

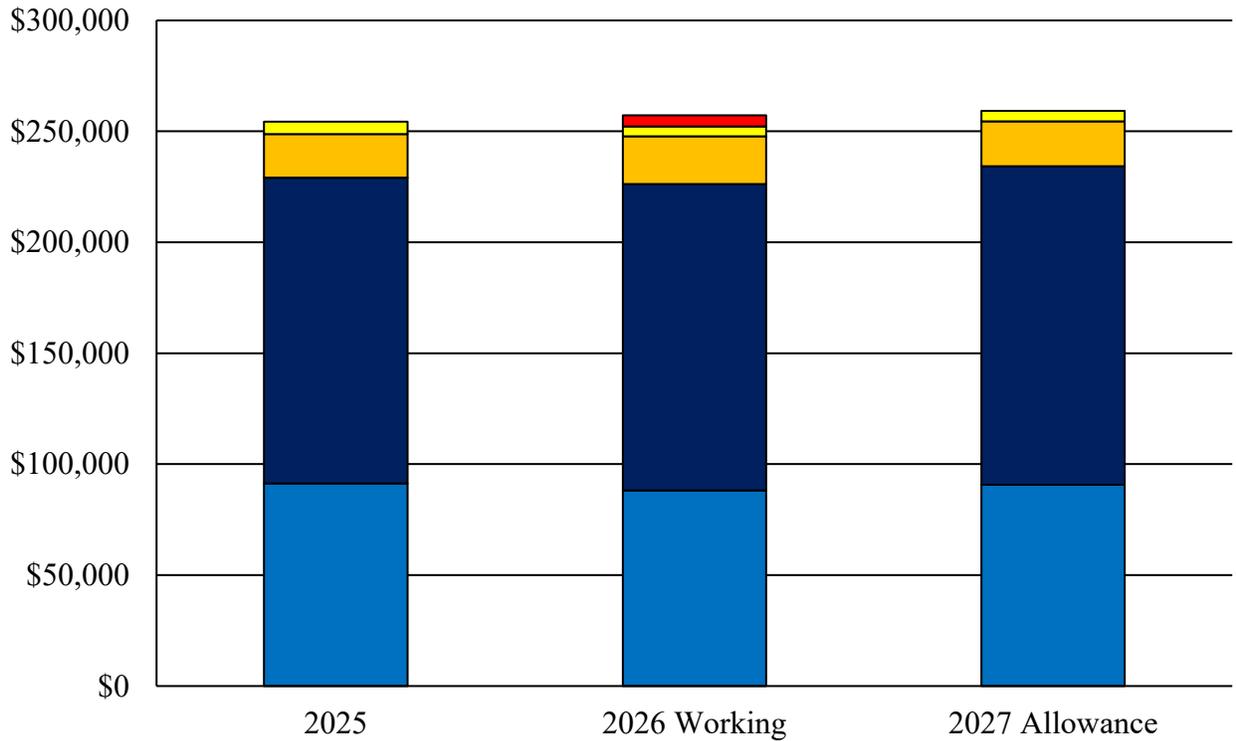
R30B29
Salisbury University
University System of Maryland

Executive Summary

Salisbury University (SU) is a comprehensive university emphasizing undergraduate liberal arts, sciences, preprofessional programs, and selected applied graduate programs.

Operating Budget Summary

**Fiscal 2027 Budget Increases \$7.1 Million, or 2.8%, to \$259.3 Million
(\$ in Thousands)**



■ General ■ Current Unrestricted ■ Current Restricted ■ Special ■ Special Fund PAYGO

PAYGO: pay-as-you-go

Note: Numbers may not add due to rounding. The fiscal 2026 working appropriation accounts for deficiencies. The fiscal 2027 allowance accounts for contingent reductions

For further information contact: Sara Baker

sara.baker@mga.maryland.gov

- Total State funds decrease by \$1.9 million in the fiscal 2027 allowance compared to the fiscal 2026 working appropriation. However, when excluding \$5 million of special fund pay-as-you-go (PAYGO) funding in fiscal 2026, total State support for SU increases by 3.3%, or \$3.1 million, compared to the fiscal 2026 working appropriation after accounting for a deficiency appropriation and a contingent fund swap. The fiscal 2027 allowance includes the impact of the fiscal 2027 general salary increases that are centrally budgeted in the Department of Budget and Management (DBM).
- The fiscal 2027 budget includes a proposed deficiency appropriation for fiscal 2026 totaling \$27.6 million across University System of Maryland (USM) institutions and Morgan State University (MSU), of which SU's share is \$969,168, replacing Higher Education Investment Funds (HEIF) with general funds due to lower than expected revenues.
- The fiscal 2027 budget includes language to replace \$6.8 million of general funds with the HEIF across USM institutions and MSU contingent on enactment of legislation decoupling from certain tax provisions in the One Big Beautiful Bill Act (OBBBA) that would generate additional HEIF revenue, of which SU's share would be \$237,989. When accounting for the proposed deficiency appropriation and the contingent fund swap, the HEIF would increase 8.5%, or \$377,148, in fiscal 2027 compared to the fiscal 2026 working appropriation.

Key Observations

- ***Undergraduate Enrollment Increases:*** Undergraduate enrollment increased for a second year, growing 3.0%, or 189 students, in fall 2025, with the increase in continuing students accounting for 80 students. Fall 2025 had the first increase in the number of students returning to campus since fall 2014.
- ***Education and General Deficits:*** Education and general (E&G) expenditures have exceeded revenues in five of the past six years. These shortfalls were covered by surpluses in the auxiliary enterprise. This trend raises concerns about the continual reliance on these surpluses to cover shortfalls in the academic enterprises and efforts to realign expenditures with revenues.

Operating Budget Recommended Actions

1. Concur with Governor's allowance.

R30B29
Salisbury University
University System of Maryland

Operating Budget Analysis

Program Description

SU is a comprehensive university emphasizing undergraduate liberal arts, sciences, preprofessional programs, and selected applied graduate programs. SU prepares students to pursue careers in a global economy and to meet the State’s workforce needs. The university aims to empower students with knowledge, skills, and core values that contribute to active citizenship, gainful employment, and lifelong learning.

SU seeks to be a widely recognized comprehensive institution for excellence in education both in and out of the classroom and for its model programs in civic engagement. Traditional academic curriculum will be enriched with undergraduate research, international experiences, internships, and community outreach activities. Although SU emphasizes undergraduate education, it also provides specialized master’s degree programs that uniquely serve the needs of the regional area.

