



---

OFFICE OF THE CHANCELLOR

**TO:** USM Presidents  
**FROM:** Jay A. Perman, Chancellor  
**DATE:** May 1, 2024  
**RE:** FY 2025 USM Compensation Guidelines

---

***I. Introduction***

Following are guidelines for the compensation of faculty and staff members at constituent institutions of the University System of Maryland (USM) in Fiscal Year 2025.

These guidelines take effect July 1, 2024





FY 2025

Suggested reporting formats for each of these reports, an affirmation letter template, and other guidance will be provided to each institution's chief human resources officer. If you have any questions regarding these guidelines and reporting requirements, please contact Tom Hoffacker via email at [thoffacker@usmd.edu](mailto:thoffacker@usmd.edu). Thank you.

cc: Ellen Herbst  
Vice Chancellors  
Vice Presidents for Administration and Finance  
Provosts and Chief Academic Affairs Officers  
Systemwide Human Resources Committee (SHRC)

Carolyn Skolnik  
Tom Hoffacker  
Lorri McMann  
Colleen Auburger