP of Administration & Finance

Date: 10/02/2026

☐ Recommendation Accepted

☒ Recommendation Not Accepted*

☐ Recommendation returned to the Originating Body for further review (see attached)

Disposition for Approved Recommendation:

☐ President

☐ VP Student Affairs

☐ Faculty Senate President

☐ XXX VP Finance

☐ Consortium Chair

☐ School Deans

☐ Webmaster

☐ Graduate Council

☐ Catalogue Editor

☐ Provost Council

Aurora Edenhart-Pepe

10/02/2026

VP of Administration & Finance

Date

MEMORANDUM

To: Dr. David Keifer, Faculty Senate President

From: Aurora Edenhart-Pepe, Vice President for Administration and Finance

Date: November 25, 2025

Subject: Response to Faculty Senate Motion on the Provision of Data for Transparency and Equity in Salary and Position Growth

Thank you for the Faculty Senate's recommendation regarding the provision of detailed salary and PIN data for Fiscal Years 2024 and 2025 and the establishment of an annual reporting process. I appreciate the Faculty Senate's dedication to transparency and the FFOC's desire to ensure that discussions are grounded in accurate information. These goals are both reasonable and important.

After reviewing the recommendation carefully and consulting with the teams responsible for pulling this data, I must respectfully decline the recommendation. While the spirit of the request is understandable, the scope and specificity of what is being proposed pose significant operational and structural challenges that make it unworkable in its current form.

First, the recommendation requires the creation of custom-built datasets—one for each fiscal year—with classification structures and other information that does not exist within the current state or university personnel system. Much of the data would need to be hand-sorted or reconstructed, and in some cases would require the Administration to interpret positions differently than they are classified in the state HR system. Producing this material exactly as described would require an exorbitant amount of manual work, introduce the possibility of error, and create data reports that would not match official records or USM reporting. A system of this complexity cannot realistically be assembled on demand at this time.

Second, the recommendation's request for salary information for all administrative positions—plus every non-faculty position earning over \$80,000, along with historical notes about job creation, title changes, and structural movement—goes well beyond standard public reporting and approaches a level of granularity and historical reconstruction that is simply not attainable or sustainable. While salary information is public, assembling it in the exact categorical format, positional detail, and narrative history described in the recommendation would require substantial individualized research and administrative interpretation. It would also risk conflating public-records access with an expectation that the university produce custom analytic reports on demand.

Third, the requirement to tally, categorize, and restructure PIN information for prior fiscal years using the recommended categories—then repeat this annually moving forward—creates an expectation of a highly customized, perpetual reporting system that Workday is not structured to provide. As we have discussed, PIN reporting follows strict state definitions and must remain consistent with the USM system; creating separate Faculty Senate-specific PIN accounting rules would create parallel reporting systems. The Faculty Senate plays an essential advisory role in shared governance, but determining the structure and workload of administrative reporting systems falls outside that scope.

I appreciate the Faculty Senate's desire for clearer information and greater transparency. With substantial narrowing and clarification, I believe we can develop a reporting process that supports faculty oversight while remaining feasible, compliant, and aligned with institutional capacities.

Thank you for your continued engagement and your commitment to strengthening our shared governance practices