Carnegie Classification: Master’s Colleges and Universities: Larger Programs

Fall 2025 Undergraduate Enrollment Headcount		Fall 2025 Graduate Enrollment Headcount	
Male	2,810	Male	173
Female	3,667	Female	593
Total	6,477	Total	766

Fall 2025 New Students Headcount		Campus (Main Campus)	
First-time	1,441	Acres	193
Transfers/Others	509	Buildings	104
Graduate (Masters)	313	Average Age	44
Doctoral	18	Oldest	Holloway Hall
Total	2,281		

Programs		Degrees Awarded (2024-2025)	
Bachelor’s	51	Bachelor’s	1,376
Master’s	14	Master’s	274
Doctoral (Research)	1	Doctoral (Research)	5
Doctoral (Professional)	1	Doctoral (Professional)	2
		Total Degrees	1,657

Proposed Fiscal 2027 In-state Tuition Fees*

Undergraduate Tuition	\$8,176
Mandatory	3,290

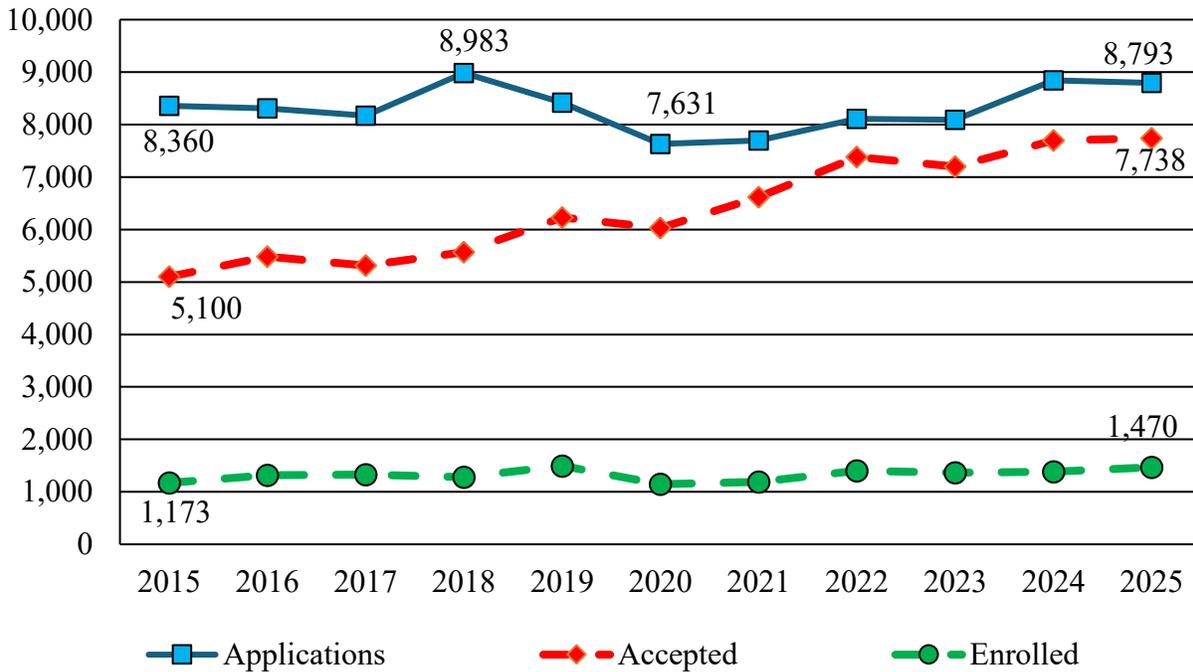
*Contingent on Board of Regents approval

Performance Analysis

1. First-time Undergraduate Applications

As shown in **Exhibit 1**, the number of applications reached its highest level of 8,983 for fall 2018 but then declined by 15.1%, to 7,631 by fall 2020, which can be attributed to the pandemic. Between fall 2020 and 2024, the number of applications steadily increased to 8,845 (an increase of 15.9%). However, there was a slight decline of 0.6%, to 8,793 applicants in fall 2025. The acceptance rate increased from 62% for fall 2018 to 74% for fall 2019, resulting in a 16.8% increase in enrollment to 1,496, which was the largest entering class. The acceptance rate reached 91% for fall 2022 and has since declined to 88% by fall 2025. In general, during the pandemic, institutions expected a decline in their yield rate (the percentage of accepted students who enrolled) and therefore increased their acceptance rate. Overall, since first-time enrollment decreased to a low of 1,145 students in fall 2020, it has steadily increased to 1,470 students in fall 2025.

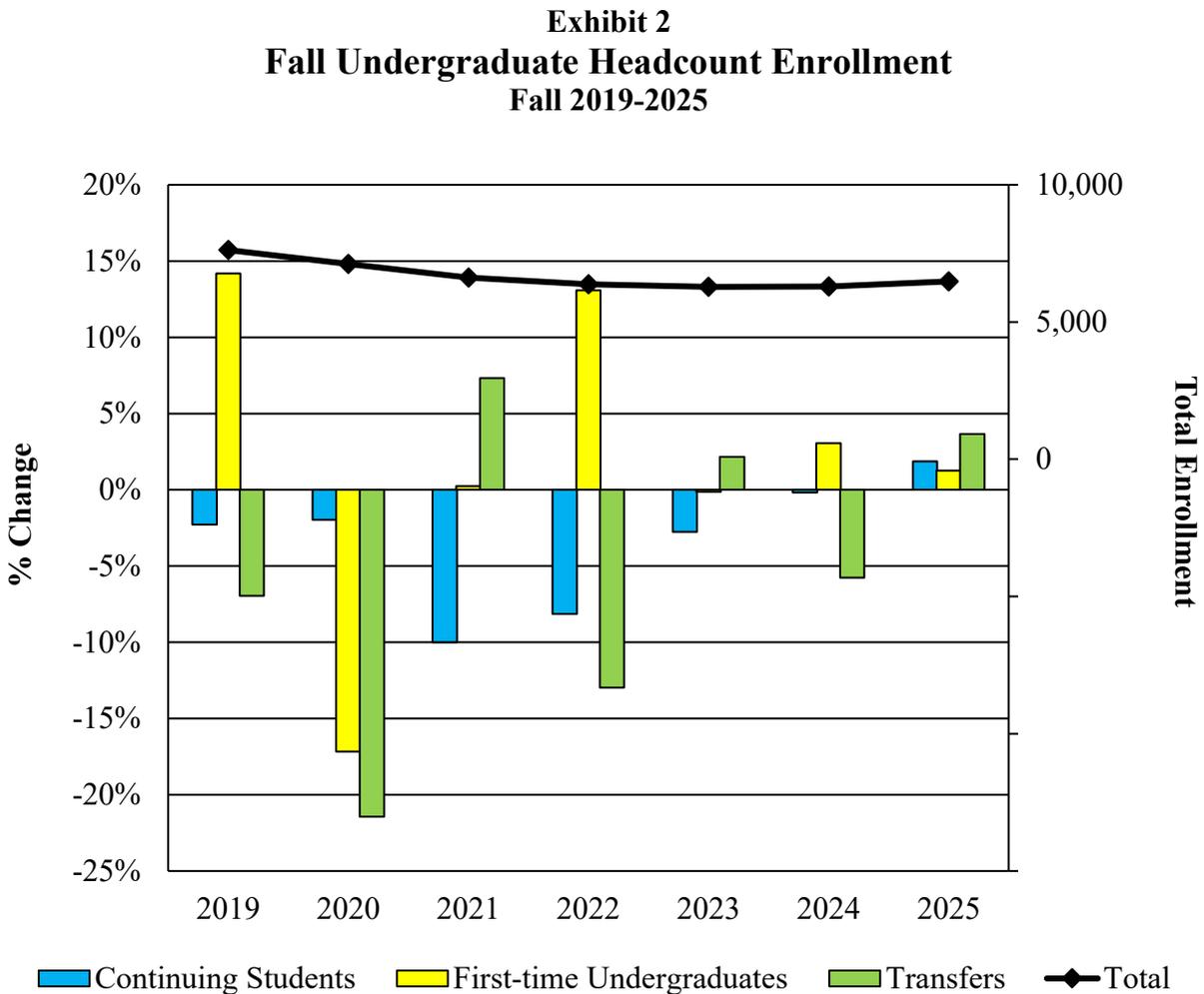
Exhibit 1
First-time Applications
Fall 2015-2025



