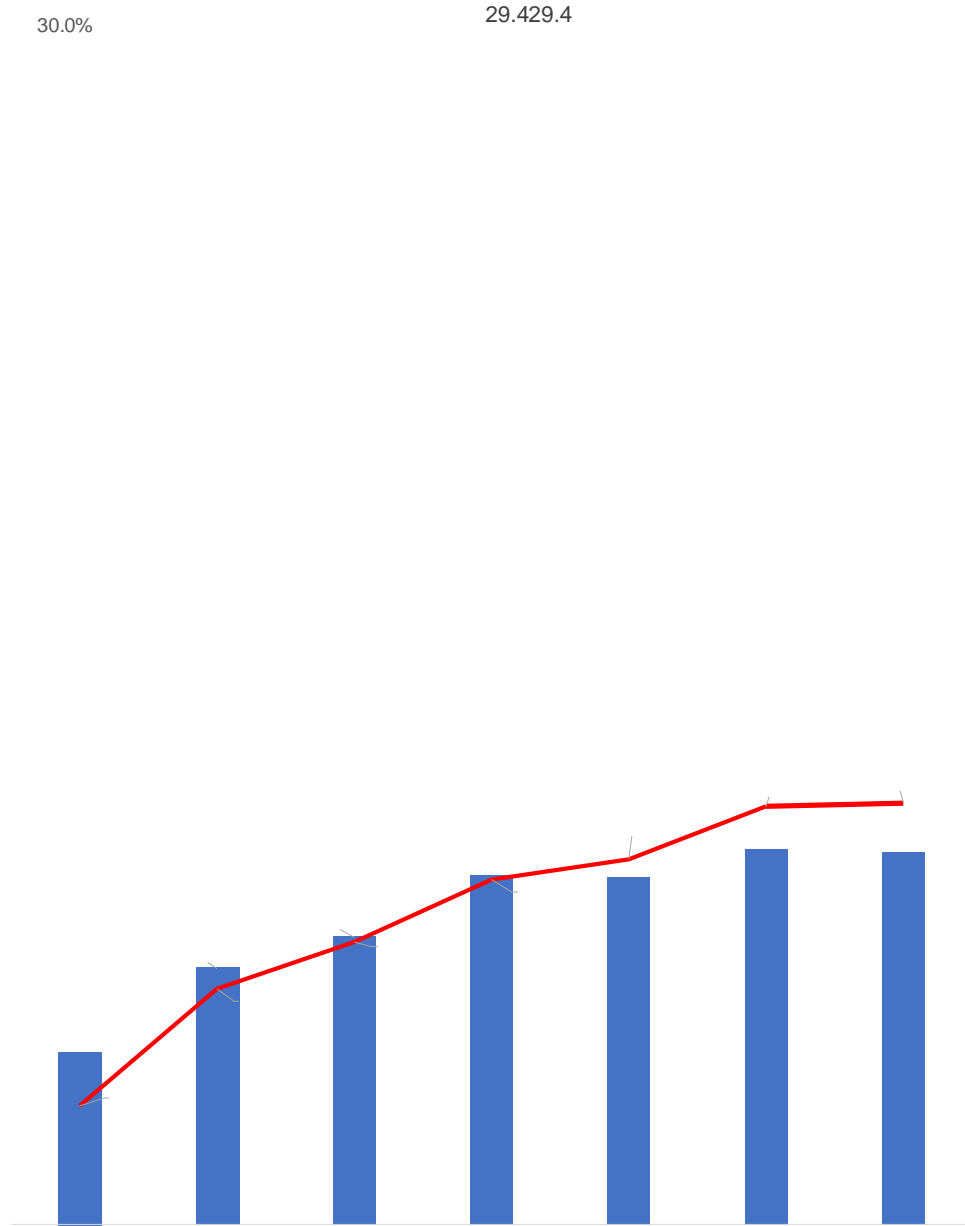
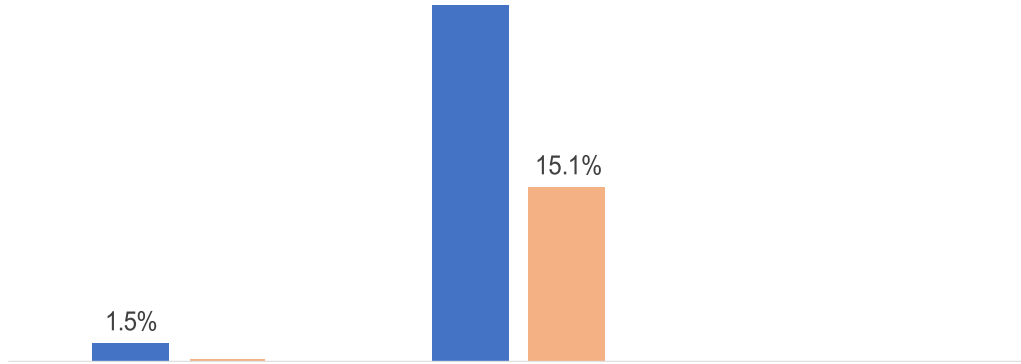


