

As part of our duties as members of the faculty welfare committee, we submit this report to the Salisbury University Faculty Senate. This is a summary of the issues and items we were assigned to look at, as

- With regard to the May 2023 charge, we reached out to former Provost Olmstead, former Associate Provost Wilkens, and current Assistant Provost Clark for information. Associate Provost Wilkens and Provost Olmstead had completed a study regarding chair compensation in 2019, and had brought forth four proposed modifications for chair compensation. We found that two of the four modifications were implemented by the University, and we suggested that the last two be implemented in short order. These two modifications are as follows: (1) stipulating that during a chair's 3-year term, the chair compensation could increase if the number of student credit hours and full-time equivalent faculty supervised increases, but a stipulation should be made that the chair compensation should not decrease during the 3-year term. (2) Currently, after a 3-year term, 30% of the chair's stipend is returned to their base salary, and after a 6-year term, another 40% of the chair's stipend is returned to their base salary, thus rewarding faculty for being chair long after they have left the position. However, when these percentages are returned to the base, the overall compensation doesn't change. For example, if a chair's stipend was \$10,000 during their first three years, this will be paid contractually. If a chair completes three years as chair and signs up for another 3-year term, \$3,000 will be put in their base salary, while the other \$7,000 will be the contractual payment. If a chair completes six years and returns for another 3-year term, \$7,000 will be put in their base salary, while the other \$3,000 will be a contractual payment. Associate Provost Wilkens and Provost Olmstead suggested that this policy should be changed so that the return to base policy does not decrease the amount of the contractual amount received for being chair.

We also made the following recommendations:

graduate assistants. Once this data is collected, we recommend that a discussion be had on how to make assistantships equitable.

With regard to program director compensation, we recommend that the Provost's office