Source: University System of Maryland

2. Fall Undergraduate Enrollment

As shown in **Exhibit 2**, in fall 2025, undergraduate enrollment increased for a second year, growing by 3.0% (189 students) to 6,477 students. Continuing students accounted for 42.3% (80 students) of this growth. Fall 2025 was the first time SU experienced an increase in students coming back to campus since fall 2014. Between fall 2014 and 2024, continuing student enrollment declined by 26.4% (1,540 students), to 4,290 students in fall 2024 with the majority of this decline (927 students) occurring in fall 2021 and 2022, reflecting the impact of the pandemic, in which students may not have had a positive learning experience with remote learning during the 2020-2021 academic year, or those that did not have a traditional on-campus experience may have needed assistance in adjusting to campus life.



Source: University System of Maryland

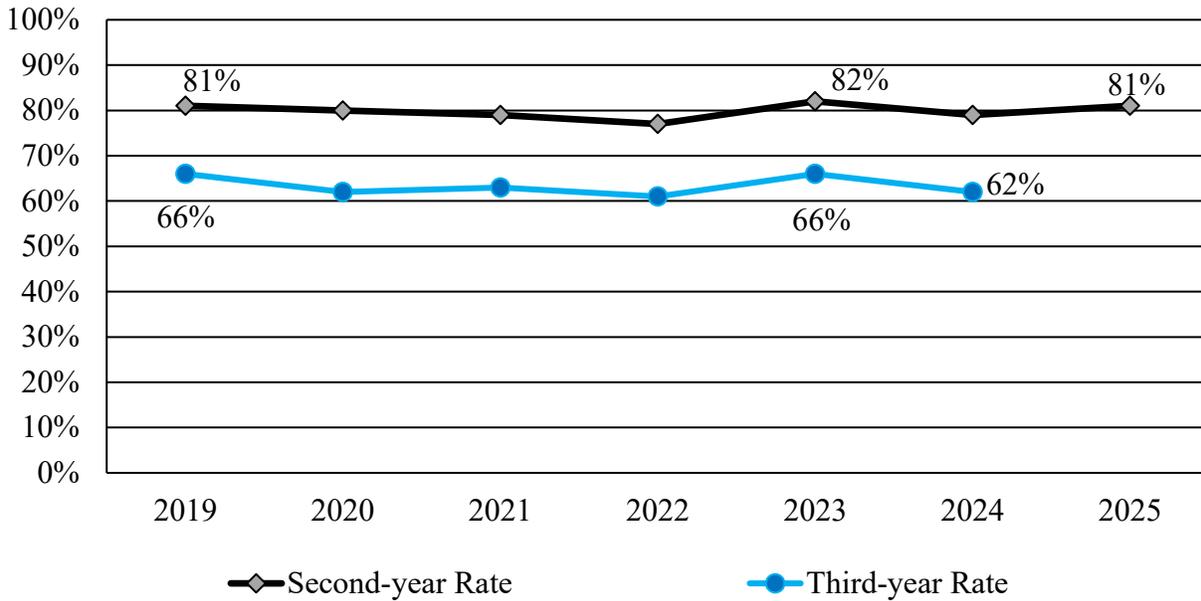
Since fall 2020, when enrollment of first-time students fell to a low of 1,220 students, this enrollment has steadily increased, reaching 1,441 students in fall 2025, an increase of 18.1% (221 students). Fall 2025 was SU’s largest entering class. Enrollment of transfer students increased by 18 students, to 509 students in fall 2025, substantially below fall 2014 when transfer enrollment peaked at 997 transfers. The decline in the number of transfers can be attributed to a continual decline in enrollments at the community colleges, but recent enrollment growth may be factor in the increase in transfers in fall 2025. Overall, the decline in transfers is a concern, for they can help with enrollment growth and provide flexible pathways for upward mobility for underserved students including low-income and first-generation students.

3. Retention Rates

Student retention rates provide a measure of student progress and an institution’s performance; a high retention rate indicates the ability of an institution to keep students, and high retention rates increase the likelihood that a student will succeed and graduate. As students are more likely to drop out during their first year, the second-year rate is an indicator of a number of factors, from students not being prepared for college to institutional support designed to retain students. However, institutions tend to focus efforts on retaining first-year students and do not provide the supports needed to keep students beyond their second year, thereby increasing their chances to graduate.

Prior to the fiscal 2021 cohort, a second-year retention rate met or exceeded 80%; as shown in **Exhibit 3**; however, the retention rate declined to its lowest level of 77% with the fiscal 2022 cohort. This is a trend seen at other institutions as well, which can be attributed to the effects of the pandemic, indicating students may not have had a positive experience taking courses online or decided to stay closer to home. While the rate for the fiscal 2023 cohort exceeded the prepandemic rates, improving to 82%, it subsequently declined to 79% with the proceeding cohort. However, the retention rate returned to 81% with the fiscal 2025 cohort.

Exhibit 3
Second- and Third-year Retention Rate
Fiscal 2019-2025 Cohorts



Source: University System of Maryland

Prior to the pandemic, the third-year rate remained fairly stable at 66% but worsened to 62% with the fiscal 2020 cohort. While the rate rebounded to 66% with the fiscal 2023 cohort, it declined once again to 62% with the fiscal 2024 cohort. Given the second- and third-year rates tend to mirror each other, it is expected that the third-year rate will improve with the fiscal 2025 cohort.