Faculty vs. Top Admin Total Salary \$ change %, 2018 -23





faculty salary data in the format we requested (by faculty rank with total number of positions) in early February 2024.

%% % % \$ % %

levels of managers and decision makers, starting with the forty-seven listed on the SU Organization chart.² We then added approximately nineteen others, mainly

Several of her main points merit a response:

1. **The Vice President states: Portions of the public salary data gathered is [sic] incorrect** i.e., our data on top-level administrator salary data obtained from online open sources.
 - **Reply 1: This is certainly quite possible**. Online open-source data are not without problems. Most notably, the Maryland state employee salary data is organized by employee name, not by organizational position. Thus, one can look at salary data for a person by name (e.g., John Smith), but not for a position (e.g., Salisbury University Provost). Consequently, we started our research using the names and positions from the fall 2023 SU organizations chart and directory. However, given the turnover and movement of individuals between and out of positions over time, it was quite challenging to keep track of who was in which position at which time, especially the further back in time we went. This required some institutional memory and frequent cross-checking with SU archived web data (some available via SU website searches). Thus, we undoubtedly missed some things and made some mistakes.

The Vice President specifically pointed out several cases where mistakes were made because people switched positions and salaries were very different as a result of the switch, not because the position salary itself had changed significantly. **Dunn cross-checked the examples she presented and checked a few others, and there were mistakes, but they did not change the overall growth trend much in top-level administrative salary spending** (just a few percentage points). Still, we certainly do need better data. Provided the correct data is given to us.
 - **Reply 2:** Ideally, we would not have had to rely on online opensource salary data but would instead have/had access to SU internal actual salary data for the top-level administrator positions. The latter was not readily available at the time of our request (winter 2022-23). However, we would very much like the actual salary data by top-level administrative position from 2017-2024 from the budget office of the Vice President of Finance and Administration. **Hopefully, such data will be accessible in summer 2024.**
2. **The Vice President presents data s-**

- **Reply 1: Our analysis did not focus on average salaries, but rather on total salary spending faculty vs. top level-administrators. Total salary spending gives a better picture of how the university is using its resources and at what rate in each category. A focus on average salaries, while important, obscures the growth in** \$ _____ % % _____ % % _____ %.
 something total salary spending makes more clear. Also, for salary trends, we _____-level administrators, not all _____ (i.e., salaried) positions, most of which are middle and lower-level managerial and professional staff.

- **Reply 2: However, _____ % _____ % \$ _____ salary categories, _____ \$ _____ % % _____ spending by 1.5-2.0 times:**

2016	2023	Growth	2016-2023
17,789,437 Total exempt			

- **2018-2023** - Exempt salary spending grew 36.44 % vs. 24.08

administrative positions from 2017-2024 (rather than online open-source state employee data) as well as faculty salary data for 2024. The Vice president of Finance and Administration has made a good first step in providing a great deal more data and much more quickly (2-month turn around) for faculty salaries from 2018-2023 as well as providing other budget data later in the

for similar data languished for months and years. We look forward to receiving data on total salary spending on top-level administrators for 2017-2024 and 2024 total faculty total salary spending as well.

Better data will enable us to more accurately determine the gap between faculty vs. administrative PIN and salary spending growth. However, based on the data we have at present there is a **significant gap heavily in favor of administrative growth versus faculty stagnation.**

Recommendations:

1. These **diverging trends in the growth of administrative vs. faculty total salary**