

June 17, 2019

Good Afternoon,

Here is an update on a few items of interest.

Board of Regents Liaison. One recent recommendation to the Board of Regents was to identify a Regent who could serve as a liaison with a system campus. One of the primary roles of the liaison is to visit and better understand the needs and mission of the institution. The Board has asked Regent James Holzapfel from Hagerstown to serve as our liaison. I am pleased that Regent Holzapfel has agreed to serve. Regent Holzapfel most recently represented the Board at our December 2018 commencement ceremony. You can read Regent Holzapfel's bio here: <https://www.usmd.edu/regents/members/bio/?regent=James-Holzapfel> .

Budget. The Division of Administration and Finance is wrapping up this fiscal year and preparing for the 2020 fiscal year. Preliminary data appear to show that we will finish this fiscal year within budget. I have asked VP Leon Wyden to communicate directly with campus in July with a summary once the budget entries are complete.

Enrollments. We completed our first preview session last week. Registrations for preview sessions are slightly behind last year. We have added an additional summer session to reduce the size of each session. First-time deposits are down slightly. We see fewer in-state deposits and an increase in out-of-state deposits. Staff in Enrollment Management are contacting students who have deposited but not registered for a preview session. They are also increasing efforts to recruit more transfer students and are contacting continuing students who have not registered for fall.

Marketing. If you are in Ocean City this summer, be sure to look for the trams on the boardwalk advertising FSU. (See below.) A couple of folks on social media have already noticed.



Pay Raises. A 3% COLA increase will occur on July 1. The Board of Regents examined the non-exempt staff structure this past year and are scheduled this week to consider adjustments to

the salary structure for FY2020-21. A similar study for exempt staff is scheduled for this coming year. Our strategic plan called for actions to address salary inequities.

A working group examining faculty salaries recommended that we implement a greater promotion increase. I am pleased to announce that we have budgeted for a \$3,000 promotion increase for faculty promotions to Associate Professor and \$5,000 for promotions to Professor. These will be our new ongoing promotion increases beginning with those whose promotions were recently announced.

I continue to consult with the working group to develop an equity pay plan that can be presented to the Board of Regents for their approval. Once that plan is finalized, I will share it with the campus community for comment.

Faculty and staff have asked about merit increases. Merit must be approved and funded at the system level, and that did not occur this year. I continue to be committed to addressing our salary inequities over the next few years. I am also working with the Provost and deans to examine our adjunct salary levels for the upcoming year. Look for more on those efforts in the future as well.

Please continue to enjoy the summer, and if you see new students or parents on campus, please give them a warm Bobcat welcome!

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