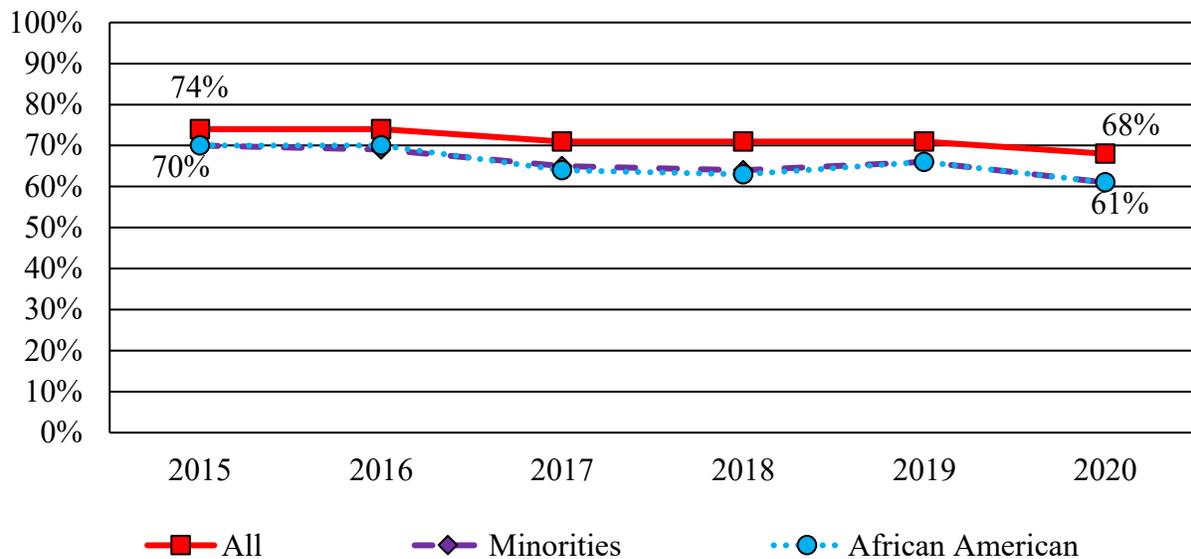
4. Student Success

Graduation Rates

Graduation rates are, in part, another measure of student retention and efficiency; as more students graduate, it frees up more room, allowing an institution to enroll more students. National data shows students of color, low-income, and/or first-generation graduate at a lower rate than their peers, which points to the need to develop strategies and services to support the success of these students and close the achievement gap.

Exhibit 4 shows the six-year graduation rates for all students, minorities, and African American students for the fiscal 2015 through 2020 cohorts. Overall, the fiscal 2015 cohorts achieved the highest graduation rates – 74% for all students and 70% for minorities and African American students. The fiscal 2020 cohorts, which were the first cohorts to be impacted by the pandemic, attained the lowest graduation rate – 68% for all students and 61% for minorities and African American students. This resulted in a widening of the achievement gap from 4 to 7 percentage points between all students, minorities, and African American students

Exhibit 4
Six-year Graduation Rates
Fiscal 2015-2020 Cohorts

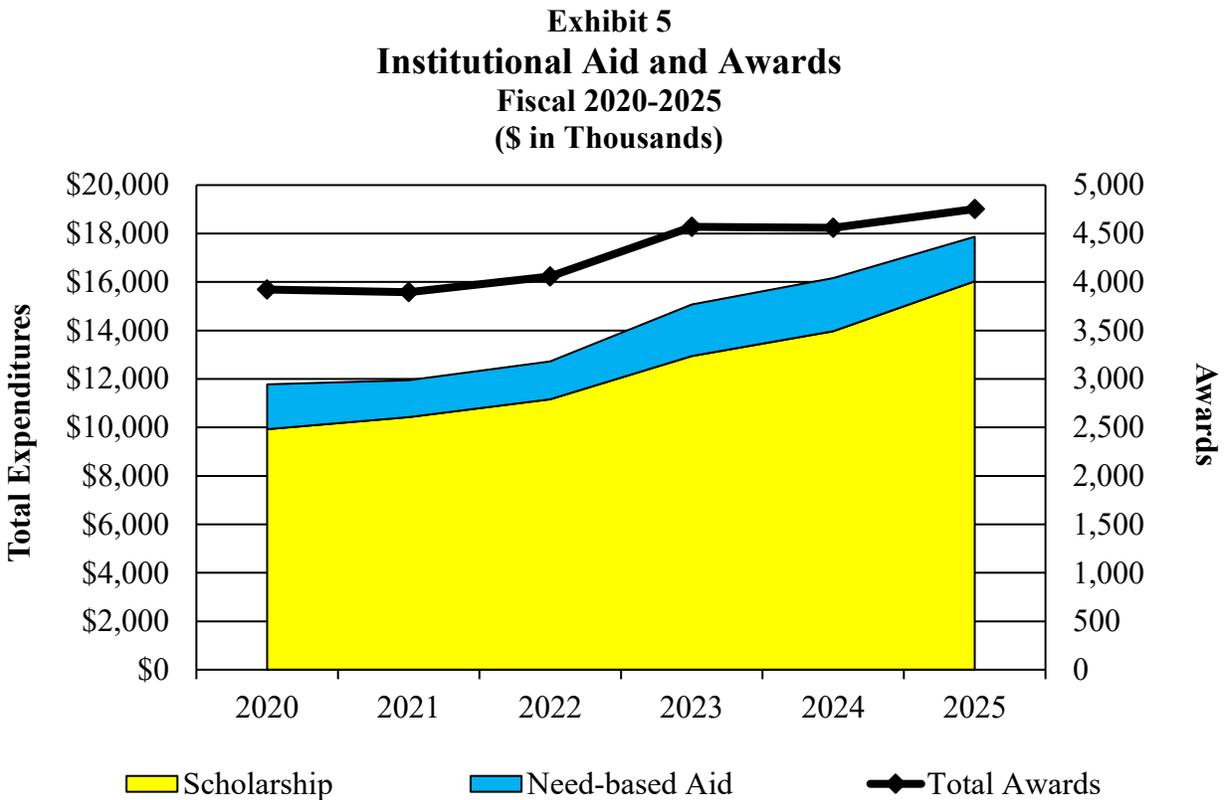


Source: University System of Maryland

Impact of Institutional Aid on Success

A key factor to improving student success, particularly with the changing demographics of Maryland high school graduates with an increase in first-generation and/or low-income students, is access to financial aid. Financial aid not only increases affordability and access but also impacts retention and student completion. The various financial challenges students can face, such as how to pay for school, housing, and/or food, can affect their ability to focus on coursework and can lead to students stopping or dropping out. In addition, financial aid can reduce the need for students to work or take out student loans. Overall, students receiving aid are more likely to persist and graduate.

As shown in **Exhibit 5**, total spending on institutional aid grew 51.7%, or \$6.1 million, between fiscal 2020 and 2025, to a total of \$17.9 million. Most of this increase (\$5.1 million) occurred from fiscal 2022 to 2025, of which \$4.9 million, went toward scholarships. Overall, since fiscal 2020, spending on scholarships increased by \$6.1 million, while the amount spent on need-based aid declined by \$11,402 to a total of \$1.8 million in fiscal 2025. The portion of institutional aid expenditures supporting scholarships increased from 84.3% in fiscal 2020 to 89.7% in fiscal 2025, while that spent on need-based aid declined from 15.7% to 10.3% during the same time period.



