

Campus Compression/Inversion Report Form

The purpose of this form is to inform the campus community, SUNY System Administration, and UUP about the allocation of salary compression/inversion increases pursuant to the guidelines and methodology established through negotiations between the State/SUNY/UUP, including permissible discretion used by the administration to address campus-specific circumstances. Any questions should be addressed to Human Resources.

Year of distribution _____ 2019 _____

Amount of DSI funds available for compression/inversion (dollar figure of 0.5% of campus salaries) _____ \$692,312 _____

Amount of compression/inversion salary increases actually distributed (Could be equivalent to 0.5% of campus salaries or more if other DSI funds were added)

_____ \$692,347 _____

Was a minimum threshold used for allocation of compression/inversion increases?

I.e., Was there a dollar amount of identified compression/inversion for full-time employees (pro-rated for part-time employees) below which identified compression was not remediated?

Yes, Threshold Amount _____ \$2500 _____ ; No _____

Was the compression/inversion money distributed proportionately across UUP members who have compression/inversion identified for campus remediation. In other words, did all individuals identified for compression/inversion increases get the same percentage of their compression/inversion remediated?

Yes (Indicate percent remediated for all) _____ 7.89% _____

No _____

If **No**, explain the campus distribution process, identifying the departments/functional areas that received a higher percentage of remediation than the "norm" across campus, the rationale for doing so, and the percentage of remediation each departments/functional area received.

From the pool of employees eligible to receive salary increases from the compression/inversion pool, identify any of the following permissible exclusions made by the campus administration:

**Excluded
Yes/No**

 Yes Visiting academics with less than 4 years of service in title

 Yes Part-time academics paid on a bi-weekly or other non-annual salaried basis with less than 2 years of service

 Yes Part-time professionals paid on a bi-weekly or hourly basis with less than 2 years of service

 Yes Full-time employees who have received notices of non-renewal

Data sources used for market salary benchmarks

For Academics

CUPA 2019 Faculty in Higher Education Survey is the standard source using Tenure Track Faculty, New Assistant Professor in each department/discipline (except as otherwise specifically allowed). Identify which CUPA data source was used and any alternative approved data sources, identified in the SUNY-UUP guidelines for distribution of these salary increases. The source(s) used are as follows:

CUPA 2019 Faculty in Higher Education Survey

For Professionals

CUPA 2019 Professionals in Higher Education Survey should be used wherever possible. For certain positions the CUPA Staff or Administrators Surveys may contain comparable titles which are more appropriate comparators for benchmarking purposes. In those circumstances these surveys may be used instead.

If CUPA data were not available for particular departments or functional areas, alternative data sources for those departments/functional areas as noted in the SUNYUUP guidelines for distribution of these salary increases were used.

Such alternative data sources used for Professionals, and the departments/functional areas for which they were used are as follows: NA