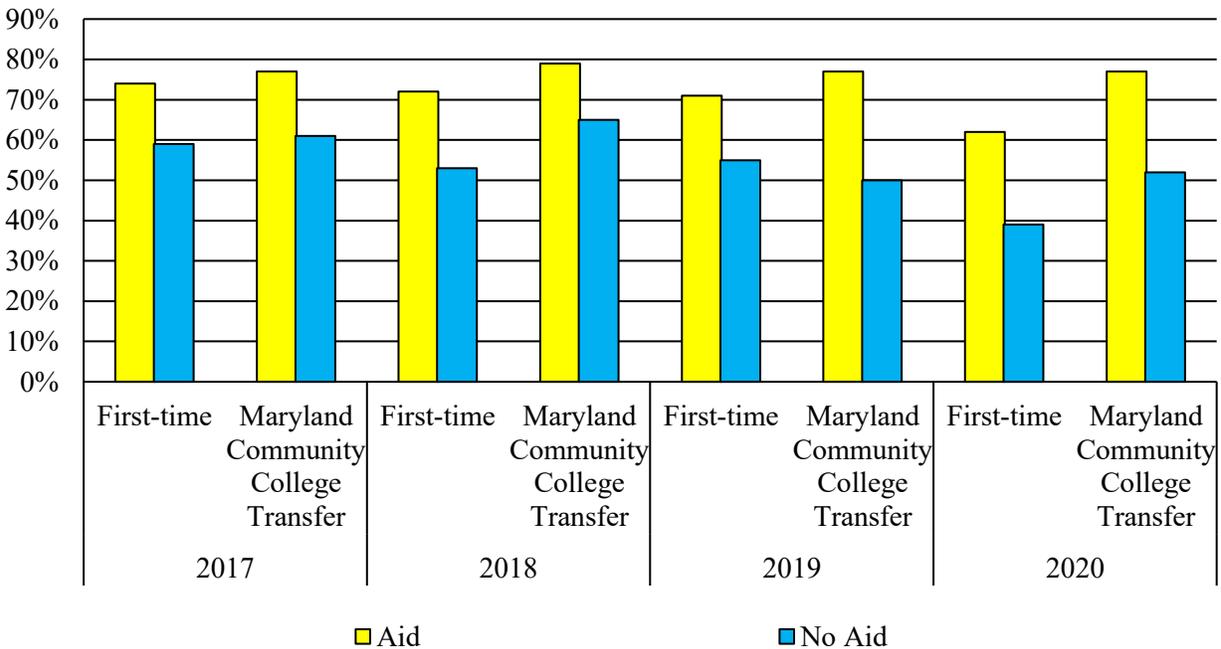
Source: University System of Maryland

The decreased spending on need-based aid runs counter to USM Board of Regents instruction to institutions to use a portion of the tuition revenue increases for institutional aid directed toward those undergraduate students with the highest financial need, offsetting increases in tuition rates, thereby holding harmless those with the greatest need.

The President should comment on the decline of the amount of institutional aid going toward need-based aid.

Overall, as shown in **Exhibit 6**, those receiving institutional aid graduated at a higher rate than those who do not receive aid. In addition, transfers, those who receive and do not receive aid, graduate at a higher rate than full-time students. The graduation rate of transfers receiving aid met or exceeded 77% in each cohort between fiscal 2017 and 2020, compared to full-time students receiving aid, in which the rate worsened from 74% to 62% with the fiscal 2017 and 2020 cohorts, respectively. While the fiscal 2020 cohort was the first cohort to be impacted by the pandemic, which may have attributed to the worsening of the graduation rate for full-time students, it appears not to have affected transfer students. Transfer students not receiving aid had a 2 percentage point higher graduation rate (52%) than the fiscal 2019 cohort (50%). Of concern, however, is the decline in the graduation rate of the fiscal 2020 cohort of full-time students not receiving aid, which worsened by 16 percentage points, decreasing to 39%.

Exhibit 6
Six-year Graduation Rates of Full-time and Transfer Students
That Receive and Do Not Receive Aid
Fiscal 2017-2020 Cohort



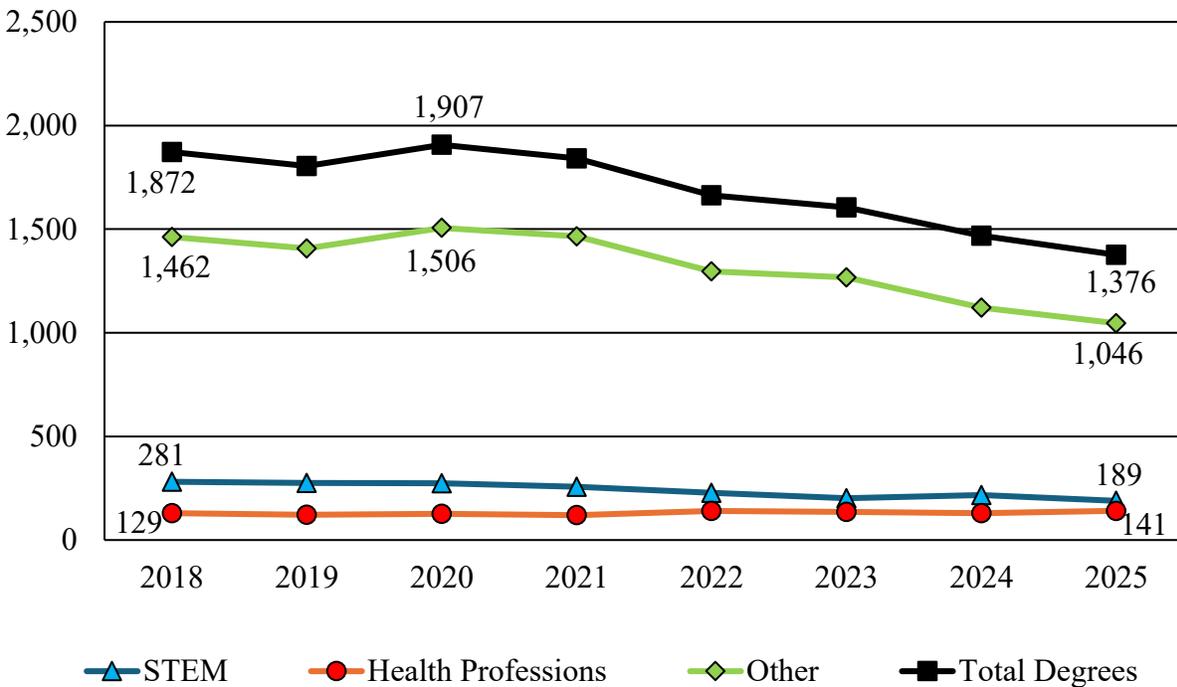
Source: University System of Maryland

The President should comment on factors that led to the worsening of the graduation rate of the 2020 cohort of full-time students receiving and not receiving aid, why transfers graduate at a higher rate, and efforts to ensure success of full-time students.

Undergraduate Degree Production

As shown in **Exhibit 7**, the continual enrollment decline, in conjunction with the pandemic affecting the retention of students, has in turn impacted the number of degrees conferred. SU awarded the highest number of degrees (1,907) in fiscal 2020. However, that number steadily declined, falling to a low of 1,376 degrees in fiscal 2025, a decrease of 27.8% (531 degrees). The number of other degrees conferred during this time period fell by 30.5% (460 degrees), with the largest decrease of 169 degrees occurring in fiscal 2022. In addition, between fiscal 2020 and 2025, the number of science, technology, engineering, and mathematics (STEM) degrees awarded declined by 31% (85 degrees). The number of STEM degrees in fiscal 2025 (189) was the lowest number conferred. Conversely, the number of health professions degrees conferred increased by 11% (14 degrees) during that period, to 141 degrees, the highest number that SU has awarded.

Exhibit 7
Undergraduate Degrees Awarded by Workforce
Fiscal 2018-2025



STEM: science, technology, engineering, and mathematics

Source: University System of Maryland

Fiscal 2026

Proposed Deficiency

The fiscal 2027 budget includes a proposed deficiency appropriation totaling \$27.4 million across USM institutions and MSU that would replace the HEIF with general funds, reflecting an under attainment of the HEIF, of which SU's share total \$969,168.

Actions to Address Reduced State Funding

The fiscal 2026 Budget Bill as introduced and Supplemental Budget No. 2 reduced USM's total State fund appropriation by \$155.5 million, of which SU's portion of the reduction totaled \$6.7 million. This was partly offset by the use \$1.5 million provided for increments resulting in a net reduction of \$5.1 million. Some of the reduced spending was to meet this reduction related to one-time cost in fiscal 2025, such as large scale replacement of furniture and mattresses in residential life, preparation of the centennial celebration, and outfitting the new marching band. The rest of the reduction was met by eliminating 20 vacant positions (\$2.2 million) and reduced spending on facilities renewal compared to spending in fiscal 2025 (\$2.1 million) and new equipment.

Cancellation of Federal Awards

As shown in **Exhibit 8**, as of November 30, 2025, SU reported a total cancellation of four federal awards with a total award amount of \$1.0 million, of which \$479,120 was rescinded including \$416,623 in direct costs and \$62,497 in facilities and administrative costs. Of the amount canceled, \$341,902 was related to the cancellation of one award by the U.S. Department of Education.

Exhibit 8
Federal Awards Canceled
As of November 30, 2025
(\$ in Thousands)

	<u>Awards</u>	<u>Total Award Amount</u>	<u>\$ Canceled</u>		
			<u>Direct Cost</u>	<u>F&A</u>	<u>Total Amount</u>
National Science Foundation	2	\$414	\$69	\$51	\$120
Department of Education	1	458	335	7	342
National Endowment for the Humanities	1	146	12	5	17
Total	4	\$1,019	\$417	\$62	\$479

F&A: facilities and administration

Source: University System of Maryland

Education and General Expenditures

Since tuition and fee revenue in the allowance is based on enrollment projections, increases and decreases in enrollment can have a significant effect on an institution’s revenue. Therefore, looking at the changes in expenditures by program area between fiscal 2025 and 2026, when institutions knew their fall enrollment, provides a more accurate picture of funding priorities.

Exhibit 9 shows budget changes for unrestricted funds by program area for fiscal 2025 and 2026. Overall, these expenditures decrease by \$4.1 million, or 1.7%, in fiscal 2026. In fiscal 2026, E&G expenditures decline by 3.4%, or \$6.4 million, mainly attributable to a \$13.8 million decrease in operation and maintenance of plant due to one-time expenditures in fiscal 2025, including \$7.0 million for the Commons Building kitchen exhaust hood systems replacement project, and \$7.0 million for resident hall (\$4.0 million) and Maggs gym (\$3.0 million) renovation projects.

Exhibit 9
Budget Changes for Unrestricted Funds by Program
Fiscal 2025-2026
(\$ in Thousands)

	<u>2025</u> <u>Actual</u>	<u>2026</u> <u>Working</u>	<u>2025-2026</u> <u>Change</u>	<u>2025-2026</u> <u>% Change</u>
Expenditures				
Instruction	\$69,159	\$71,822	\$2,663	3.9%
Scholarships and Fellowships	19,505	21,375	1,870	9.6%
Academic Support	19,919	21,372	1,453	7.3%
Student Services	10,127	11,486	1,359	13.4%
Institutional Support	24,927	25,045	118	0.5%
Public Service	2,907	2,902	-5	-0.2%
Research	819	722	-97	-11.9%
Operation and Maintenance of Plant	43,771	29,996	-13,775	-31.5%
E&G Total	\$191,134	\$184,721	-\$6,413	-3.4%
Auxiliary Enterprises	\$43,690	\$46,017	\$2,327	5.3%
Total Expenditures	\$234,824	\$230,738	-\$4,086	-1.7%
Revenues				
Tuition and Fees	\$73,421	\$75,657	\$2,236	3.0%
State Funds ¹	96,955	92,530	-4,425	-4.6%
Other	6,543	5,915	-628	-9.6%
Total E&G Revenues	\$176,919	\$174,102	-\$2,818	-1.6%
Auxiliary Enterprises	\$58,079	\$58,914	\$835	1.4%
Transfer (to)/from Fund Balance	-174	-2,277		
Available Unrestricted Revenues	\$234,824	\$230,738	-\$4,086	-1.7%

E&G: education and general

¹State funds include general funds and Higher Education Investment Funds.

Source: Governor’s Budget Books, Fiscal 2027, Department of Legislative Services

Increases in spending include:

- \$2.7 million, or 3.9%, in instruction is related to general salary increases and hiring of additional faculty for summer and winter term based on anticipated increases in course offerings;
- \$1.5 million, or 7.3%, in academic support is mainly related to the shifting of expenses related to information technology firewall and software to fiscal 2026 (\$1.1 million) and the reclassification of expenditures for Writing Across Curriculum contractual employees from instruction to academic support program (\$300,000); and
- \$1.4 million, or 13.4%, in student services is related to the general salary increase and the timing of filling vacant positions (\$500,00), additional student recruitment-related software and marketing materials (\$650,000) and a contract for student counseling (\$200,000).

As shown in **Exhibit 10**, except for fiscal 2021, E&G expenditures have increasingly exceeded revenues. In fiscal 2021, SU received \$7.9 million in federal relief funds that offset a \$6.1 million decline in tuition and fee revenue, resulting in a surplus of E&G revenues. Despite receiving \$8.4 million in federal relief funds in fiscal 2022, expenditures exceeded revenues by \$8.5 million. In fiscal 2024, even though SU received \$4 million in general funds related to funding guideline attainment (as specified in Chapter 683 of 2021) the E&G deficit grew to \$9.2 million. The shortfall further increased to \$14.2 million in fiscal 2025.

Exhibit 10
E&G Revenues and Expenses
Fiscal 2020-2025
(\$ in Thousands)

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
E&G Unrestricted Revenues						
E&G Revenues	\$141,013	\$143,939	\$144,526	\$156,221	\$170,222	\$176,919
E&G Expenses	148,743	143,198	153,048	163,820	179,420	191,134
E&G Surplus/Deficit	-\$7,731	\$741	-\$8,522	-\$7,599	-\$9,198	-\$14,215
Auxiliary						
Revenues	\$51,516	\$44,435	\$47,395	\$49,253	\$52,307	\$58,079
Expenditures	38,497	35,793	37,812	38,810	40,965	43,690
Auxiliary Surplus/Deficit	\$13,019	\$8,642	\$9,583	\$10,443	\$11,342	\$14,389
Total Surplus/Deficit	\$5,288	\$9,383	\$1,061	\$2,844	\$2,144	\$174

E&G: education and general

Source: Governor’s Fiscal Budget Books; Department of Legislative Services

All of the E&G shortfalls were covered by surpluses in auxiliary enterprises. Auxiliary enterprises, such as residence halls, dining services, and athletics, are self-supporting, relying on charges to students and faculty to cover expenses. Surpluses are expected in order to pay for future expenses, such as renovations or upgrades to facilities. While institutions will use auxiliary surpluses to cover shortfalls in E&G expenditures, depending on these surpluses is not necessarily sustainable as it relies on increasing enrollment and/or charges for services. The relatively large E&G deficits and auxiliary surpluses raise concerns including why E&G expenditures have not been reduced to better align with E&G revenues, whether students are being overcharged for auxiliary services, and/or is auxiliary spending being reduced in order to cover the E&G shortfall.

The President should comment on the reliance on the relatively high auxiliary surpluses to cover E&G spending and on efforts to align E&G expenditures with revenues.

Fiscal 2027 Proposed Budget

As shown in **Exhibit 11**, excluding fiscal 2026 special fund PAYGO funding, the fiscal 2027 allowance of State funds increases by 3.3%, or \$3.1 million, compared to the adjusted fiscal 2026 working appropriation after accounting for a proposed deficiency appropriation and a contingent fund swap of the HEIF for general funds. The fiscal 2027 swap is contingent on provisions in the Budget Reconciliation and Financing Act of 2026 that would decouple the State from certain tax provisions in the OBBBA. Other increases in State support between the fiscal 2026 working appropriation and the fiscal 2027 allowance include \$2.8 million for statewide costs primarily related to health insurance, \$1.4 million for general salary increases (budgeted centrally in DBM) and \$60,567 related to the opening of a new facility. These increases are partly offset by \$1.1 million that is mainly attributable to an increase in turnover.

**Exhibit 11
Proposed Budget
Salisbury University
(\$ in Thousands)**

	FY 25	FY 26	FY 27	FY 26-27	% Change Prior Year
	<u>Actual</u>	<u>Adjusted</u>	<u>Adjusted</u>	<u>Change</u>	
General Funds	\$91,325	\$87,138	\$89,653	\$2,515	2.9%
General Salary Increase			1,367		
Fund Swap		969	-238		
Total Adjusted General Funds	\$91,325	\$88,107	\$90,781	\$2,674	3.0%
Special Funds					
HEIF	\$5,630	\$5,392	\$4,562		
Fund Swap		-969	238		
Total HEIF	\$5,630	\$4,423	\$4,800	\$377	8.5%
Total Adjusted State Operating Funds	\$96,955	\$92,530	\$95,582	\$3,052	3.3%
Other Unrestricted Funds	\$138,043	\$140,486	\$145,761	\$5,275	3.8%
Transfer to/from Fund Balance	-174	-2,277	-2,277		
Net Unrestricted Funds	\$234,824	\$230,738	\$239,065	\$8,327	3.6%
State Special Funds PAYGO		\$5,000			
Total Restricted Funds	\$19,586	\$21,450	\$20,250	-\$1,200	-5.6%
Total Funds	\$254,409	\$252,188	\$259,315	\$7,127	2.8%
Total Funds Excluding PAYGO	\$254,409	\$247,188	\$259,315	\$12,127	4.9%

HEIF: Higher Education Investment Fund

PAYGO: pay-as-you-go

Note: Numbers may not add due to rounding. The fiscal 206 working appropriation accounts for deficiencies. The fiscal 2027 allowance accounts for contingent reductions.

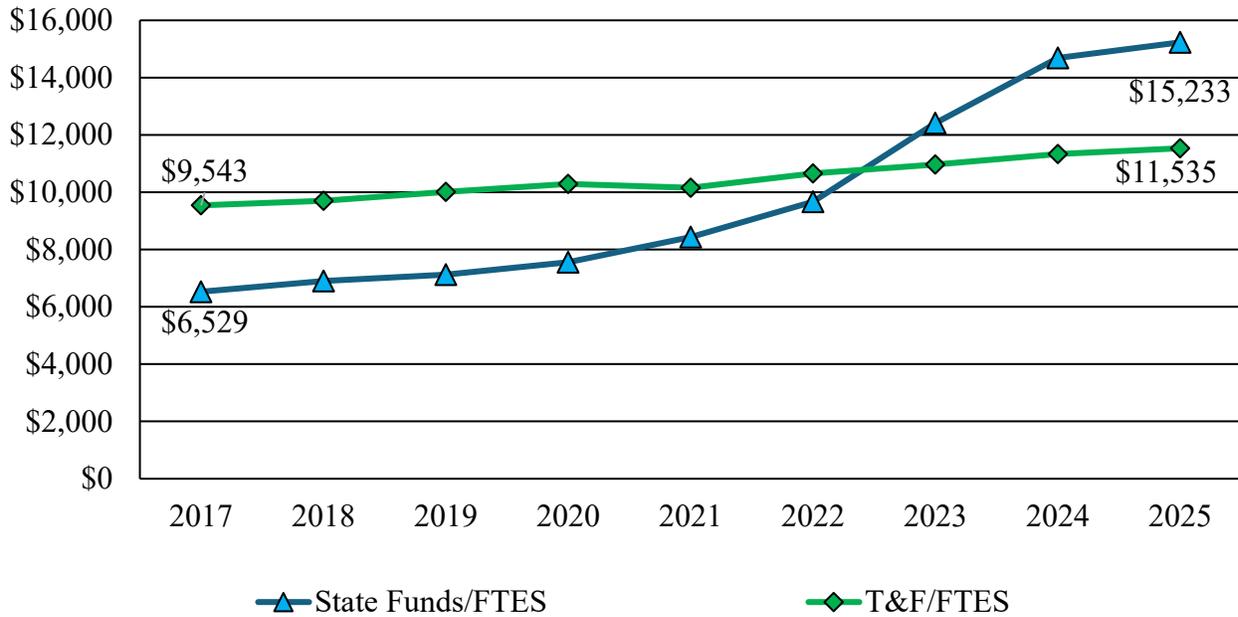
Source: Governor’s Budget Books, Fiscal 2027, Department of Legislative Services

Other current unrestricted revenues increase by 3.8%, or \$5.3 million, of which \$2.5 million is related to 4.2% growth in auxiliary revenues and \$2.4 million, or 3.2%, increase in tuition and fee revenue that partly reflects a 2% increase in tuition for resident undergraduate students.

Funding Per Full-time Equivalent Student

State funding per full-time equivalent student (FTES) increased by 113.3% between fiscal 2017 and 2025 from \$6,529 to \$15,233 per FTES, respectively. As shown in **Exhibit 12**, the majority of the increase, \$5,018 per FTES, occurred from fiscal 2022 to 2024 due to a variety of factors including general salary increases, restoration of the fiscal 2021 cost containment actions, and mandated funding for guideline attainment (\$1.0 million in fiscal 2023 and \$4.0 million in fiscal 2024) as specified in Chapter 683 of 2021, coupled with continual decline in enrollment. Tuition and fee revenue per FTES increased by 20.9%, or \$1,992 per FTES from fiscal 2017 to 2025, reflecting modest tuition increases coupled with declining enrollment.

Exhibit 12
Funding per FTES
Fiscal 2017-2025



FTES: full-time equivalent student
 T&F: tuition and fees

Source: Governor’s Fiscal Budget Books; Department of Legislative Services

Personnel Data

	FY 25	FY 26	FY 27	FY 26-27
	<u>Actual</u>	<u>Working</u>	<u>Allowance</u>	<u>Change</u>
Regular Positions	1,102.00	1,082.00	1,082.00	0.00
Contractual FTEs	<u>320.72</u>	<u>354.71</u>	<u>354.71</u>	<u>0.00</u>
Total Personnel	1,422.72	1,436.71	1,436.71	0.00

Vacancy Data: Regular Positions

Turnover and Necessary Vacancies, Excluding New Positions	47.77	4.41%
Positions and Percentage Vacant as of 12/30/25	78.00	7.21%

Vacancies Above Turnover 30.23

- USM has personnel autonomy and may create or abolish positions during the fiscal year. In fiscal 2026 year to date, SU has abolished 20.0 full-time equivalent State-support positions.

Operating Budget Recommended Actions

1. Concur with Governor's allowance.

Appendix 1
Audit Findings

Audit Period for Last Audit:	December 2018 – October 2022
Issue Date:	March 2024
Number of Findings:	2
Number of Repeat Findings:	0
% of Repeat Findings:	0%
Rating: (if applicable)	n/a

Finding 1: Redacted cybersecurity-related finding.

Finding 2: Redacted cybersecurity-related finding.

*Bold denotes item repeated in full or part from preceding audit report.

Appendix 2
Object/Fund Difference Report
University System of Maryland – Salisbury University

<u>Object/Fund</u>	<u>FY 25 Actual</u>	<u>FY 26 Work Approp.</u>	<u>FY 27 Allowance</u>	<u>FY 26 - 27 \$ Change</u>	<u>% Change</u>
Positions					
01 Regular	1,102.00	1,082.00	1,082.00	0.00	0.0%
02 Contractual	320.72	354.71	354.71	0.00	0.0%
Total Positions	1,422.72	1,436.71	1,436.71	0.00	0.0%
Objects					
01 Salaries, Wages, and Fringe Benefits	\$127,241,859	\$129,763,553	\$132,053,962	\$2,290,409	1.8%
02 Technical and Special Fees	23,332,038	26,481,239	26,145,581	-335,658	-1.3%
03 Communications	440,252	453,392	453,392	0	0.0%
04 Travel	2,490,129	2,635,537	2,845,537	210,000	8.0%
06 Fuel and Utilities	4,446,290	5,040,231	5,630,231	590,000	11.7%
07 Motor Vehicle Operation and Maintenance	64,963	255,727	257,477	1,750	0.7%
08 Contractual Services	12,829,920	15,546,907	15,859,649	312,742	2.0%
09 Supplies and Materials	12,263,894	12,594,698	13,338,861	744,163	5.9%
10 Equipment – Replacement	1,005,921	927,526	1,167,526	240,000	25.9%
11 Equipment – Additional	860,395	900,191	900,191	0	0.0%
12 Grants, Subsidies, and Contributions	32,706,552	35,453,758	35,741,331	287,573	0.8%
13 Fixed Charges	11,714,088	11,919,559	11,907,291	-12,268	-0.1%
14 Land and Structures	25,013,188	15,215,900	11,647,666	-3,568,234	-23.5%
Total Objects	\$254,409,489	\$257,188,218	\$257,948,695	\$760,477	0.3%
Funds					
40 Current Unrestricted Funds	\$234,823,956	\$230,738,218	\$237,698,695	\$6,960,477	3.0%
43 Current Restricted Funds	19,585,533	26,450,000	20,250,000	-6,200,000	-23.4%
Total Funds	\$254,409,489	\$257,188,218	\$257,948,695	\$760,477	0.3%

Note: The fiscal 2026 appropriation includes proposed deficiency appropriations. The fiscal 2027 allowance does not include contingent reductions or statewide salary adjustments budgeted within the Department of Budget and Management.

**Appendix 3
Fiscal Summary
University System of Maryland – Salisbury University**

<u>Program/Unit</u>	<u>FY 25 Actual</u>	<u>FY 26 Work Approp.</u>	<u>FY 27 Allowance</u>	<u>FY 26 - 27 \$ Change</u>	<u>% Change</u>
01 Instruction	\$69,159,092	\$71,822,354	\$73,271,450	\$1,449,096	2.0%
02 Research	1,973,803	1,990,173	1,716,480	-273,693	-13.8%
03 Public Service	9,404,583	10,286,099	9,406,311	-879,788	-8.6%
04 Academic Support	19,963,395	21,420,079	22,316,387	896,308	4.2%
05 Student Services	10,324,284	11,736,479	11,964,333	227,854	1.9%
06 Institutional Support	24,926,653	25,044,521	24,752,076	-292,445	-1.2%
07 Operation and Maintenance of Plant	43,771,134	34,996,469	31,976,169	-3,020,300	-8.6%
08 Auxiliary Enterprises	43,689,650	46,017,044	48,332,916	2,315,872	5.0%
17 Scholarships and Fellowships	31,196,895	33,875,000	34,212,573	337,573	1.0%
Total Expenditures	\$254,409,489	\$257,188,218	\$257,948,695	\$760,477	0.3%
Current Unrestricted Funds	\$234,823,956	\$230,738,218	\$237,698,695	\$6,960,477	3.0%
Current Restricted Funds	19,585,533	26,450,000	20,250,000	-6,200,000	-23.4%
Total Appropriations	\$254,409,489	\$257,188,218	\$257,948,695	\$760,477	0.3%

Note: The fiscal 2026 appropriation includes proposed deficiency appropriations. The fiscal 2027 allowance does not include contingent reductions or statewide salary adjustments budgeted within the Department of Budget and Management.